

INTEGRATING YOUTH DEVELOPMENT IN THE FREE STATE

Prepared for the FSYC by:

Ntobeko Buso (HSRC), Lebogang Mogoera (FSYC) and Molefi Lenka (CDS)

Democracy and Governance Unit

HSRC: Bloemfontein

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EXECUTIVE SUMMARY

This report forms part of a five-year plan designed by the Centre for Development Support (CDS) of the University of the Free State on behalf of the Free State Youth Commission (FSYC). As part of a cluster of research projects on governmental youth programmes and actions, the project aims to inform government departments on how best to integrate youth related issues into their structures and programmes. The main rationale for this cluster is related to the current lack of any effective integration of youth affairs into the institutional arrangements of government departments, and the need to develop practical guidelines for effective integration.

The aims of the study are three fold:

- to determine the current extent, and type, of integration and intersectoral collaboration in the area of youth development at provincial and local government spheres in the Free State,
- to determine the constraints and opportunities for such integration and intersectoral collaboration of youth development policies and programmes within the current policy and administrative context, and
- to develop strategies and operational principles to facilitate integrated youth development within and across these spheres in the province.

The National Youth Commission (NYC) and the Free State Youth Commission (FSYC) believes that any programme purporting to be a youth development programme should comply with the following principles.

- Youth are a resource – young people are agents of their own change and should be capacitated and empowered to become responsible people.
- Long term investment – in order for the programmes to be effective they ought to have long-term commitment to young people.
- Development of skills – effective programmes are those that impart essential skills to youth.
- Exit opportunities – exit opportunities should become integral part of the conceptualisation and planning process of any youth development programme.
- Clear retainer strategies – effective programmes should devise clear retainer strategies.
- Follow up and tracking – FSYC views tracking and following up young people, who have participated in programmes, as important because it expands their knowledge base and also informs its policy.
- Knowledge must inform policy – information and knowledge should inform planning and design of programmes.

The report begins by reflecting present practices and progress in selected departments in pursuit of integrating youth development issues. Departmental programmes that address youth issues vary in type and size. Some programmes, such as that aimed at the prevention of substance abuse in the Department of Health, are extensive and widespread whereas that for the training of tour guides in the Department of Tourism is a far smaller (lesser resourced and a more narrowly targeted) programme. Some departments are clearly more active in the youth arena than others. A small, relatively under-resourced department such as Sports, Arts, Culture, Science and Technology is introducing a range of more imaginative

programmes and projects than much better resourced departments such as Land Affairs.

The findings indicate that Departments need to allocate more budget for youth issues because this would allow them to implement more youth programmes more effectively. Since Departments have many core (capital and recurrent) responsibilities that they allocate budget on, the absence of direct allocation of budget to youth issues implies that their integration into government programmes cannot be effective. In some cases, a lack of budget means a lack of youth programmes. As is shown by the Departments of Health, Public Works and Safety and Security, allocation of budget for youth issues translates into more and better integration of youth programmes.

Approximately 50% of Departments surveyed have implemented capacity-building programmes for the youth. Such programmes take the form of bursaries, internships and volunteering. Capacity-building programmes are significant for the Departments for two reasons. Firstly, the Departments contribute to skills development for the interns and volunteers. Secondly, the Departments ensure that they can subsequently employ competent people whom they have trained.

Areas of co-operation across departments regarding youth issues are mostly on awareness campaigns, rather than job creation programmes. For example, DWAF co-operates with the DoE on 2020 Water Awareness campaign. Awareness campaigns generally ensure that youth are informed, but they do not address the issues of unemployment and lack of skills, which are the most important issues identified by young people.

Over all, the study indicates that there is lack of co-ordination between and across the Departments. While some departments co-operate with other departments on youth policies and programmes, the discussions take place during the Interdepartmental Forum. The interviewees indicated that the Departments should establish regular consultation among themselves and this would require good co-ordination skills.

Government departments do not share costs for the joint programmes. This narrows the scope of integrating more youth issues. If the Departments were to share the costs on joint programmes, some funding would be saved to start new youth programmes.

Approximately 60% of departments work with municipalities in implementing youth programmes. This collaboration with municipalities enables them to implement more youth programmes with more young people because municipalities are based and serve in local communities. In some cases, municipalities implement youth programmes on behalf of the Departments. For example, Mangaung Local Municipality manages a cultural village in Thaba Nchu while DSACST provides funding.

The balance of the municipalities surveyed do not implement youth programmes because there is no budget and adequate staff to address youth issues. Municipalities tend to focus on other municipal functions and ignore youth programmes. Some municipalities work with Government Departments and regard youth issues as the responsibility of the Departments.

There is clearly a need for Youth programmes to be more effectively integrated into departmental and municipal programmes and such programmes should conform to the above-mentioned principles that have been set up by the National Youth Commission and Free State Youth Commission.

Overall, the findings suggest that integration and intersectoral collaboration of youth programmes by the Departments and the Municipalities is mixed with successes and challenges. As such the report provides the following recommendations:

- The youth units that are responsible for implementation of youth programmes within government should have competent staff with capital budget to launch youth development programmes.
- Allocation of budget for youth programmes translates into more integration of youth programmes.
- The employment of young people, at both provincial and local levels enables the government to nurture skills development and encourage young people to be active participants in the economy, rather than being beneficiaries of government programmes.
- Capacity-building programmes are significant for young people because they contribute to skills development.
- Procurement provision enables the Departments and the Municipalities to comply with procurement policy thereby implementing more youth programmes.
- Interdepartmental co-ordination is necessary in order to ensure that departments implement joint programmes for youth development.
- The Departments should share costs on joint programmes so that more funds could be saved and initiate new youth development programmes.
- The FSYC should assist both the Provincial and Local government to understand Youth Development Framework and establish regular consultation and interaction to identify joint programmes. It should also organise capacity building programmes for youth officers in order for them to launch youth programmes that are compliant with principles of youth development.

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List of Acronyms

ADAPRRE	Alcohol and Drug Abuse Prevention, Rehabilitation and Research Centre
AEPS	Agricultural Extension Programme for Scholars
ACH	Arts, Culture and Heritage
CBOs	Community-Based Organisations
CSO	Council Support Office
DoA	Department of Agriculture
DCS	Department of Correctional Services
DoH	Department of Health
DoL	Department of Labour
DLA	Department of Land Affairs
DLGH	Department of Local Government and Housing
DoP	Department of the Premier
DPW	Department of Public Works, Roads and Transport
DSS	Department of Safety and Security
DSW	Department of Social Welfare
DSACST	Department of Sports, Arts, Culture, Science and Technology
DTEEA	Department of Tourism, Economic and Environmental Affairs
DWAF	Department of Water Affairs and Forestry
FSAS	Free State Academy of Sport
FDC	Free State Development Cooperation
FSYC	Free State Youth Commission
GCIS	Government Communication and Information System
IDP	Integrated Development Plan
LAT	Library, Archives and Technology
LYU	Local Youth Unit

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MLM	Mangaung Local Municipality
MEC	Member of the Executive Council
NGOs	Non-Governmental Organisations
NLA	Naledi Local Municipality
NSC	National Sports Council
NYC	National Youth Commission
PA	Personal Assistant
PROREC	Provincial Recreation Council
SMME	Small, Micro and Medium Enterprise
SADC	South African Development Community
SASSU	South African Students Sports Union
SITA	State Information Technology Agency
SPO	Special Programme Officer
USSASA	United School Sports Association of South Africa

A. Introduction, Aims, and Scope of the Research

In order for integrated youth development to be effective and sustainable, the National Youth Commission (NYC) and the Free State Youth Commission (FSYC) have set the following principles to serve as guidelines for any youth development programme.

- Youth are a resource

The FSYC believes Young people have talents, ideas and aspirations, which must be harnessed. Youth are agents of their own change who should be capacitated and empowered to become responsible people and take ownership of the process geared towards empowering them.

- Long-term investment

The FSYC believes that government sponsored development programmes that succeed are those that invest in young people over a period of time. According to the FSYC, a minimum period of commitment that a programme ought to have to youth should be 12 months. However, there are other programmes that are effective over shorter periods such as six or nine months, but the FSYC commits itself to programmes running over 12 months.

- Development of skills (accredited)

Lack of skills is one of the serious impediments to the success of young entrepreneurs and young people. The FSYC believes that effective programmes are those that impart essential skills to youth and such skills should be accredited. The commission has adopted the National Qualifications Framework (NQF) as a benchmark area for accreditation and skills recognition.

- Clearly identified exit opportunities

The FSYC believes that effective programmes are those that clearly identify exit opportunities for youth before they enter the programme. Exit opportunities should become an integral part of the conceptualisation and planning process of any youth development programme.

- Devise clear retainer strategies

The FSYC believes that effective programmes are those that devise clear retainer strategies to ensure that young people see programmes through. Some of the effective programmes utilise stipends as a retainer.

- Follow-up and tracking

The FSYC believes that effective programmes should track and follow-up participants who have been in programmes in order to expand its knowledge base, which in turn will inform the policy of the commission. The commission keeps track of the youth over a minimum period of three years after participating on programme.

- Knowledge must inform policy

The commission believes that effective programmes are those that essentially conduct regular reviews to test relevancy and impact among its target participants. Programmes should specify monitoring and evaluation mechanism as an integral part from conceptualisation to implementation phases.

However, the above-mentioned principles are not conclusive and different models work for different young people under different circumstances.

The report forms part of a five-year plan designed by the Centre for Development Support (CDS) of the University of the Free State for the Free State Youth Commission. The Human Sciences Research Council (HSRC) was approached by the Free State Youth Commission (FSYC) to research on how to integrate youth programmes more effectively into government structures and programmes. As such, the study forms part of a cluster of research projects related to governmental youth programmes and actions which are aimed at informing governments and municipalities on a more effective integration of youth related policies and programmes.

The primary objective has been to determine the extent to which youth development programmes are integrated in the Free State province, both at provincial and local government levels. The secondary purpose of the study is to determine the constraints and opportunities for integration and intersectoral collaboration of youth development within the current policies of the province.

Co-ordination and inter-sectoral collaboration of youth development among government departments is fraught with difficulties. Steven Friedman (1998) argued that co-ordination between government departments is “not natural, they have their own programmes and budgetary interests, and will not easily abandon them in the interests of common goals”. In the Free State, Friedman’s argument bears testimony because the implementation of inter-sectoral youth policies has been characterised by problems such as an unclear working relationship between the different sectors and spheres of government. However, there are effective inter-sectoral youth initiatives and it is an intention of this study to highlight and promote them in order for other departments to learn.

The research therefore focused on 14 provincial departments and 10 municipalities in the Free State. Provincial departments include Public Works, Labour, Agriculture, Land Affairs, Health, Safety and Security, Sports, Arts, Culture, Science and Technology, Local Government and Housing, Water Affairs and Forestry, Premier, Government Communication and Information System, Environmental Affairs and Tourism, Social Development and Welfare and Free State Development Cooperation. Municipalities include Naledi, Mangaung, Kopanong, Mohokare, Maluti a Phofung, Phumelela, Moqhaka, Metsimaholo, Xhariep and Thabo Mofutsanyane.

The data for the research has been collected from departmental and municipal officials, and secondary sources – policy documents of various departments. Face-to-face interviews were conducted with departmental officials, while telephonic interviews were conducted with municipal officials (See Annexure A). The research findings show current realities, constraints and opportunities for inter-sectoral collaboration and co-ordination in the Free State.

As such, this report provides a SCAN of departmental and municipal practices in addressing youth issues. Budget and time constraints meant that the researchers could not focus on many important and ‘deeper’ details in the unfolding implementation of youth development policies and programmes. Research was also sometimes hindered by the unavailability of interviewees to elaborate on departmental practices, and by the lack of some secondary information. However, the report provides a broader view of departmental and municipal practices around youth issues.

1. Structure of the study

The report begins by presenting departmental practices in integrating youth development programmes. More specifically, the departmental practices involve the extent to which departmental policies and programmes address youth development issues, and the implementation of such development issues. It also focuses on the extent to which different departments collaborate with other departments and municipalities in addressing youth development issues.

The report also presents municipal overview, with particular focus on the extent to which municipal policies and programmes address youth development issues. It also pays attention to municipal co-operation with civil society and NYC or FSYC in addressing youth issues.

The study provides a cross-analysis of both departmental and municipal practices in addressing youth development issues. The analysis is presented in a form of tables.

The report concludes by presenting a summary of findings, and recommendations to improve the integration of youth programmes in the Free State.

B. Departmental overview

The purpose of this section is to present departmental practices in integrating youth development issues.

1. Department of Public Works, Roads and Transport (DPW)

The Special Programmes Officer – youth, gender, disability & HIV/AIDS was interviewed. The main objective of the Special Programmes Unit is to implement and monitor special programmes for the development, care and protection of vulnerable groups (youth, women, children and those affected by HIV/AIDS).¹

1.1. *Policies and Programmes*

The DPW has policies that address youth issues, which are Employment Equity, Affirmative Action, National Youth Policy, Green Paper on the National Youth and Departmental Strategic Plan.²

The DPW has taken initiatives to include youth issues in its programmes. Such programmes include the following:

- *Budget: The Special Programmes Unit falls under the state asset programme and the total budget of this programme is 6% of the total departmental budget.³ Within this unit there was under spending of 2.66% which was due to less staff appointed, less equipment and stock procured and under utilisation of consultant services.*
- *Bursaries: Seventeen bursaries have been given to students of the University of Free State and Technikon for studies in the engineering field.*
- *Employment: The Department has 4908 employees, 1187 of them being youth i.e. below the age of 35. The highest level of employment for them is Deputy Director, which is at level 11, and the lowest is an administration clerk.*
- *Volunteers: The department has taken on four youth volunteers. They receive training on issues pertaining to development within the department. They are also exposed to accredited training directed at departmental officials by outside institutions such as Price Waterhouse Coopers. The volunteers also receive a stipend for their travelling.*
- *Housing: The Department pledged in 2002 to support disabled children/youth by improving/renovating their homes. During 2003, the Department is focusing on Itsoseng Self-Help Organization for disabled children in Thabo Mofutsanyane District municipality. An amount of R200 000 has been allocated to renovate the building and an amount of R800 will be paid to each of the carers for a period of 12 months.*
- *Community-based public works programmes: In 2001/2002, 91 young people were involved in seven projects. In 2003/2004 youth employees in the projects should be 30% of the total number of employees. These are projects that are aimed at poverty alleviation.*
- *Procurement: Special contract conditions for the involvement of youth in tenders from the department have been started for the 2003/2004 financial year. Ten tenders have been allocated to youth. For example, the contract to*

¹ Department of Public Works, Roads and Transport, *Youth Report*, 2003, p.1.

² Department of Public Works, Roads and Transport, *Youth Report*, 2003. p.1.

³ Department of Public Works, Roads and Transport, *Youth Report*, 2003. p.2.

deliver newspapers for the department has been given to a youth organization called City New Delivery Service for Mangaung⁴.

The Department also has an empowerment plan for women, youth and persons with disabilities. Community-based public works programmes such as road infrastructure should involve women, youth and disabled people. Prior to the evaluation panel submitting prospective bid (tender) documents to the Departmental Tender Committee, the Compliance Unit investigates the extent to which tenders include youth, women and disabled people. The Compliance Unit facilitates and coordinates training and development of young people, women and the disabled persons. The training includes project management, financial management, business management, bidding (tender) procedures and completion of bidding (tender) documents. Thus far, about 140 people (women and youth) have received certificates⁵.

According to the interviewee, the Department should include more youth in its programmes. Youth should be involved as beneficiaries of the programmes. But most important is the recruitment of young people into the Department. The interviewee noted that engineers in her Department are old people who are likely to retire soon. This means there is a need for more young people to be trained. The interviewee noted that there is a need for black youth to be recruited into the Department in order to reverse the legacy of the apartheid regime. She noted that the Department of Public Works trains youth according to the number of jobs available in the department. However at times they train more young people than the vacancies. In such circumstances, the department allows the trainees to go and look for jobs in the private sector.

The Department has limited information about the needs of the youth. Part of the information comes from the Free State Youth Commission (FSYC), and the youth that approach the Department to be assisted with tendering. On that basis, the Department formulates what it thinks needs to be addressed in relation to youth. According to the interviewee, the Department cannot rely solely on FSYC and youth that come for assistance, as such, there is a need for the Department to market itself and gather more information on youth issues. This could be achieved through road shows and visiting educational institutions to find out what it is that young people would like assistance on.

1.2. *Implementation*

The Department of Public Works has a Youth Unit. This unit includes women, disabled people and people affected by HIV/AIDS. The main duty of the Youth Unit is to implement and monitor special programmes for the development, care and protection of the youth, women, children and those affected by HIV/AIDS.

The youth unit is understaffed, because it has been formed fairly recently. There are some posts that have been advertised and once they are filled, the unit will be involved in many projects and attend to more issues that affect the vulnerable groups. An amount of R800 000 has been allocated to the Unit, and the Special Programmes Officer can use her discretion on how to spend it.

⁴ Department of Public Works, Roads and Transport, *Youth Report*, 2003, p.3.

⁵ Department of Public Works, Roads and Transport, *A vision for the department*, 2003

According to the interviewee, the Special Programmer Unit does not address youth issues adequately because it focuses on other groups such as women, disabled and people affected by HIV/AIDS. However, one of the advertised posts is for a person who is going to focus on youth issues only, and more youth issues will be addressed in future.

The Department does not involve the youth in implementation, monitoring and evaluation of the youth programmes. It is the FSYC that monitors and evaluates youth programmes as its mandate.

The Department of Public Works does not have an internship programme. Rather, it does allow students to take practicals with private companies that have been awarded tenders by the department. Part of the terms of reference when the Department awards tenders to private companies, is to make sure that such companies take some students for their practicals. The companies pay the students.

1.3. Interdepartmental co-ordination

The DPW co-operates with the Department of Local Government and Housing (DLGH) and the Department of Education. Co-operation involves engineering and construction. The engineers and builders that work for DPW also assist DLGH with the construction of houses. In some cases, the DPW trains people during community-based public works programmes and these people use their skills to assist DLGH in its projects such as construction of houses. The DLGH approaches the DPW to supply it with engineers. DPW pays the public works engineers, whereas DLGH pays the community-based builders. There is no formal agreement and co-ordination between these departments. DLGH asks for engineers to assist in construction of houses, and because DPW is committed to providing safe and efficient transportation and infrastructure, it permits its engineers to assist DLGH.

In connection with DoE, Public Works provides engineers when the school is constructed. The DoE provides funding, because it owns the school.

According to the interviewee, there is scope for future interdepartmental collaboration on youth issues. Different departments should collaborate in order to bridge the gap of each department focusing on its own work. The interviewee maintained that the cluster system in the office of the Premier should promote and encourage interdepartmental collaboration. The cluster system entails that departments are clustered according to the similarities between their duties. The Department of Public Works cuts across all departments because of its duties e.g. maintaining transportation and infrastructure for the whole province. Both of these duties affect each department, and therefore departments should establish collaboration.

1.4. Intergovernmental collaboration

The DPW collaborates with municipalities in integrating youth issues. The department works with all the municipalities in the Free State and it is the municipalities that approach the department because the department has expertise in public works programmes. Such programmes focus on job creation and are labour intensive. The criteria for selecting employees in each project are women – 60%, youth – 30% and disabled – 10%.

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The table below shows DPW's projects in three District Municipalities:

Municipality	Town	Type of project
Xhariep DM	Bethulie	Cleaning of Lephoi and Wongalethu Primary Schools
	Zastron	Cleaning of Zama Primary and Zastron Public Schools
	Springfontein	Cleaning of Springfontein High School
	Luckhof	Cleaning of Luckhof Primary School
Northern Free State DM	Kroonstad	Storm water drainage Cleaning the graveyard
	Koppies	Cleaning of the streets
	Sasolburg	Cleaning of the streets
	Heilbron	Upgrading a community centre
Thabo Mofutsanyane DM	Qwaqwa	Renovating Itsoseng centre for disabled children and repairing Makwane road

In all these projects, the departments paid the employees and transferred skills to unskilled employees. The amount of funding spent in each project could not be ascertained as it varies from one project to the other. For example, the cleaning of a school will be allocated lesser funds compared to installation of water drainage and upgrading of community centres.

According to the interviewee, there is scope for future collaboration with municipalities because municipalities are obliged to play a developmental role and do not have adequate resources. DPW assists them with infrastructure and transportation maintenance. Typically, a municipality takes the initiative to approach the Department.

1.5. Co-operation with civil society

DPW works with communities in addressing youth issues. When the department identifies projects, a certain percentage of the employees will be youth, women and disabled people. Even in projects that are initiated by municipalities, the department adheres to the principle of labour intensiveness and job creation. In this way, the community becomes part and parcel of the programmes. In all the programmes where the Department gets involved, transfer of skills and remuneration are made to the employees.

According to the interviewee, the Department of Public Works has a Preferential Procurement Act which entails that special contract conditions for the involvement of youth in tenders should be 10%. The Department ensures that this increases year after year.

1.6. National Youth Commission and Free State Youth Commission

The Department of Public Works interacts with Free State Youth Commission and not with National Youth Commission (NYC). It is the mandate of FSYC to interact with NYC and inform provincial departments of the development framework within which youth issues should be addressed. FSYC assists the Public Works Department in identifying youth related issues because, in the interdepartmental forum, all departments and FSYC come together and discuss youth issues that need

to be addressed. The Interdepartmental Forum provides an opportunity for all the departments to understand the FSYC policies, and it is in this forum that FSYC presents its programmes so that the departments can identify opportunities for co-operation.

According to the DPW interviewee, the FSYC should not rely on the interdepartmental forum in order to market its programmes amongst departments. Rather, there should be monthly meetings with each department, where the commission can present its programmes and monitor the implementation of youth programmes by departments. In this way, even departments that pay little attention to youth issues will be monitored and will ensure that youth issues are addressed.

According to the interviewee, the DPW does address youth issues, and once the youth officer (officer for youth issues exclusively) is employed, the department will reach more young people and increase youth related programmes.

2. Department of Sport, Arts, Culture, Science and Technology (DSACST)

Three officials from the department of Sports, Arts, Culture, Science and Technology were interviewed:

- Acting Director – Sport and Recreation
- Acting Director – Arts, Culture and Heritage Services
- Director – Library, Archives and Technology

For the purpose of this report the following definitions will suffice:

- Sport may be defined as an activity that requires a significant level of physical involvement and in which participants engage in either a structured or unstructured activity, for the purpose of declaring a winner, though not solely so, or purely for relaxation, personal satisfaction, physical health, emotional growth and development.⁶
- Recreation is a guided process of voluntary participation in any activity, which contributes to the improvement of general health, well-being and the skills of both the individual and society.⁷
- Arts refer to but are not restricted to all forms and traditions of dance, drama, music, music theatre, visual arts, crafts, design, written and oral literature all of which serve as means for individual and collective creativity and expression through performance, execution, presentation, exhibition, transmission and study.⁸
- Culture refers to the dynamic totality of distinctive spiritual, material, intellectual and emotional features which characterise a society or social group. It includes the arts and letters, but also modes of life, the fundamental rights of the human being, value systems, traditions, heritage and beliefs developed over time and subject to change.

⁶ White Paper on Sports and Recreation, 1997, p.2.

⁷ White Paper on Sports and Recreation, 1997, p.3.

⁸ White Paper on Arts and Culture, p. 7.

- Heritage is the sum total of wildlife and scenic parks, sites of scientific and historical importance, national monuments, historic buildings, works of art, literature and music, oral traditions and museum collections and their documentation which provides the basis for a shared culture and creativity in the arts.⁹

Sport and recreation activities contribute to the general welfare of all South Africans. It includes the youth in meaningful activities, to contribute to the building of communities.

2.1. Sport and Recreation

2.1.1 Policies and Programmes

The Department of Sport, Arts, Culture, Science and Technology has a White Paper on Sport and Recreation. The White Paper focuses mainly on young people who are the future of the Free State Province and South Africa, by inculcating values upon which a winning nation can be built. The following are kinds of youth issues covered in the White Paper:

- *National Sport Council (NSC)*: The National Sport Council (NSC) is a recognised co-ordinating and controlling body for sport in the Free State Province. The NSC ensures that sport development and promotion in the Free State takes place, especially junior sport for young people.¹⁰
- *School and Tertiary*: United School Sports Association of South Africa (USSASA) and South African Students Sports Union (SASSU) are recognised co-ordinating bodies for the school and tertiary sports. These two bodies are responsible for implementation of government policy on sport and recreation at school and tertiary levels. They also ensure maximum participation in terms of inter-school and inter-tertiary sports.¹¹
- *Provincial Recreation Council (PROREC)*: The Provincial Recreation Council is an agency for the Department in relation to policy development, co-ordination of recreation bodies, and programme implementation for recreation. The responsibility of PROREC is to encourage and recruit young and adult citizens to participate in active physical activity.¹²

The Department of Sport and Recreation ensures the development and implementation of programmes targeted at introducing young people (both in and out of school) to physically active play in the Free State Province.

The Department of Sport and Recreation has the following specific programmes that address youth issues:

- A facility development programme which focuses on district operations where sports clubs and structures are established at district level.
- A Free State Science Institute programme that encourages and promotes exercise activities among young people within different sport clubs.
- A sport programme and promotion, entailing the formation of different sporting codes such as rugby, tennis, soccer, volleyball and cricket. The Department of Sport and Recreation conducts clinics that coach young people in different sporting codes. Sport programme and promotion facilitates Sport and Recreation Day, where young people engage in various activities such as

⁹ White Paper on Arts and Culture, p. 7.

¹⁰ Free State Provincial Government, *White Paper on Sport and Recreation*, p. 8.

¹¹ Free State Provincial Government, *White Paper on Sport and Recreation*, p. 9.

¹² Free State Provincial Government, *White Paper on Sport and Recreation*, p.10.

awareness campaigns to encourage young people to be involved in sport and participate in competitions for medals and trophies.

- Young Champions is a programme, which provides sport equipment to youth sport clubs in. This is a programme of the National Department of Sport and Recreation, which is implemented through provincial departments. It is a joint programme with the Flemish Government. The Flemish Government provides funding, and the provincial department administers the funding. The provincial department submits a business plan for funding. The Department has given sport equipments to provincial and local clubs.

The interviewee said that the Department should include more youth issues in its programmes because sport keeps youth busy and some young people can make a living out of sport. Though sport is voluntary, it is the responsibility of the Department to encourage and promote sport among young people so that they utilise sport opportunities, which would keep them, busy, health and earn living.

The Department does not have enough information about the needs of the youth because of a lack of skilled staff. In order to improve the situation, there are 20 departmental officials who are receiving training in Belgium. The training seeks to build the capacity of officials in order to carry out departmental duties. These officials will be based at municipalities because the Department is following the Belgian approach of placing officials at local level in order to work with grass roots people. The Department is certain that once the officials complete their training, they will inform the Department about youth issues. The training is a result of a bilateral agreement that exists between South Africa and Flemish Government.

2.1.2 Implementation

The Department of Sport and Recreation does not have a Youth Unit. Youth issues are included in various departmental programmes. Each directorate of the Department has an obligation to include youth issues. The Department has no intention of establishing a separate youth unit because the officials that are receiving training in Belgium will attend and address youth issues.

The Department does not involve youth in the monitoring and evaluation of youth programmes. According to the interviewee, it is the duty of the Sport Council to monitor and evaluate programmes. The Sport Council consists of departmental officials and representatives from district structures and clubs.

The Department does not have an internship programme for youth because of a lack of resources such as computers, offices and personnel to supervise the interns. The current staff cannot supervise interns, because the Performance Management System does not include supervision of interns in the job description of the employees. An Internship programme may be possible if more resources are made available. The interviewee said that, presently, there is no intention to start an internship programme.

2.1.3 Interdepartmental co-ordination

The Department of Sport and Recreation (DSR) co-operates with the Department of Education (DoE), the Department of Social Welfare (DSW), the Department of Environmental Affairs and Tourism (DEAT), the Department of Correctional Services (DCS) and Free State Academy of Sport (FSAS). Co-operation between DSR and DoE is through sport programmes that DSR presents at schools. DSR presents

sport classes to the learners during school hours and teaches educators sport programmes.

Co-operation between DSR and DEAT is through the promotion of sport and organising sport events by DSR, while DEAT promotes and encourages tourism to players. If DSR hosts major sport event, it works with DEAT in ensuring that players and spectators know about the tourism opportunities in the province. For example, DEAT prepares tourism booklets and distributes them to spectators and players.

The Department of Sport and Recreation organises sport days and promotes sport among inmates of Correctional Services Department. As a form of rehabilitation, DSR holds sport clinics in prisons and encourages prisoners to participate in sport.

DSR provides funding to the Free State Academy of Sport which identifies and accelerates the development of talented athletes. This Academy is located at the University of the Free State. It ensures a scientific, holistic and educationally sound approach to the development of talented athletes, including a systematic process for the identification, selection and development of talented athletes.¹³

According to the DSR interviewee, arrangements and agreements with other departments are reached. There are monthly meetings where officials identify future areas of co-operation. DSR makes presentations to all departments about its programmes, and some departments identify areas of co-operation. The interviewee said that, in practice, co-ordination is difficult because provincial departments are fragmented and focus only on their mandate. According to him, some departments find it difficult to initiate programmes in partnership with other departments. DSR provides funding in most of the programmes where it leads co-operative programmes with other departments. According to the interviewee, financial costs should be shared but some departments are reluctant to contribute.

The interviewee said that there is great scope for future interdepartmental collaboration. Departments should forge partnerships with DSR to involve young people in economic development, job creation and human resource development through sport.

2.1.4 Intergovernmental collaboration

The Department of Sport and Recreation collaborates with all the municipalities in integrating youth issues, except QwaQwa in Maluti a Phofung Local Municipality. In QwaQwa, DSR provided R500 000 for development of sport but the funds have not been utilized because the politicians want to spend it on other developmental programmes. This has had a negative impact on the Department's relationship with this municipality.

The interviewee said that the Department has personnel located in all the municipalities. DSR provides operational resources such as telephones, furniture, and computers whereas the municipalities provide offices. The types of programmes that departmental officials do in municipalities include upgrading of sport facilities, facilitating the formation of different clubs and encouraging young people to be involved in sport. The programmes in municipalities are not effective because the department is understaffed, but once the officials who are receiving training in Belgium return, the programmes will be much more effective.

¹³ Free State Provincial Government, *White on Sport and Recreation*, p. 18.

The interviewee said that there is scope for future collaboration with municipalities. The Department reaches communities through municipalities because they are close to local communities. According to the interviewee, further co-operation with municipalities will encourage Treasury to increase the budget for the department. Presently, DSR gets R4.2 million p.a., and this funding is not enough. Compared to what the DSR in Gauteng Province gets, (R8 million p.a.), the DSR in the Free State, is underfunded. DSR believes that, by working with all municipalities, funding can be increased so that more programmes can be initiated.

2.1.5 Co-operation with civil society

DSR works with communities in addressing youth issues. As noted, the DSR is guided by the White Paper in relation to programmes with communities. The Department ensures that all its youth programmes use sport to promote economic development, job creation and human resource development.

DSR does not have a preferential procurement for youth. The interviewee said that that is the area that the department needs to consider.

2.1.6 National Youth Commission and Free State Youth Commission

The Department of Sport and Recreation interacts with the Free State Youth Commission (FSYC) and not with the National Youth Commission (NYC). DSR meets with the FSYC during interdepartmental forum wherein all the departments are represented. According to the interviewee, FSYC should attend management meetings that DSR holds monthly. The interviewee said, "if FSYC can attend such meetings, interaction can be improved and we can discuss programmes that we can jointly roll out". At the moment, there is no regular consultation and discussion between DSR and FSYC. FSYC did not guide DSR in designing youth related programmes and the department would like to work with FSYC regularly.

The department does not have a clear Youth development framework. This will only be achieved if FSYC promotes its programmes to DSR. Such an initiative will result in DSR and FSYC working together, because most of DSR's programmes are meant to benefit youth and the mandate of FSYC is to ensure that youth development is addressed within government. FSYC can use sport through DSR to promote its programmes. But the FSYC must be part of monthly management meetings where planning is done.

The Department of Sport and Recreation would like to work closely with FSYC. DSR believes that it could join hands with FSYC in initiating and rolling out programmes to all young people in the province. DSR would like to meet with FSYC to identify joint programmes and the DSR can provide infrastructure while FSYC can contribute with funding. Once such arrangements are reached, more youth programmes will be implemented.

2.2 Arts, Culture and Heritage Services

2.2.1 Policies and Programmes

The Arts, Culture and Heritage (ACH) directorate of the Department of Sports, Arts, Culture, Science and Technology (DSACST) has not developed policies that address youth issues. Rather, ACH complies with the National White Paper on Arts, Culture and Heritage. The main policy issues that ACH covers are arts education at schools and youth development in artistic activities.

The directorate has programmes that address youth issues, which include the following:

- Musicon is an institution that provides music education and music instruments to students.
- Manabana Cultural Center in Thaba Nchu
- Zamdela Cultural Center in Sasolburg
- Thabong Cultural Center in Welkom¹⁴
- Arts, Culture and Heritage directorate visits schools to promote and encourage students to learn about museum.
- Basotho Cultural village in QwaQwa is used by ACH to present educational programme to inform youth about Basotho culture.

ACH directorate pays attention to youth issues because the current programmes include many artistic activities. The directorate is understaffed and underresourced, so no additional youth programmes can be undertaken at this stage. ACH directorate has information about the needs of the youth through meeting with students on an individual basis. For example, in the music programme, ACH directorate meets with each student and understands his or her needs.

2.2.2 Implementation

ACH directorate does not have a youth unit. According to the interviewee, there is no need for the youth unit because ACH includes youth issues in all its programmes.

The Youth is not involved in the monitoring and evaluation of the programmes. It is the duty of the directorate to monitor and evaluate youth programmes.

ACH has an internship programme for the youth. Three of the best students in the keyboard programme have become junior lecturers. They teach young learners how to play a keyboard, and one student teaches drama. These students are paid monthly. All these junior lectures have been awarded bursaries to further music education at the University of Free State, and once they complete their studies, they will be employed at Musicon permanently.

2.2.3 Interdepartmental co-ordination

ACH directorate co-operates with the Department of Education (DoE) and the Department of Environmental Affairs and Tourism (DEAT). Co-operation with DoE is through accreditation of Musicon courses by the DoE and promotion of arts and music at schools. Musicon officials provide training to schoolteachers on how to

¹⁴ Manabana, Zamdela and Thabong Cultural Centers are community arts centers where ACH directorate provides drama, dance, music and visual art to young people.

conduct music choirs. Co-operation with DEAT is manifested through museums, where DEAT promotes tourism and such tourists visit museums. ACH ensures that museums comply with tourism standards set by DEAT. The agreement between these departments is due to the government clustering process. Heads of Departments meets to discuss and identify areas for future collaboration. The interviewee said that there is scope for future interdepartmental collaboration because development programmes demand joint ventures among government departments.

2.2.4. Intergovernmental collaboration

The Arts, Culture and Heritage Directorate works with Mangaung Municipality and Metsimaholo Municipality. The ACH directorate collaborates with these two municipalities in community arts centers in Thaba Nchu and Sasolburg. In order to inform communities, especially youth, about arts, dance, visual arts and music, the ACH directorate controls the funding, as it is the leader of the project.

The interviewee maintained that there is scope for future collaboration with municipalities, because local communities spend much of their time with municipalities.

2.2.5. Co-operation with civil society

The ACH directorate works with communities in addressing youth issues. Communities, including young people, make use of the community arts centers, through participating in music, dance, arts and visual arts. Young people who participate in artistic activities perform at old age homes.

The directorate does not have a preferential procurement policy for the youth.

2.2.6. National Youth Commission and Free State Youth Commission

ACH directorate has had interaction with the Free State Youth Commission (FSYC) but not National Youth Commission (NYC). The FSYC assisted in adjudication of the Premiers award during sport, arts, culture, science and technology competition. The competition was organised by the Department of the Premier and Department of Sports, Arts, Culture, Science and Technology. The FSYC also presented its programme for the youth month (June) to the ACH directorate. However, there is no concrete interaction and guidance on youth programmes between the FSYC and the ACH directorate.

According to the interviewee, there is no clear youth development framework, because there is no regular interaction with FSYC, which is supposed to inform government departments about youth development issues. The FSYC should promote its programmes to all government departments so that areas of future collaboration could be identified and joint programmes can be implemented.

2.3. Library, Archives and Technology

2.3.1 Policies and programmes

The Library, Archives and Technology (LAT) section of the Department of Sports, Arts, Culture, Science and Technology (DSACST) provides library and information services to the total community, including learners and students.

The LAT section does not have clear policies that address youth issues. However, LAT has some programmes that address youth issues. The programmes include:

1. Library and Information Services: Libraries provide books, journals, newspapers, computers, study rooms and general information.
2. Registration in Libraries to access information
3. Librarians assist learners and students with assignments.
4. From 5th – 12th May is Science and Technology week. LAT conducts awareness campaigns to inform and encourage youth to study science and technology. The campaigns are held at educational centres.
5. Information Technology centre: In Welkom, LAT has established an Information Technology centre.
6. A children and parents' library was established in the building of the previous National Library in QwaQwa. A separate library gives the children more room for studying. Three computers with ICT services were installed at this library for public use. A toy library service for children, their parents and caretakers is also available. There is a TV set with DVD and hi-fi set. Apart from books, the collection also contains CDs, videos and CD-ROMs. During its first year, the library registered 1462 members and 100 children visited the library¹⁵.
7. Six school-community libraries were established in QwaQwa with a computer. These schools are:
 - Nkhobiso Senior Secondary School: Namahadi Village
 - Mohato Senior Secondary School: Namoha Village
 - Diqhobong Primary School: Makoane Village
 - Metsi-Matsho Secondary School: Thaba Bosiu
 - Tsholo Secondary School: Makeneng
 - Mosiuoa Lekota Secondary School: Bolata

The following Special programmes were attended by between 100 and 140 children:

1. December 2002: International AIDS Day – Book exhibitions and video shows for young people
2. March 2003: Citizenship – presented by Centre for Citizenship and Conflict Resolution at Childrens library and Mohato School Community library.
3. March 2003: Tuberculosis – childrens library and Tsholo library-video and talk shows
4. Quarterly: reading for pleasure book programmes at children's library
5. Africa Day: Cultural programmes and display – Mohato book display and talks about African authors
6. Drawing classes: Mohato School

¹⁵ Department of Sport, Arts, Culture, Science and Technology, *Youth programmes at public libraries*, 2003, p. 1.

7. World Book Day: 23 April—children form part of the programme¹⁶.

The interviewee maintained that the LAT should include more youth issues in its programmes because facilities like Internet, e-mailing and printing are in great demand.

The LAT has information about the needs of the youth. The information was obtained from the survey conducted by the DSACST, Information Services and Heritage Directorate, to determine the use of public libraries by learners and students. The study was conducted in 1998. Free State has 135 public libraries and eight school-community libraries. 1 965 questionnaires were distributed to 117 libraries, and the response was satisfactory. On the basis of the survey, LAT has information about the needs of the youth.

2.3.2 Implementation

The Library, Archives and Technology section of DSACST does not have a youth unit. Youth issues are addressed with other departmental issues. It would assist the department in addressing more youth issues if a separate youth unit were to be established. LAT does not involve youth in monitoring and evaluation of its programmes. DSACST monitors and evaluates all the programmes. There is no internship programme for the youth. This matter is still under consideration by the Department.

2.3.3 Interdepartmental co-ordination

The Library, Archives and Technology directorate co-operates with the Department of Social Welfare and Department of Education (DoE). Co-operation with the Department of Social Welfare (DSW) includes an annual children's festival. The festival involves all children of the province to compete in book reading and be encouraged to utilize libraries. The Department of Social Welfare hopes to use such an opportunity to register learners with disabilities for government grants. Both departments are committed to fund the programme.

The LAT works with the DoE when it visits schools to establish school community libraries. DoE assists the LAT directorate when it needs to improve its library services e.g. books that are used at schools for the curriculum. Co-operation with DoE is running smoothly because both departments are committed to assisting young people with learning facilities. The interviewee believes that there is scope for future collaboration with other departments, because a majority of young people come together at learning centres, and other departments could promote their programmes at those venues.

2.3.4 Intergovernmental collaboration

The Library, Archives and Technology Directorate works with all municipalities in integrating youth issues into its programmes. Libraries are managed in partnership with municipalities, and municipalities play a vital and leading role in managing libraries. Since the Department is located far from municipalities, it is vital that municipalities manage libraries. The department provides municipalities with funding

¹⁶ Department of Sport, Arts, Culture, Science and Technology, *Youth Programmes at Public Libraries*, 2003, p. 2.

and training of library staff whereas the municipalities employ staff and manage the libraries.

However, in some cases, the department does not provide funding to municipalities and the municipalities employ unskilled and cheap people who are paid small salaries.

The problem lies with the National Treasury that allocates insufficient funds to the Department. Municipalities do not have enough resources and this affects the library services. The Department is discussing this matter with the Treasury. Once more funding is made available; all the municipalities will render quality library services. According to the interviewee, there is additional scope for future collaboration with municipalities in order to provide library services to local communities.

2.3.5 Co-operation with civil society

The Library, Archives and Technology Directorate involves communities in all library activities. The Departmental officials and municipal officials hold quarterly meeting with communities to discuss problems and uses of libraries.

Library, Archives and Technology directorate does not have a preferential procurement for youth.

2.3.6 National Youth Commission and Free State Youth Commission

Library, Archives and Technology directorate of DSACST interacts with the Free State Youth Commission (FSYC) and not with the National Youth Commission (NYC). The FSYC worked with LAT in the allocation of provincial Science and Technology Awards. The FSYC monitored the process and adjudicated during the awards. The FSYC has not been involved in the programmes the Department is offering, and since the department works with youth, it would be useful if FSYC can co-operate and work jointly with the Library, Archives and Technology Directorate. More programmes can be initiated if both FSYC and LAT work together because they target and service young people.

3. Department of Labour

3.1. On Policies and Programmes

The department has the National Skills Development Strategy as one of the key policy documents of the department, and it is specific on youth. There is also an internship policy in place, intended for the benefit of young people. Although the department does not have the youth specific programme, it is working hard to ensure that there is an implementation of learnership programmes in the province. These learnerships by their nature will benefit young people because they are intended for people between the ages of 15 to 35.

The DoL is able to get information about the needs of young people from a forum known as the "Provincial Skills Development Forum" where the Free State Youth Commission sits.

3.2. Implementation

The department does not have a Unit for Youth Development. On Learnerships, DoL indicated that it is the responsibility of SETAs and employers to implement the learnerships and the role of the department is mainly recruitment and selection of beneficiaries. Although the department keeps the database of people interested in Learnerships it cannot initiate learnership itself, as it has to wait for the employers or SETAs to approach them. However the department lobbies the SETAs to implement Learnerships.

3.3. Interdepartmental Co-ordination

The department is charged with the responsibility of skills development and to this far it cooperates with the Commission on their Poverty Alleviation Projects. The role of the department is to cover the skills components of these projects through the National Skills Fund.

The department has arrived to this arrangement with the Commission through their invitation to the provincial office, and the information was disseminated to the district offices of Labor for implementation purpose. To this extent the co-ordination is reasonably satisfactory because these project are not yet off the ground but commitments have been made by the department to train the beneficiaries.

The department is of the view that there is a scope for future collaboration with other departments and the Youth Commission itself on Learnership programmes that are going to be rolled out next year.

3.4. Intergovernmental Collaboration

The department works with the Mangaung Local Municipality on certain Skills Training Programme but the type of the programme is not specified. The department was responsible to fund the skills component of the project, whilst the municipality provided infrastructure and the material. The department alone has spent up to Two Hundred and Twelve Thousand and Three Hundred Rand (i.e. R212 300) on training of beneficiaries. The beneficiaries of this programme are youth organisation called Youth Partnership Against Poverty and the municipality funds it. The role of the department was to train these young people in Cleaning Services and Carpentry. This is a project used by the DoL as showcase project during Imbizo. The beneficiaries of this project are manufacturing amongst others seats for children in pre schools.

3.5. Cooperation with Civil Society

Informed by its inherent mandate the department has to work with the civil society. The department is always conducting skills audit in different projects conducted by various civil society organisations for the purpose of identifying their skills needs and intervene accordingly thereof.

The department does not have a preferential procurement system for youth.

3.6. NYS and FSYC

The Department of Labor has created a Provincial Skills Development Forum (PSDF) where the Youth Commission sits as well. It is mainly through this forum that the department interacts with the Commission. It is also in this forum where the

Commission make submission of youth driven project as conceptualized by the Commission itself or by young people.
The department, key as it may, has a limited understanding of the Integrated Youth Development Framework.
The department would like to have a closer collaboration with the Free State Youth Commission.

There is a cooperation between the department and FSYC on the latter's Poverty Alliviation Projects. The projects are
Establishment of Car Wash Cooperative
Brick Making Cooperative
Piggery and Poultry.
The role of the department in this regard is to cater for the skills requirements of these projects.

4. Department of Agriculture

The Special Programmers Officer and the Head for Agricultural Extension Programme for Scholars were interviewed. The Department of Agriculture (DoA) aims at embarking on programmes that attract and retain youth in agriculture, to remove the negative perception young people have about agriculture, and to involve youth in actual agricultural programmes.

4.1. Special Programmes Officer

4.1.1 Policies and Programmes

The Department of Agriculture (DoA) does not have specific policies that address youth issues. However, DoA has programmes that address youth issues. Youth programmes include animal farming in Senekal where young people practise animal farming. They produce cheese for sale to local communities. The other programme is agro-processing and commonage, where young people initiate projects such as vegetable gardens on commonage land. DoA assists them with seeds, and agricultural extension officers advise commonage users on agricultural technical aspects.

According to the interviewee, the Department of Agriculture should include more youth issues in its programmes. Young people are often not interested in agriculture, but if the Department can initiate more youth programmes, many young people may develop an interest, and participate in agricultural programmes. The interviewee noted that DoA should involve more young people in programmes, more especially those who are not at school and without jobs. Programmes such as crop and animal farming and vegetable gardens can help young people earn a living.

The Department has some information about the needs of the youth, although its information base is not sufficient. DoA visits schools to promote and encourage young people to study agriculture. The Free State Youth Commission assists the department in bringing to the fore youth issues that need to be addressed. A lot has to be done, more especially about youth that do not have skills.

4.1.2. Implementation

The Department of Agriculture does not have a youth unit. Discussions are underway to establish a task team that will look the feasibility of a youth unit. Youth issues are incorporated in the Departmental programmes. The interviewee said that there is a need for a separate youth unit in order to address many youth issues.

The Department does not involve young people in monitoring and evaluation of youth programmes. It is the departmental committee that evaluates programmes. The DoA has an internship programme for students who receive departmental bursaries. There are few interns because few bursaries are awarded. The interns receive a monthly stipend.

4.1.3. Interdepartmental co-ordination

DoA co-operates with the Department of Education, Department of Health, Department of Finance and Economic Affairs and the Department of Sports, Arts, Culture, Science and Technology. According to the interviewee, DoA approaches DoE when it promotes its agricultural programmes among learners and students. DoA is part of an Economic cluster that consists of Department of Finance and

Economic Affairs, Department of the Premier, Department of Environmental Affairs and Tourism, and the Department of Sports, Arts, Culture, Science and Technology. DoA works with these departments through an interdepartmental forum, where different departments identify areas for collaboration. For example on World Food Day, all Departments worked together and shared financial costs. The co-ordination of the interdepartmental forum is effective because different Departments identify areas of collaboration and initiate developmental programmes. However, more youth programmes have to be initiated for unskilled youth.

4.1.4. Intergovernmental collaboration

The interviewee said that DoA works with all the municipalities in the Free State in integrating youth issues. However, she could not recall any specific programmes. According to the interviewee, DoA has additional scope for future collaboration with municipalities. DoA should assist municipalities in identifying youth programmes and should provide agricultural training to municipal official and beneficiaries.

4.1.5. Co-operation with civil society

DoA works with communities in addressing youth issues. For example, the commonage programme, and agro-processing programmes are meant to benefit youth. Youth is part of the community and should therefore be included in programmes.

The interviewee said that DoA has a preferential procurement for the youth.

4.1.6. National Youth Commission and Free State Youth Commission

DoA has interacted only with the Free State Youth Commission and not the National Youth Commission. There is no regular interaction and guidance on the programmes the Department initiates for youth. The Free State Youth Commission worked with the Department only in the animal-farming project in Senekal – where young people practise animal farming.

The Department does not have a clear youth development framework. Youth issues are incorporated within the broader programmes of the Department that do not necessarily consider youth issues as a priority. If there were more regular interaction

between DoA and Free State Youth Commission, and if the Department had a youth unit, the Department would be more proactive on youth issues.

4.2. Agricultural Extension Programmes for Scholars

4.2.1. Policies and Programmes

Agricultural Extension Programmes for Scholars (AEPS) has several programmes that address youth issues:

- *Food for thought:* Creating an awareness of the importance of agriculture at pre- and primary school levels.
- *Future farming family's for the Free State (4F's clubs):* An extra-mural activity for interested youth that promotes agriculture as a science subject, creation of school gardens, land care and awareness of veld fires. At least 4000 young people are members of 4Fs.
- *Agriculture as a career:* Marketing agriculture as a viable career option to students and promoting Glen Agricultural College.
- *Recruitment programme:* Recruiting school leavers to venture into agriculture-related studies at tertiary institutions. Placing graduates into various professional fields of agriculture.
- *Young farmer entrepreneurship:* Offering assistance to graduates to venture into farming entrepreneurial projects. Targeting non-graduates who have entrepreneurial potential.
- *Internship for students in agriculture related fields:* Vacation work for students and placing such students at farms in order to gain exposure. This is achieved through working with tertiary institutions.
- *Training rural youth workers:* Building capacity of young people who work in rural development programmes.

The interviewee said that the department should include more youth issues in its programmes in order to involve youth that are out of school and unskilled. The Department should provide agricultural training to unskilled youth. The Department has information about the needs of young people at schools because they participate in youth agricultural programmes. However, the Department does not have sufficient information about the needs of young people who are out of school. There is a need for the Department to involve young people who are out of school in more developmental programmes.

4.2.2 Implementation

The Agricultural Extension Programme for Scholars does not have a youth unit. Youth issues are included into the departmental programmes and they are not addressed effectively. The only way that youth issues can be addressed effectively, is to establish a separate youth unit that will deal only with youth issues.

The Department does not include the youth in monitoring and evaluation of youth programmes. It is the departmental committee that evaluates programmes. The Department has an internship programme for students, who study agriculture to work in the department during school vacations.

4.2.3 Interdepartmental co-ordination

The Department of Agriculture co-operates with the Department of Education, Department of Water Affairs and Forestry, Department of Local Government and Housing and Department of Nature Conservation, in implementing youth programmes. DoA approaches these departments to forge partnership.

Co-operation with these departments has been reached through discussions. Regarding 4Fs clubs, there are quarterly meetings where role players discuss current programmes and identify areas for future collaboration. There is also the Free State Provincial Steering Committee forum, where departments meet to discuss joint programmes and identify future areas for collaboration. Co-ordination is very effective because the agricultural extension programme for scholars co-ordinates the various role players. According to the interviewee, there is scope for future interdepartmental collaboration, but it is the duty of Free State Provincial Steering Committee to broaden the scope for more collaboration.

4.2.4 Intergovernmental collaboration

The Agricultural Extension Programmes for Scholars (AEPS) section has worked with few municipalities, because its programmes are mainly for learners. AEPS worked with Letsemeng Municipality when youth clubs remove invader plants and replaced them with indigenous plants on the Arbor Day in 2002. Each Department in such joint programmes determines its own funding. AEPS does not have a preferential procurement for the youth.

4.2.6 National Youth Commission and Free State Youth Commission

Agricultural Extension Programme for Scholars has interacted with both national and provincial youth commissions in the sense that it informed them about its programme. But no joint programmes have been initiated because both these commissions focus on youth between 18 and 35 years.

There is no clear youth development framework in the Department. The interviewee said that she is not informed about development programmes for 18 to 35 year-olds, because her programme focuses on learners. The interviewee said that she would like to initiate programmes that would involve all young people up to 35 years and the FSYC could assist in identifying programmes for such young people.

5. Department of Land Affairs

The Special programmes Officer for Youth issues and HIV/AIDS was interviewed.

5.1 Policies and Programmes

The Department of Land Affairs has no specific policies that address youth issues. The interviewee said that DLA is still busy formulating a youth policy. However, DLA has few programmes that implicitly address youth issues. One such programme is land reform. DLA recruits students from tertiary institutions to work in the land reform process. The Department of Land Affairs involves such students in the land reform programme, in partnership with State Information Technology Agency (SITA). DLA also visits schools to create awareness among young people about prevention of HIV/AIDS.

The Department of Land Affairs should include more youth issues in its programmes because some young people are unskilled and unemployed, so DLA should initiate programmes that build capacity and transfer skills to the youth.

DLA does not have enough information about the needs of the youth, because there is no separate youth unit that focuses on youth development. Youth issues are incorporated within the broader departmental programmes and there is little attention given to them. DLA obtains information from the Free State Youth Commission (FSYC). But because there are no regular meetings with FSYC, DLA is not well informed about the needs of the youth. The only time DLA meets with FSYC is during the interdepartmental forum, and no programmes have been implemented.

5.2. Implementation

DLA does not have a youth unit. However, the youth policy that is being developed will look into a formation of a youth unit. The department does not involve youth in monitoring and evaluation of youth programmes. It is the departmental committee that monitors and evaluates programmes that involve youth.

The Department of Land Affairs has an internship programme for the youth. There are 18 interns from technikons and universities in the Free State working with SITA in the land reform programme. DLA pays a monthly stipend to the interns.

5.3. Interdepartmental co-ordination

DLA co-operates with the Department of Education (DoE), Department of Agriculture (DoA) and Department of Local Government and Housing (DLGH). DLA officials work with DoE officials and educators in creating awareness against HIV/AIDS among young people.

There is no formal agreement between DLA and these departments. Rather DLA asks for co-operation of these departments when it is implementing its programmes. Since there is no formal agreement, co-ordination is fraught with problems because there is no binding policy. The policy that DLA is busy with will include departmental co-operation and co-ordination programmes.

The interviewee said that there is scope for future interdepartmental collaboration because all departments should have joint programmes that address youth issues.

5.4. Intergovernmental collaboration

DLA collaborates with municipalities in integrating youth issues. The Department works with all the municipalities in land reform programmes. DLA purchases land for municipalities to distribute to communities. The challenge that faces the Department is to ensure that municipalities involve youth in land management. Municipalities

manage land because they are close to communities and should ensure that local communities access land and utilise it for developmental purposes.

DLA believes that there is scope for future collaboration with municipalities because municipalities need to be assisted to make land available and to manage it for local communities. DLA encourages municipalities to involve more young people in land management.

5.5. *National Youth Commission and Free State Youth Commission*

The Department of Land Affairs has had interaction with the Free State Youth Commission. This has been through interdepartmental forums. Since DLA is busy formulating a provincial policy, FSYC has been invited to make a submission, but lack of co-operation between DLA and FSYC has delayed the process. However, National Youth Commission has guided National Department of Land Affairs in youth related programmes.

There is a clear youth development framework. However, DLA would like more involvement of the FSYC because the latter has a mandate to ensure that government addresses youth issues. The policy that is formulated will include collaboration with other departments, municipalities, NGO's and commissions. It is therefore envisaged that FSYC will participate and assist DLA in planning and implementing youth programmes.

6. Department of Health

The special programmes officer (youth, disability, gender and HIV/Aids) was interviewed. The function of a special programmes officer is to co-ordinate, implement, monitor and evaluate special programmes.

6.1. *Policies and Programmes*

The Department of Health has programmes that address youth issues.

6.1.1. Youth empowerment and development:

The Department of Health is one of the stakeholders in the Child Support Grant Programme (target group birth – 18 years). This programme involves, amongst others, the promotion of Early Childhood Development (ECD) issues and support and care to vulnerable children.

Health awareness among the youth is created by the nutrition programme, baby-friendly hospital initiative, integrated management of childhood illnesses, child health, health promotion at schools, the expanded programme on immunization, and the HIV/AIDS and STI programmes.

The Department of Health, in partnership with the Planned Parenthood Association and Love Life, are implementing a youth-friendly health services initiative. A special programmes officer has been appointed in the Department to ensure the mainstreaming of the youth in health service planning and provisioning.

The Department contributes to youth development through the funding of a Youth NGO as peer counsellors in the HIV/AIDS programme. During the 2002/3 financial year, R1 million was allocated to youth organisations.

The Department contributes to the education of the youth through its bursary policy. Since 1994, many young people received bursaries. During the 2002/3 financial year, 327 young people received bursaries, costing a total of R9 million. The youth make up 50% of the first year students of the 4-year nursing diploma course in the Department.

6.1.2. Child, youth & adolescent health:

The National Youth Development Policy Framework (2002 – 2007) for Integrated National Youth Development Initiatives and Programmes, states, "Young people are

at a risk from a broad range of health problems. This includes the risk of physical and psychological trauma resulting from sexual abuse, gender-based violence and other forms of physical violence and accidents.” Other health problems are sexual and reproductive health disorders, which include Sexually Transmitted Diseases (STDs), HIV/AIDS, unwanted pregnancy-related complications as well as tuberculosis.

The launch of a Youth-Friendly Clinic by the MEC of Health on 6 June 2002 in Bloemfontein, indicates that the Department is advancing the battle against these diseases by ensuring that its clinics become accessible to young people. Young people are encouraged to visit these clinics. The Department is engaged in a number of programmes, which are geared towards the development of the youth through the prevention and treatment of youth and adolescent-related illnesses and prevention of problems such as teenage pregnancy. On 1 July 2002, the Department of Health made a Pledge on the Plight of Destitute Children and HIV/AIDS Orphans at Hoffman Square in Bloemfontein, in order to make services more youth-friendly.

6.1.3. Substance Abuse:

Health challenges for the youth are also being addressed by means of other programmes within the Department. An Alcohol and Drug Abuse Prevention, Rehabilitation and Research Centre (ADAPRREC) were launched on 13 November 2001. This centre offers a wide-range of opportunities ranging from life skills to rehabilitation programmes whose main aim is to eradicate the problems of drug and alcohol abuse and dependency, which lately, seems to be the affliction of young people. The purpose of the centre is to prevent and manage substance abuse in the Free State Province.

During 2001/2002, a total of 155 professionals were trained in the prevention and management of substance abuse. The Free State Province further hosted two South African Development Community (SADC) Drug Control workshops in May and September 2001. Strategies for the control of the trafficking, production and abuse of illicit drugs were formulated. The National Implementation of the Drug Master Plan was reviewed and fast-tracked. This was followed by an intensive one-week training session for district nurses. A Substance Abuse Training Program for the province was developed. However, a tool needs to be developed to capture data on alcohol abuse.

6.2. *Implementation*

The Department has a youth unit and its main duty is to co-ordinate the youth programmes. The unit is understaffed. The interviewee indicated that he is not satisfied about the progress in addressing the youth issues. The unit has to market and promote its programmes to all communities. The interviewee said that the Department of Health involves youth in implementation, monitoring and evaluation of the youth programmes.

6.3. *Interdepartmental co-ordination*

The Department of Health creates awareness among young people and the communities to prevent HIV/AIDS. Life skills development among young people plays a major role in the prevention of infectious diseases. The Department of Education in the Free State is leading a programme on empowering learners with life skills as one of the ways of preventing the further spread of HIV/AIDS.

One other major programme that the Department has, is the Integrated School Nutrition programme which feed over 200 000 school children in over 1 000 schools in the province. Through this programme, the department ensures that children's education is not interrupted by the lack of a meal.

Furthermore, since oral health illnesses also pose a major threat to many young people, the department has embarked on active campaigns to address this matter. On 19 June 2001, the Department launched the Oral Health Month and the Oral Health Competition for Farm School Children as a way of creating oral health awareness amongst these children. On 28 August 2001, the Department awarded prizes to these farm school children for the sterling work they did during the course of this competition.

There is also a strategy on Home Based Care for Children infected and affected by HIV/AIDS, which is led by the Department of Social Development in order to ensure that such children receive health assistance. Youth-Friendly Services are also in the process of being revived, as part of the services rendered by Primary Health Care services. Health Professionals in the province will be trained to be sensitive to the management of youth issues.

The booklet "Teenage Pregnancy – Know Your Options" is being distributed to health institutions and schools in the province. A total of 339 teenage girls under the age of 18 years terminated their pregnancy during 2002. Preliminary figures for teenage deliveries between April to November 2002 were 5 994.

The department believes that there is an additional scope for future collaboration with other departments in the province such as the Department of Water Affairs on provision of water, the Department of Safety and Security on preventing domestic violence, and South African National Defence Force on disaster management.

6.4. *Intergovernmental collaboration*

Various backyard gardens and animal husbandry projects are implemented in the province to promote poverty alleviation. The Department of Health embarked on assisting communities to establish vegetable gardens with other departments. A total of four Health Districts – with the exclusion of Xhariep – have identified various community projects based on the needs of the community, commitment of the organisation and the project sustainability.

The National Department of Health granted approval to the Free State Department of Health in December 2002 to fund 24 community projects. The funds will be allocated to four Districts in order to ensure that these projects are implemented. Inter-sectoral collaboration happens in the farming & gardening projects. The Department of Agriculture will provide agricultural technical support to these projects.

The following table shows 24 community projects that received Poverty Alleviation funding.

Districts		Name of Projects	Local Area	Target Group	Type of Project	Amount
Motheo		Gelukwaarts Agriculture School, Van Stadensrus	Naledi	School Learners		R60 000
	2	Pholoho Disabled School, Bloemfontein	Mangaung	Mentally handicapped learners	Hydroponic Vegetable Tunnel	R90 000

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	3	Mahlatswetsa Excelsior	Mantsopa	Women	Bakery	R20 000
	4	Motheo District Office Gardens	Mangaung , Naledi & Mantsopa	Community	Vegetable garden	R50 000
	5	MUCPP	Mangaung	Chronically Ill	Soup Kitchen	R20 000
	6	Motheo District Office	Mangaung & Mantsopa	Women	Food Preserve & Training	R50 000
Lejweleputswa	7	Vukuzenzele			Vegetable Garden	R12 000
	8	Tlamahano Meroho				R50 000
Thabo Mofutsanyana	9	Kopanang Community Project	Arlington	Men & Women	Brickmaking Poultry, Sewing	R20.000
	10	Boiteko Fasion Designers	Qwaqwa	Women		R20 000
	11	Qwaqwa SANTA	Qwaqwa	Men & Women		R20 000
	12	Phakisa Sewing	Qwaqwa	Women	Sewing	R 20000
	13	Phakamani	Harrismith	Women	Sewing	R 20 000
	14	Tshwara Thebe Combined	Qwaqwa	Men & Women	Vegetable Garden	R 500
	15	Dithotaneng Combined	Qwaqwa	Men & Women	Vegetable Garden	R 500
	16	Warden Public	Warden	Men & Women	Vegetable Garden	R 500
	17	Phela-0-Phedise Gardening Project	Bethlehem	Men & Women	Vegetable Garden	R 40 000
Northern Free State	18	Reflection of Faith	Maokeng	Street children	Vegetable Garden	R 13 000
	19	Rammalotsi Hospice	Viljoenskr oon	Chronically ill		R 15 000
	20	Maokeng Fruits & Vegetables	Kroonstad	Men & Women	Fruits & Vegetable Garden	R 10 000
	21	Mphesebaka	Edenville	Unemployed Men & Women	Vegetable Garden	R 20 000
	22	Phuthanang ma-Africa	Heilbron	Unemployed Men + Women	Vegetable Garden	R 15 000
	23	Lima Uvuma	Sasolburg	Women	Vegetable Garden	R 12 000
	24	Hlokomelong Disabled Centre	Frankfort	Disabled	Vegetable Garden	R15 000
GRAND TOTAL of 24 funded projects						
R 595 729						

6.5. *Co-operation with civil society*

The Health Promotion Strategy was further reviewed to ensure an integrated approach. In addition, various health promotion projects were initiated. Health Promoting Schools is a strategy to ensure full participation from students, teachers, nurses as well as communities, in all school projects and activities. A Health Promoting School is a school that constantly strengthens its capacity as a healthy setting for living, learning and working. By means of this programme, the following were achieved:

- Improved community involvement and participation in school activities.

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- Better networking and a multi-sectoral approach to the programme. Other government departments and non-governmental organisations are participating fully.
- School communities are empowered by health promotion activities and strategies. This leads to changes in health-seeking behavior.
- Functional multi-sectoral Health Promoting School Teams have been established in all districts to facilitate the implementation of the Health Promoting concept.
- On 16 May 2002 in Zastron, the department finalised the process of launching health promoting schools in the province.

The department has a preferential procurement policy for the youth. The department has contributed to the creation of temporary employment through the Clinic Building and Upgrading Programme (CBUP) and the Hospital rehabilitation projects. It is estimated that 1,980 jobs were created since 1995. The department also contributes to job creation through the funding of NGOs in both the nutrition programme and the HIV/AIDS programme. Most of the employment provided by NGOs is for women.

The department also contributes to job creation through the awarding of contracts especially to SMMEs and/or Historically Disadvantaged Individuals based in the Free State province. About 29% of contracts were awarded to SMME's during the past financial year. Contracts to an amount of R53 216 960.54 were awarded to HDI's during the 2001/2 financial year.

The Department has assisted a number of SMME's to understand the procurement system and the tender documents. The tenders were unbundled to allow the participation of SMME's per geographical area. The department presently implements the Preferential Procurement Framework Act, which will allocate points to promote SMME's. The Province using a system that awards points on the basis of the tendered price and Equity Ownership will adjudicate responsive tenders.

6.6. National Youth Commission and Free State Youth Commission

The Department interacts with Free State Youth Commission through quarterly meetings. The commission guides the Department in designing youth related youth programmes.

7. Department of Local Government and Housing

The special programmes officer (youth, disability, gender and HIV/Aids) was interviewed. The function of a special programmes officer is to co-ordinate, implement, monitor and evaluates special programmes.

7.1. Policies and Programmes

The Department of local government and housing has no specific policies that address youth issues. However, there are programmes that address youth issues.

1. *Skills Development:* The Department of local government and housing acknowledges the imbalances of education and lack of young black people to access education. Young people, from disadvantaged communities have filled

some of the vacancies in the Department. The Department ensures that young people who want to further their studies receive bursaries to study at tertiary institutions.

2. *Youth and Unemployment:* It is estimated that of the economically active population, 43% of the Free State youth is unemployed. Young people have been adversely affected by the problem of unemployment. Only 8 – 10% of young school leavers have been able to find employment in the formal sector. This has resulted in conscious decisions taken by the department to ensure that young people fill the vacant posts. Presently the Department has 60 – 65% young people as staff members. During the month of August the department employed 14 young people.
3. *Voluntary Training:* The Department views the need to integrate learning and training. There is a need for young people in tertiary institutions to be encouraged to do their experiential and voluntary services to acquire experience for future employment opportunities. The Department obtains information about the needs of the youth from the Free State Youth Commission and Inter-departmental committee.

7.2. *Implementation*

The Department has a youth unit and its main duty is to address and integrate youth issues. The unit is understaffed and has no financial resources. The interviewee said that the employment of staff and allocation of budget to the unit would make the unit implement many youth programmes. The Department does not involve the youth in implementation, monitoring and evaluation of youth programmes.

7.3. *Inter-departmental co-ordination*

The Department co-operates with the Department of Health, Department of Social Welfare and the Department of Public Works.

The DLGH and the DoH implement projects such as HIV/AIDS awareness campaigns and distribution of condoms to prevent the spread of HIV/AIDS. Street children and homeless young people are amongst the most vulnerable sections in society and are exposed to different forms of abuse. The Department of Local Government and Housing and the Department of Social Welfare provide shelter (RDP Housing) to needy children.

7.4. *Intergovernmental Collaboration*

There is a need to improve the living conditions and standards of young people in both rural and urban areas. The Department involves the youth of Thabo Mofutsanyane on HIV/AIDS prevention and awareness programmes, which involves the University of Free State (Qwa-Qwa campus). This project is a major breakthrough to improve living standards of the youth. The Department of Local Government and Housing funds the programme.

7.5. *Co-operation with civil society*

The Department works with communities in addressing youth issues. Research and consultations are conducted with the communities before the projects are implemented. Procurement and tendering are biased towards the youth for encouraging young entrepreneurs to get involved in the housing industry as contractors and subcontractors.

7.6. *National Youth Commission and Free State Youth Commission*

The Department is in partnership with the Free State Youth Commission (FSYC) on a number of projects and programmes. The FSYC assisted the unit in designing youth programmes. The Department understands the policies of the Free State Youth Commission. The unit would like to get financial support from Umsovumbu Youth Fund.

8. **Department of Safety and Security**

The special programmes officer (youth, disability, gender and HIV/AIDS) was interviewed. The function of a special programmes officer is to co-ordinate, implement, monitor and evaluate special programmes.

8.1. *Policies and Programmes*

The department has the following policies that address youth issues:

- Equity (employment, gender, disability)
- Youth empowerment (skills, education)
- National youth policy and policy framework for integrated youth development (2000-2007)

The Department of Safety and Security has taken initiatives to include the following youth issues in its programmes:

1. *Drugs, Substance and Liquor Abuse*: This programme was established to decrease the use of drugs, liquor and substance abuse among young people.
2. *Adopt-a-cop*: This programme is run at schools whereby children and youth are being taught to trust police and help the police by giving them information.
3. *Social crime prevention*: This programme teaches the youth to come forward and report criminal issues (rape, housebreaking, family violence) in their communities and for them to stay away from crime.
4. *Skill empowerment*: The youth are being trained to help police as reservists or as members of Community Policing Forums. A few young people have been trained to start their own income generating projects.
5. *Victim empowerment*: This programme helps the victim of violence and crime.

Bursaries are awarded to the young people to study at various tertiary institutions.

The Department of Safety and Security believes that there are enough programmes for this financial year and there is no need to include more programmes.

The Department has information about the needs of the youth. Such information is obtained from South African Police Services reports, interaction with communities, inter-departmental committees and the Free State Youth Commission.

8.2. *Implementation*

The Department has a youth unit and its main duty is to co-ordinate, support, monitor and evaluate youth projects and programmes. The youth unit is understaffed. A proposal has been drafted to employ more staff. A budget of R1.2 million (for all projects under the special programmes officer) was allocated to the unit. According to

the interviewee, the Department is relatively satisfied that they address youth issues adequately.

The Department involves youth in implementation, monitoring and evaluation of the programmes. The Department receives bi-monthly reports of programmes and projects that are headed by the youth. Departmental officials hold meetings and workshops on the progress of the projects.

The Department has internship programmes for the youth. During 2003, six young people are on the programme, the highest being at Assistant Director level.

8.3. Inter-Departmental co-ordination

The Department of Safety and Security co-operates with the Department of Education and Department of Social Development. The Department believes that there is scope for future inter-departmental collaboration on youth issues.

8.4. Inter-governmental Collaboration

The Department of Safety and Security collaborates with municipalities in Integrating youth issues. The Department works with Moqhaka and Thabo–Mofutsanyana Municipalities. Fighting substance abuse is the main programme that is implemented and there are many young people who have benefited from the project.

8.5. Co-operation with civil society

The Department works with communities in addressing youth issues. Youth is part of the communities and when the Department identifies projects, other members of the community also benefit from projects. Youth from disadvantaged communities get first preference on the internship programmes of the Department.

8.6. National Youth Commission and Free State Youth Commission

The Department interacts with the Free State Youth Commission and not with the National Youth Commission. They interact through meetings, workshops and joint projects. The Free State Youth Commission assists the department in designing youth-related issues. At the inter-departmental forum, all Departments and the Free State Youth Commission come together and discuss youth issues. The Interdepartmental forum provides an opportunity for all the departments to understand the Commission's policies. In this forum, the FSYC presents its programmes so that the Departments can identify opportunities for co-operation.

9. Department of Water Affairs and Forestry

The special programmes officer (youth, disability, gender) was interviewed. The function of a special programmes officer is to co-ordinate, implement, monitor and evaluate special programmes.

9.1. Policies and Programmes

The Department does not have its own youth policy, but acknowledges the National Youth Policy and integrated Youth Development Plan (2002-2007).

The only programme that the department is conducting at the moment is the “2020 Water Project”, and the project is only confined to schools. The project focuses on water awareness and sanitation.

The interviewee said that the Department should integrate more youth issues in its programmes. The Department does not have adequate information about the needs of the youth.

9.2. Implementation

The Department does not have a youth unit, although there are financial allocations. The interviewee is not satisfied that they address youth issues adequately. The establishment of a well-resourced youth unit and more interaction with other government departments will increase the number of youth programmes that DWAF can become involved in.

The Department does not take any special measures to involve youth in the implementation, monitoring and evaluation of youth programmes, and there is no internship programme for youth.

9.3. Interdepartmental co-ordination

The Department of Water affairs and Forestry co-operates with the Department of Education on the “2020 Water Awareness campaign” at schools. Due to the lack of information and education on water awareness, the Department of Water Affairs and Forestry felt that there is a need to start conducting a water awareness campaign at schools. The co-ordination is very effective. There is a scope for future interdepartmental collaboration, mainly on issues like Environmental education, life skills and Science & Technology.

9.4. Intergovernmental collaboration

The department works with Motheo and Xhariep District Municipalities on programmes such as National Abour week, WASH project and Buster week. The Department of Water Affairs and Forestry funds these programmes. DWAF spent about R10 000 on the South African Youth Water Prize.

9.5. Co-operation with civil society

Information sessions like workshops and meetings are held with communities and municipalities before the implementation of projects and programmes. This is a way of involving civil society and avoiding duplication of programmes.

9.6. National Youth Commission and Free State Youth Commission

The Department has had interaction with the Free State Youth Commission. The Special Programmes Officer was part of the steering committee during the formation of the interdepartmental committee.

Neither of the Commissions has helped the Department to design youth-related programmes. The Department would like the Commission to assist it to establish a youth unit, to encourage youth to participate in youth related programmes, mainly on water and forestry.

10. Government Communication and Information System

The mandate of the Department, as embodied in its vision and mission, is to ensure an effective communication between the government and its people.

GCIS's mission is to provide leadership in government communication and ensure that the public is informed of the government's programmes.

10.1. Policies and Programmes

The Department does not have a youth policy, but acknowledges and consults the National Youth Policy and Policy Framework for Integrated Youth Development (2002 – 2007). This is because the Department ensures dissemination of information to the entire society.

The Department has the following youth programmes that are meant for school learners.

1. *National symbols project:* The purpose of this project is to familiarise youth in schools about the country's national symbols and their meaning.
2. *Exhibitions and Material distribution project:* In this project, the Department partners with all other departments for the purpose of exhibiting the general work of the government and distribution of information materials to the public, and in particular to school youth.

Other important projects and programmes of the department, which are not limited to youth are:

- Presidential State of Nation Address
- Information Workshops – these workshops focus mainly on information about economic opportunities and development. An example is the workshop on "Tendering Procedures" that was held by the department in partnership with the Provincial Treasury.
- Internship Programme – the programme is a platform that provides Communication students with practical learning experience. Students enter into a six-months contract with the Department. The programme has been running for more than two years and has benefited more than six students thus far. Although beneficiaries (students) do not receive any stipends from the programme, they gain valuable work experience.

The Department believes that its projects and programmes are informed by the needs of people on the ground, because through their district offices that interact with surrounding communities, they are able to communicate with communities. It is through such interactions that the needs of young people are identified. The Department receives many young people who look for information related to economic and funding opportunities.

Youth projects in the Department form an integral part of the Departmental strategic plan and therefore receive funding.

10.2. Implementation

Although the Department implements few youth projects, there is no youth unit that specifically focuses on youth development. However at the national level, where the Department shares a Minister with the NYC, the Department has an officer that

focuses on the specific communication needs of youth. The Department implements youth programmes in conjunction with other provincial departments.

10.3. Interdepartmental Co-ordination

The Department has established a government communication forum that consists of communication officers from all other departments in order to learn from one other and enhance an integrated and co-ordinated approach on communication matters. GCIS assists with the communication needs of the Learnership programme, mainly intended to address the skills needs of young people. GCIS works DPW to assist with the communication needs of the expanded public works programme.

10.4. Intergovernmental Collaboration

In the programme of “National Symbols” and “State of the Nation Address”, the Department collaborates with the municipalities, particularly through their Local Youth Units, for the purpose of identifying the arts and cultural groups that will be used in the above-mentioned projects.

To strengthen the collaboration with the municipalities, the department assists the municipalities with communication strategies.

10.5. Cooperation with the Civil Society

The Department uses arts and cultural groups in some of their projects. The department does not have a preferential procurement policy for young people. However the Department indicated that it will be necessary to have a database of youth businesses in the province to ensure that they assist them with business communication skills.

10.6. National Youth Commission and Free State Youth Commission

The Department worked with the Free State Youth Commission on Youth Assembly where it assisted with the publicity and distribution of materials. It has also invited the Commission to one of its career guidance programmes to make a presentation about the institution and challenges facing by young people.

GCIS has expressed its desire to assist the Commission with communicating its Integrated Youth Development Plan. The Department has sufficient knowledge about the National Youth Policy, National Youth Development Policy Framework (2002 – 2007) and the Green Paper on National Youth Service.

11. The Department of Tourism, Economic and Environmental Affairs

The Special Programmes Officer for youth development was interviewed.

The Department of Tourism, Economic and Environmental Affairs ensures that young people have access to professional opportunities, education and training, and jobs.

11.1. Policies & Programmes

The Department has a youth policy, but it has not been implemented. The policy, which can be regarded as “youth friendly” is the Equity Policy that requires that a certain percentage of Department’s staff should be youth, women and disabled.

The Department has programmes aimed at the development of young people. Departmental directorates implement youth programmes without communicating with the Special Programme Officer (SPO). The programmes are Young Black Hunters and Tour Guides.

According to the interviewee, there are directorates that acknowledge the role of the SPO. For example Small, Micro and Medium Enterprise (SMME) directorate together with the office of the SPO, have established a youth cooperative in Bloemfontein, and two learnerships programmes focusing on Information Technology and Youth Development.

11.2. Implementation

The Department has three Special Programme Officers, each with a specific focus area (i.e. youth, gender and disability), whereas all other departments have appointed only one SPO for all youth issues. There is no specific budget attached to this special programmes office for implementation of youth programmes. It is also not clear, even to the SPO, how the office is resourced in order to conduct its business. There are 42 Learnership programmes implemented in different directorates of the department, and their beneficiaries are young people.

11.3. Interdepartmental Co-ordination.

The Department only co-operates with other departments in the Interdepartmental Committee created by the Free State Youth Commission.

11.4 Intergovernmental Collaboration

The Department (specifically the office of SPO: Youth Development) has taken an initiative to establish a platform to interact with Local Economic Development Officers from the municipalities. This initiative has not been implemented. There is scope for future collaboration with the municipalities, especially through the Local Youth Units.

11.5 Co-operation with Civil Society

The department works with civil society on the following programmes:

- Establishment of Youth Cooperative (called Bohloa)
- Learnerships
- Animal Skins project
- Meat parcels project for rural communities.

11.6. National Youth Commission and Free State Youth Commission

The Department, and particularly the SPO office, are in contact with the FSYC, even beyond the Interdepartmental Committee. This interaction involves discussing potential programmes that could be implemented by the Department. It also involves guarding against those programmes that are implemented by the Department that do not comply with principles of effective youth development.

The Department has worked with the FSYC to convene a Provincial Youth Economic Participation Summit that strives to identify and provide solutions to challenges faced by young entrepreneurs.

12. Free State Development Cooperation

The Assistant Regional Manager for the Free State Development Cooperation was interviewed:

12.1. *Policies and Programmes*

The Free State Development Cooperation (FDC) has a Corporate Social Investment Policy that addresses youth development.

The FDC does not have specific youth programmes, but sponsors Exposure Arts Awards and AISEC Initiatives. FDC also participates in the Kick-Start Youth Entrepreneur of the Year by providing funding. FDC believes that youth issues should be included in its programmes. FDC is informed about youth issues and obtains information via the Internet and workshops.

12.2. *Implementation*

Free State Development Cooperation does not have a youth unit, but has an SMME and Corporate Affairs Departments that addresses youth issues. There is an internship programme for students from Technikons and the Departmental Human Resource section monitors them.

12.3. *Interdepartmental Co-ordination*

Since the FDC is under the auspices of the Department of Economic Affairs and Tourism, it co-operates with it effectively. FDC has established good relations with the Free State Youth Commission on the establishment of the Youth Fund for the benefit of young people in the province. This arrangement is due to the resolution of the Youth Economic Summit held in 2002. The Free State Youth Commission, FDC and the Department of Economic Affairs and Tourism hosted the summit. The MEC for DEAT, Chief Executive Officers of FDC and FSYC control the Provincial Youth Fund.

12.4. *Intergovernmental Collaboration*

Free State Development Cooperation does not work with the municipalities in integrating youth programmes. However, it participates during the launch of District and Local Youth Chambers of Commerce. FDC believes that there is scope for future collaboration with the municipalities.

12.5. *Co-operation with the Civil Society*

The Free State Youth Chamber of Commerce has adopted a programme of launching its chapters at the district and local levels. To this end, regional offices of FDC cooperate with the Free State Youth Chamber of Commerce.

12.6. National Youth Commission and Free State Youth Commission

FDC interacts with the FSYC in ensuring that the Youth Fund reaches the intended beneficiaries. FSYC has provided policy document and guidelines to the FDC on how to manage Youth Funds.

13. Department of the Premier

The Special Programmes Officer was interviewed. The interviewee said that there are few youth issues that have been integrated in Premier's Department because the special programmes office has been recently established.

13.1. Policies and Programmes

The Department does not have policies and programmes on youth development, except for the Premier's Youth Awards that is facilitated by the Free State Youth Commission.

13.2. Implementation

The Department does not have a separate youth unit. Rather, there is a Special Programme Officer that focuses on youth, gender and disabled people. The special programme office is underresourced to implement a youth development programme. However, in 2004, the Premier's Department will start an internship programme for students to be exposed to Human Resource Management within the Premier's Department.

13.3. Interdepartmental Coordination

The Premier's Department meets all other departments in the Interdepartmental Committee. The Department has established a Free State Training Institute in Thaba Nchu. The purpose of the Institute is to train government official on various areas such as youth development and women empowerment.

13.4. Intergovernmental Collaboration

There are no youth programmes in the Department, and as such, there is no collaboration with municipalities. However as soon as programmes and projects are in place the Department will work with municipalities in addressing youth issues.

13.5. Co-operation with Civil Society

Since the position of the officer has been recently established, there has not been co-operation with civil society on youth issues. The department does not have a preferential procurement system for the youth.

13.6. National Youth Commission and the Free State Youth Commission

The Department of the Premier interacts with the FSYC. The IDCYA forum is the main platform that brings the department and the FSYC together. Before the appointment of the SPO, the Director for Special Programmes represented the Department. The policy framework for youth development is very clear to the SPO because she once worked as SPO at the Provincial Treasury.

14. Department of Social Development

Two officials from the department of Social Development were interviewed:

- Youth Development co-ordinator
- Substance Abuse co-ordinator

14.1. *Policies and Programmes.*

The two interviewees said that the Department of Social Development (DSD) does not have policies on youth development in place, except for the national youth development strategy. However the DSD has integrated youth development issues in its strategic plan, though they have not been translated into practical programmes. The strategic plan includes the promotion of youth development and empowerment. According to the interviewees, the department is involved at two levels, to fund youth organisations and to directly implement youth development programmes.

For current financial year, the department has funded at least 17 youth development organisations, which are involved in different social development programmes, and it has spent a grand total of R83, 290,625.39 on these organisations.

The Department is involved in the following programmes:

1. Groundbreakers

This programme is implemented in Qwaqwa, Thabo Mofutsayane District and Sasolburg in Northern Free State District but the department intends to replicate it across the province. The programme takes five young people into a 12 months contract and each has a specific focus area of the following: Positive Sexuality, Positive lifestyle, Sports and Recreation and Debates. Beneficiaries are trained for a period of two months and then released into the community to do community service for the remaining ten months. The training includes courses such as Leadership Development, Motivation, and Conflict Management etc. During the community service, the beneficiaries visit schools and select schools children to work with on a particular field. These teams are referred to as Impenchi and together with groundbreakers, implement variety of community projects. They also form leagues to compete amongst themselves on their field of speciality, an example is Sports and Recreation, and Debates. On sports and recreation the focus is mainly on Basket Ball.

In terms of Principles of Effective Practice for Youth Development, as developed by the FSYC, the programme is partly compliant because it pays beneficiaries stipends of R850 per month, which serves as a retainer strategy for these young people. It also treats young people as a resource because it places them at the centre of all activities and provides them with an opportunity to decide on their own on how to implement community projects. On monitoring and evaluation, the department convenes meetings with beneficiaries to establish the impact that the programme is making in their lives, and they use this information to evaluate the programme. Although the programme does not have exit opportunities yet, the department is willing to look into the possibility of creating such by encouraging the beneficiaries to form organisations

2. Addicted to Life Clubs

This programme is implemented in Qwaqwa and Sasolburg, and its focus is to encourage youth to abstain from drugs. The programme is informed by the prevalence of substance abuse amongst young people and seeks to raise awareness

about the dangers of misuse of drugs. The programme is implemented in partnership with the Department of Education for youth in schools. According to DSD, young people who have been involved in this programme, establish youth organisations/clubs to advance awareness against substance abuse. Although the programme is not compliant to the principles of Effective Practice, it helps young people not be involve in the awareness campaigns that seek to reduce substance abuse.

3. One Stop Justice Center

The DSD is in partnership with the Department of Correctional Service and the Department of Safety and Security to implement the programmes for children in conflict with the law. The purpose of the centre is to ensure that young offenders are placed on rehabilitation programmes. The approach used in this center is in line with a principle of restorative justice as encouraged by the Youth Development Policy Framework for youth that is in conflict with the law.

14.2. National and Free State Youth Commissions.

The department is represented in the Interdepartmental Committee on Youth Affairs chaired by the FSYC, but to this far the Commission has not provided guidance to the department on conceptualisation of youth development programmes. However the department strives for compliance to the Principles of Effective Practice in its conceptualisation of youth development programmes.

C. Municipal overview

This section presents municipal practices in integrating youth development issues.

1. Naledi Local Municipality

The Mayor's Personal Assistant was interviewed. He is responsible for the youth development.

1.1. Policies and Programmes

Naledi Local Municipality does not have policies and programmes that address youth issues. In connection with programmes, the municipality is consulting with Motheo District Municipality to develop programmes that address youth issues. According to the interviewee, the municipality should include youth issues in its programmes because young people need assistance in terms of capacity building and employment. The municipality should promote youth participation and development in development programmes. The municipality should assist the youth with skills development.

Naledi Local Municipality has information about the needs of the youth, albeit not enough. The municipality obtains information from Imbizos that the municipality holds. During Imbizos, municipal councillors visit communities to discuss and identify issues that need to be addressed and hold special sessions with young people to discuss development programmes for youth. Apart from Municipal Imbizos, Motheo District Municipality advises Naledi Municipality on youth issues.

1.2. Implementation

Naledi Local Municipality does not have a youth unit. The post of youth co-ordinator has been advertised. In the meantime, a Personal Assistant to the Mayor handles youth issues. Once the post of youth co-ordinator is filled, the co-ordinator will have a separate budget and a vehicle to promote youth development in the whole Municipality.

According to the interviewee, the Municipality is not doing enough to address youth issues. This is because of the lack of a youth co-ordinator. But once the post has been filled, the municipality hopes that more youth issues will be addressed. The other problem that prevents youth issues from being addressed is that the Municipal Manager and the Mayor take a long time to respond to needs of young people. For example, young people wrote a memorandum to the Municipal Manager and the Mayor to ask for financial support to start a cultural group. The Municipal Manager and the Mayor took long to respond, and this affected municipal response to delivery. The municipality tends to pay more attention to other issues than to youth issues. All programmes of the municipality should be attended to equally, so that the municipality can fulfil its obligation to serve all its communities irrespective of age group. Once the municipality has a youth co-ordinator, it is hoped that things will change and there will be more commitment from municipal management to address more youth issues.

1.3. Collaboration with provincial departments

Naledi Local Municipality (NLM) works with the Department of Education (DoE), Department of Public Works (DPW), Department of the Premier (DoP), Department of Finance and Expenditure and the Department of Sports, Arts, Culture, Science and Technology (DSACST).

NLM co-operates with the DoE in the construction of a school in Dewetsdorp. The Municipality provided land for the school to be built and the DoE is the funder of the project. DPW uses its engineers to keep track and monitor whether the construction is in line with building standards. The Municipality meets with the school management and school governing body to assess progress. The co-operation is effective. Finance and Expenditure has assisted the municipality with funds to hold seminars for the youth within the municipality. The seminars focus on HIV/AIDs awareness campaigns.

The municipality has worked with the DSACST in fundraising for a student living in Naledi to purchase tracksuits and other sport equipment. The student represented South Africa in Poland in a badminton competition in 2002.

According to the interviewee, there is additional scope for future collaboration with provincial departments because the municipality cannot provide everything to the local communities, so government departments should assist municipalities in developing and implementing youth development programmes.

1.4. Co-ordination between municipality and provincial departments

Naledi municipality co-operates with DoE, DPW, DoP, DSACST and DFE. The construction of the school and fundraising for the student who went to Poland were the initiatives of the municipality. The municipality realised that there was a

need for a school and, together with local communities, it approached the DoE and an agreement was reached. There were monthly meetings that were held to discuss planning and progress. An invitation was extended to DPW and a conclusion was reached that the school should be built. Likewise with DSACST, the municipality approached the Department to ask for assistance for the student, an agreement was reached hence the student went to represent South Africa in Poland. Co-ordination of such programmes has been effective because all the role players are committed to development programmes. The municipality feels that future collaborations are needed in order to empower and develop young people.

1.5. Co-operation with civil society

Naledi Municipality works with communities in addressing youth issues. If there is a ward council meeting, young people are encouraged to attend and the community is encouraged to discuss youth development. Youth issues are always discussed in community meetings. Some NGOs encourage the youth to form sports clubs and social clubs to fight HIV/AIDS. The municipality encourages such NGOs to include more youth issues in their programmes. During the construction of the school, the municipality ensures that young people participate as employees and members of the steering committee.

The municipality works with NGOs and CBOs in developing and implementing youth issues. For example, R36 000 has been allocated for HIV/AIDS awareness and the NGOs that get tenders ensure that young people participate. Campaigns have been held in Wepener and Dewestdorp. The funding comes from the municipality. The Mayor, Municipal Manager, Youth club and an NGO meet to discuss and plan the implementation of the programme. Once the tender has been issued, the municipal council approves it.

The municipality does not have a preferential procurement for the youth.

1.6. National Youth Commission and Free State Youth Commission

Naledi municipality interacts with Free State Youth Commission. FSYC provided the cultural youth club with transport to perform at the Mangaung Cultural Festival. The FSYC also assisted the municipality by assisting a woman from Naledi to enter into sewing and knitting competition organised by the Premier's department. The woman won and she has opened a small business where she sells what she produces.

The municipality does not get guidance from the FSYC in designing youth-related programmes. The FSYC has promised the municipality with a draft for the advertised post of youth co-ordinator, but up to now nothing has come forth.

The interviewee said that youth development framework is not clear because there is no person who focused on youth issues. The PA to the Mayor has got other duties and this results in little attention being given to youth issues. The Municipality hopes that the youth co-ordinator that is going to be employed will focus and promote youth issues within the Municipality. On the one hand, the Municipality would like FSYC to assist in developing a policy that will promote youth development. On the other hand, the Municipality must ensure that it initiates as many youth programmes as possible because young people in Naledi Municipality are unemployed and cannot further their studies. It is for this reason that the Municipality has committed itself to assisting three students with R3 000 as registration fee at tertiary level so that students can proceed with their studies. The contribution will be for students who want to pursue studies in Information Technology and financial fields. While studying, the students will undertake internship programme within the Municipality

and, after completing their studies, they will work for the Municipality. This initiative will start in 2004.

2. Mangaung Local Municipality

The Co-ordinator for youth development was interviewed.

2.1. *Policies and Programmes*

Mangaung Local Municipality has a policy that addresses youth issues. The kinds of youth issues that are covered in the policy include the establishment of information youth centres, capacity building programmes for the youth, recruiting staff to deal with youth issues, job creation programmes for the youth, collaborating with provincial departments in addressing youth issues, initiating programmes that are accessible to the youth and intergration of youth issues in all the programmes of the municipality. The policy has made a provision for creation of the Youth Council in Botshabelo and Thaba Nchu in order to respond to youth issues.

Mangaung Local Municipality has programmes that address youth issues. The programmes include a poultry and piggery project in Botshabelo, book packing in Thaba Nchu, painting streets in Bloemfontein and Thaba Nchu, cleaning of Bloemfontein CBD and repairing of trollies for Spar shop in Bloemfontein. These are capacity building and job creation programmes for young people.

According to the interviewee, Mangaung local municipality should include more youth issues in its programmes because many young people are unskilled and unemployed so they need to be assisted with programmes that build their capacity and create jobs. The municipality has information about the needs of the youth. The information was obtained through research that was conducted by the Human Sciences Research Council (HSRC) for the municipality on youth development in Mangaung municipality. The municipality also held discussions with the Free State Youth Commission (FSYC) to ascertain issues that need to be addressed for young people. The policy includes all the findings and recommendations made by HSRC and FSYC.

2.2. *Implementation*

The municipality has a youth unit with one staff member who is a co-ordinator for youth development. The main duties of the youth unit are to integrate youth issues into municipal programmes, monitor youth projects, lobby and advocate for youth development within the municipality and the provincial departments. The budget for the youth unit is within the Mayor's office. It is the Mayor who decides how much funding should be utilized for youth programmes. The youth unit also gets financial assistance from municipal coporate services. The funding from coporate services is limited. The interviewee said that he is satisfied that the youth unit addresses youth issues. According to him, job creation and capacity building programmes that the municipality initiates for the youth make a difference in the lives of many young people. Many young people are busy working on projects such as piggery, poultry, book packing, painting streets and cleaning of towns. Young people acquire skills and earn a living through participating in the programmes.

The Municipality does not involve the youth in monitoring and evaluation of youth programmes. It is the Municipal Executive Council that monitors and evaluates

programmes. The Municipality does not have an internship programme. It is still under discussion, with no decision taken yet.

2.3. Collaboration with provincial departments

The Municipality works with the Department of Economic Affairs and Tourism (DEAT), and the Department of Social Welfare (DSW). The Municipality co-operates with the DEAT in identifying business-related projects to empower young people.

DEAT has assisted the Municipality to plan for projects like piggery and poultry because young people will acquire business related skills. Regarding the DSW, co-operation with the Municipality has been through youth volunteers in Thaba Nchu who assist in issuing of social grants. The funding of these programmes is shared between the municipality and the departments and in this way the municipality is promoting coporate governance. According to the interviewee, there is additional scope and need for future collaboration with provincial departments. Since the Municipality and provincial departments have an obligation, as state organs, to improve the quality of lives of people, including youth, it is significant that they roll out joint youth programmes. It is through joint ventures within government, that youth development can be most effective because each role player will come up with youth programmes and funding for youth development.

2.4. Co-ordination between municipality and provincial departments

Mangaung local municipality co-operates with the Department of Economic Affairs and Tourism (DEAT) and the Department of Social Welfare (DSW). The Municipality and the departments arrived at these agreements through a meeting that the municipality held to promote its programmes. These departments were invited and identified areas of collaboration with the Municipality. There are monthly meetings where Municipal and departmental officials meet to discuss youth programmes.

Co-ordination of these agreements is effective because provincial departments have a mandate to initiate youth development programmes. Each role player ensures that it includes youth issues in its programmes. The provincial development plan includes municipal IDPs and encourages intergovernmental co-operation. Development requires more human resources, technology and huge funding so there is a need for co-operation between the municipality and provincial departments.

2.5. Co-operation with civil society

Mangaung local municipality works with communities in addressing youth issues through councillors who encourage the youth to participate in community structures and be part of the local decision making structures. The IDP officer and the public participation officer meet with the youth unit to discuss and identify programmes that address youth issues. Youth is part of the communities and as such communities are involved in youth related programmes.

The Municipality works with NGOs and CBOs in developing and implementing youth programmes. The Municipality has established a youth forum where NGOs meet and discuss youth related issues. All youth organisations and the Municipality come together and identify youth issues that need to be addressed. Currently the youth forum has no funding and this delays the implementation of programmes. The Municipality encourages NGOs and youth clubs to apply for funding from other sources because the Municipality cannot afford to provide funding to all development programmes.

The youth programmes that the Municipality is implementing cannot be duplicated by civil society because the Municipality involves civil society in youth programmes. The municipality encourages civil society to focus on programmes that have not been started. The co-operation between the Municipality and civil society is effective in so much that each role player knows what the other is doing. The Municipality is currently formulating a preferential procurement for the youth.

2.6. National Youth Commission and Free State Youth Commission

Mangaung Local Municipality interacts with both the National Youth Commission (NYC) and the Free State Youth Commission (FSYC). NYC undertook a study to Belgium to learn how Flemish youth commissions operate. This was a part of the bilateral agreement between the South Africa and the Flemish government. The NYC involved MLM because the Flemish government works with MLM in piloting developmental programmes in Mangaung. The NYC local government co-ordinator works with the MLM youth co-ordinator in ensuring that exchange programmes between the MLM and the Flemish government are effective.

The Municipality involves the FSYC in youth development programmes through meetings and discussions where the Municipality presents to FSYC its programmes and invites the FSYC to be involved. The programmes involve piggery and poultry projects and cleaning of the town and painting street lines. Both the NYC and the FSYC have assisted the municipality in designing youth-related programmes. The FSYC submitted its inputs into MLM 's policy. The Youth development framework is clear and understandable to the Municipality. This is because the Municipality interacts with NYC and FSYC. These commissions assist the Municipality to understand the needs of the young people and how to address such needs. The research conducted by HSRC provided a clear understanding of youth issues. According to the interviewee, both the NYC and the FSYC should provide capacity building programmes to the local youth so that youth development can be more effective.

3. Mohokare Local Municipality

The Local Youth Development officer in the office of the Mayor/Speaker was interviewed. The function of a special programmes officer is to co-ordinate, implement, monitor and evaluate special programmes.

3.1. Policies and Programmes

Mohokare Local Municipality does not have policies that address youth issues. However, the process of developing such policies and programmes is underway. There is a large number of unemployed youth that have to be assisted with job creation programmes. Mohokare Local Municipality has information about the needs of the youth because they participated in the drafting of the IDP.

3.2. Implementation

The Municipality has a youth unit. It has one full time officer with access to the following resources:

- Sharing of the office with the Councilor Support Officer (C.S.O)
- Sharing the computer with the C.S.O

- Sharing the vehicle of the C.S.O.

The interviewee is not satisfied that the youth unit addresses youth issues adequately. The unit discusses youth programmes with the Mayor, but the programmes do not get implemented because the Municipality focuses on other municipal functions. The interviewee said that the Municipality should provide a separate budget for youth development. The Municipality does not have an internship programme for the youth.

3.3. Co-ordination between municipality and provincial departments

The Municipality co-operates with the Department of Social Development on social grants and HIV/AIDS awareness programmes. It also works with the Department of Labour on skills development for young people within the municipality. The arrangements were reached through the co-ordination and convening of SMME

seminar. The Municipality believes that there is scope for future collaboration with provincial departments, on issues such as provision of bursaries for students to further studies. The Municipality will employ students who are awarded bursaries as soon as they complete their studies.

3.4. Co-operation with civil society

The Municipality works with communities through youth forums in addressing youth issues. The interviewee stated that the Municipality does not involve NGO's and CBO's in implementing youth programmes. The Municipality does not have mechanisms to ensure that programmes are not duplicated by civil society. The municipality does not have a preferential procurement policy for the youth.

3.5. National Youth Commission and Free State Youth Commission

The Municipality interacts with Free State Youth Commission on poverty alleviation programmes. The commission has guided the unit in designing youth related programmes. The municipality would like the FSYC to assist with capacity-building programmes to its staff.

4. Maluti-a-Phofung Local Municipality

The Local Youth Officer was interviewed.

4.1. Policies & Programmes

The Municipality does not have a youth policy. The Local Youth Unit Officer further stated that he is not informed about any youth issues that are included in the municipal IDP. According to the interviewee, there are youth programmes that are implemented through certain portfolio committees without the involvement of the LYU.

4.2. Implementation

The Municipality has two Youth Development Officers in its Local Youth Unit. Their office has a computer and a telephone. There is no budget to implement youth projects. The duty of the LYU is to facilitate youth issues with provincial and local government departments.

The Municipality does not take special measures to involve youth in the monitoring and evaluation of youth programmes. The Municipality does not have internship programmes for young people.

4.3. Interdepartmental co-ordination

The Municipality works with the Free State Youth Commission on a “ Literacy Project” that is implemented in Qwaqwa at Tshiya College. The Municipality works with the FSYC because the beneficiaries of the project reside within the municipality.

5. Phumelela Local Municipality

The Manager for Administration was interviewed.

5.1. Policies and Programmes

The Municipality does not have policies, programmes and a youth officer that address youth issues. However, a proposal to establish a youth officer and internship programme has been forwarded to the Municipal Council to make recommendations.

6. Metsimaholo Local Municipality

The Municipal Manager was interviewed.

6.1. Policies and Programmes

The Municipality does not have policies and programmes that address youth issues. However, the municipal IDP stipulates that youth development programmes should be developed. The Municipality has information about needs of young people through a Youth Summit held in 2002. The summit was organised by FSYC.

The Municipality does not have an internship programme and the preferential procurement system for young people.

6.2. Implementation

The Municipality has a LYU that consist of one Youth Development Officer and her responsibility is to ensure that the municipality responds to challenges that face

young people. The unit has a budget of R100 000. The interviewee said that FSYC should provide capacity building programmes in order for the unit to develop and implement youth programmes.

6.3. Collaboration with Provincial Departments

The Municipality has collaborated with the Department of Labor on a Car Wash Cooperative project. The Free State Youth Commission and the Department of

Labour funded the project. The project is classified as a poverty alleviation programme that encourages youth to become entrepreneurs.

6.4. Cooperation with the Civil Society

The Municipality interacts with local NGOs, CBOs, and Youth Clubs on programmes that it initiates. The Municipality prevents duplication of programmes through regular interaction with the local NGOs and CBOs.

7. Moqhaka Local Municipality

The Acting-Municipal Manager was interviewed.

7.1. Policies and Programmes

The Municipality does not have policies and programmes that address youth issues. However, a Standing Committee has been established to facilitate the employment of the youth officer. The appointment will be made in 2004. The Municipality does not have a preferential procurement system for young people.

7.2. Implementation

The LYU is not yet established. However the Municipality has an internship programme for young people. In the internship programme, young people are given a voluntary training in the areas of Human Resource Management and Public Relations in the Mayor's Office.

7.3. Co-ordination between Municipality and Provincial Departments

The Municipality co-operates with their District Council that has a Youth Commissioner, by facilitating her meetings and assisting her with certain responsibilities.

7.4. Cooperation with Civil Society

Since the Municipality does not have a youth officer, it uses a section of Community Services to address youth issues and has managed to establish the Moqhaka Sports Forum, and Arts and Culture Forum.

8. Kopanong Local Municipality

The Local Youth Development officer in the office of the Mayor/Speaker was interviewed. The function of a special programmes officer is to co-ordinate, implement, monitor and evaluate special programmes.

8.1. Policies and Programmes

Kopanong Local Municipality does not have policies and programmes that address youth issues. The municipality is currently drafting youth policies.

8.2. Implementation

The Municipality has a youth unit, with one staff member. The interviewee is not satisfied that the youth unit addresses youth issues because it is understaffed and underresourced.

8.3. Co-ordination between municipality and provincial departments

The Municipality co-operates with the Department of Social Development on assisting disabled children to apply for social grants. The arrangements were reached through the co-ordination and convening of meetings and workshops. The Municipality believes that there is a scope for future collaboration with provincial departments on issues such as HIV/AIDS awareness campaigns, skills development, and moral regeneration programmes.

8.4. National Youth Commission and Free State Youth Commission

The Municipality interacts with the Free State Youth Commission on projects like brick making. The commission has guided the unit in designing youth related programmes.

9. Xhariep District Municipality

The District Youth Development officer in the office of the Major/Speaker was interviewed. The function of a special programmes officer is to co-ordinate, implement, monitor and evaluate special programmes.

9.1. Policies and Programmes

Xhariep District Municipality does not have policies that address youth issues. But there are programmes that address youth issues like entrepreneurship, poverty alleviation, learnership and skills development. These programmes have not been implemented.

9.2. Implementation

The Municipality has a youth unit that consists of one staff member. Its main duty is to develop youth programmes and advise the Municipality on youth issues. The interviewee is not satisfied that the youth unit addresses youth issues because of lack of staff and financial resources. More staff and increase in budget can improve the capacity of the unit to implement more youth programmes. The municipality does not have an internship programmes for the youth.

10. Thabo Mofutsanyane

The Local Youth Commissioner was interviewed.

10.1. Policies and Programmes

The Municipality does not have a youth policy because the staff is not capacitated enough to address youth issues. There are no youth development programmes that have been developed. However, the Municipality has convened a Youth District Summit, which aimed at disseminating information about business opportunities for

youth. The interviewee said that youth issues should be integrated as a main function of the Municipality.

10.2. Implementation

The Municipality has a Youth Unit, which consists of one staff member whose responsibility is to ensure that there is youth development within the Municipality. The unit is resourced and has a budget of R500 000. Though the unit has a budget, it is understaffed, and as such it does not implement youth programmes. The interviewee indicated that the municipality does not involve young people in the implementation, monitoring and evaluation of youth programmes. The municipality does not have an internship programme for young people.

10.3. Collaboration with Provincial Department

The unit is discussing with the Department of Agriculture to assist with technical skills during the implement a poultry project. The municipality has earmarked R 3million for the implementation of the project.

10.4. Co-operation with Civil Society

The LYU has established a networking programme with all youth associations in the district, and it is at this forum that they plan and apply for funding to start developmental programmes.

The municipality does not have a procurement policy for young people.

10.5. National Youth Commission and Free State Youth Commission

The Municipality has interacted with the Free State Youth Commission only on the Literacy Project, which is a funded by the Free State Youth Commission. There is a need for the FSYC to assist the youth unit on capacity building training in order to develop and implement more youth programmes.

D. Departmental Comparison

This section presents a comparative analysis of departmental practices. The analysis is presented in the form of tables.

1. Youth programmes

A wide range of youth programmes have been launched by the various departments, as shown in Table 1.

Table 1: Youth Programmes in Free State Government Departments

Department	Youth programmes
Public Works, Roads and Transport	A budget of R800 000 to implement youth-related programmes during 2003/4 financial year. A total of 17 bursaries have been awarded. About 1187 employees are youth.

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	<p>Four youth volunteers who work on community-based programmes. Renovation of Itsoeng centre for disabled youth. A tender to the City New Delivery Service for Mangaung to deliver newspapers.</p>
Sports, Arts, Culture, Science and Technology	<p>Facility development to establish sport clubs at district level. Free State Science Institute promotes exercise activities among young people. Formation of different sporting codes. Conducting clinics e.g.rugby clinics. Sport and Recreation Day. Young champions.</p>
Arts, Culture and Heritage	<p>Musicon provides music education to learners Manabana, Zamdela, Basotho and Thabong cultural centres provide drama, dance, music and visual art to the youth.</p>
Library, Archives & Technology	<p>Encouraging students to learn about museum Libraries provide books, journals, computers, study rooms and newspapers to young people. Science and Technology week. Information Technology Centre in Welkom. School-community libraries in Qwaqwa.</p>
Department of Agriculture	<p>Animal farming in Senekal. Vegetable gardens on commonage land. Future farming families for the Free State. Young farmer entrepreneurship.</p>
Department of Land Affairs	<p>Land reform.</p>
Department of Health	<p>Youth empowerment and development. Child, youth and adolescent health. Prevention of substance abuse. Youth-friendly clinic.</p>
Local Government & Housing	<p>Skills development. Youth and unemployment.</p>
Safety and Security	<p>Prevention of substance abuse. Adopt-a-cop. Social crime prevention. Skills empowerment.</p>
Water Affairs and Forestry	<p>2020 Water Project.</p>
GCIS	<p>National symbols project. Exhibition and Material distribution project. Information workshops.</p>
Tourism, Economic and Environmental Affairs	<p>Tour guides. SMME.</p>
FDC	<p>Providing funding for Kick-Start Youth Entrepreneur and Exposure Arts Awards.</p>
Department of the Premier	<p>Premier's Youth Awards.</p>
Social Development	<p>Groundbreakers and addicted to life clubs and one stop justice centre</p>
Labour	<p>Implementation of learnership programmes</p>

Certain observations can be made from this table.

Firstly, the programmes range widely in size. Some programmes (e.g. prevention of substance abuse in the Department of Health) appear to be widespread and extensive, whereas the training of tour guides in the Department of Tourism may well be a much smaller programme.

Secondly, the list includes programmes which are specifically targeted at the youth (e.g. Premier's Youth Awards) and those which simply include the youth as part of other programmes (e.g. land reform). In the case of the latter, much more analysis needs to be done, to determine the extent of youth participation.

Thirdly, some departments are clearly more active in the youth arena than others. A small, relatively under-resourced department such as Sports, Arts, Science and Technology is apparently doing many more imaginative things, than much more well-resourced departments, such as Land Affairs.

Finally, in some cases, the level of information is simply too limited, and more information needs to be generated for a meaningful analysis. For example, the meaning of the items of "skills development" and "youth unemployment" in the Department of Local Government is unclear.

2. Youth units and youth officers

The table below shows that some government departments have established the Youth units, while some have not.

Table 2: Youth units and youth officers in the Free State Government Departments

Department	Youth units and youth officers
Public Works, Roads and Transport	Youth unit, along with women, disabled people and HIV/AIDS. One staff member.
Sports, Arts, Culture, Science and Technology	No youth unit. Youth issues in different directorates
Department of Agriculture	No Youth unit, but a Special Programmes Officer.
Department of Land Affairs	No Youth unit, but one officer for HIV/AIDS and Youth
Department of Health	Youth unit, along with women, disabled people and HIV/AIDS. One staff member.
Local Government&Housing	Youth unit, along with women, disabled people and HIV/AIDS. One staff member.
Safety and Security	Youth unit, along with women, disabled people and HIV/AIDS. One staff member.
Water Affairs and Forestry	No Youth unit, but a Special Programmes Officer.
GCIS	No Youth unit.
Tourism, Economic and Environmental Affairs	Youth unit, with one Special Programmes Officer for youth issues.
FDC	No Youth unit.
Department of the Premier	No Youth unit, but a Special Programme Officer.
Social Development	Unknown
Labour	No Youth unit

From this table, five departments have established Youth units, while seven departments have not established youth units.

The Youth Units that have been established, do not focus only on youth issues. They focus on women, disabled people and HIV/AIDS. The Youth Units have one staff member, who addresses youth, women, disabled and HIV/AIDS issues. The arrangement of combining youth, women, disabled and HIV/AIDS issues under one unit has two negative implications.

Firstly, since the Youth Units have one staff member, this compels the staff member to focus on youth, women, HIV/AIDS and disabled people simultaneously. The staff member cannot integrate as many youth issues as possible because he or she has to integrate women, disabled people and HIV/AIDS issues. The staff member becomes overstretched on many issues and this affects the integration of youth issues.

Secondly, the budget in the Youth unit is allocated to the youth, women, disabled people and HIV/AIDS issues. This arrangement does not allow more integration of youth issues because it is allocated to all the groups within the Youth unit. The Youth units should have staff members and budget allocated to different groups within the unit. This will enable the staff, with a separate budget, to focus and integrate more youth issues.

Some departments do not have Youth Units, but have a Special Programmes Officer. The Special Programmes Officers are overstretched because they focus on the youth, women, disabled people and HIV/AIDS. Special Programmes Officers cannot address the youth, women, disabled and HIV/AIDS issues alone. The Departments should employ more staff that will focus on each group.

3. Budget for youth issues

The table below shows that many government departments do not allocate a budget for youth issues.

Table 3: Allocation of a budget for youth issues in Free State Government Departments

Department	Budget for youth issues
Public Works, Roads and Transport	An amount of R800 000 has been allocated for 2003/4 financial year.
Sports, Arts, Culture, Science and Technology	Unknown
Department of Agriculture	Unknown
Department of Land Affairs	Unknown
Department of Health	An amount of R10 million has been allocated for 2002/3 financial year.
Local Government & Housing	Unknown
Safety and Security	A budget of R1.2 million has been allocated during 2003.
Water Affairs and Forestry	Unknown
GCIS	Unknown
Tourism, Economic and Environmental Affairs	Unknown
FDC	Unknown
Department of the Premier	Unknown
Social Development	R83,290,625.39 has been spent on different youth organisations which are involved in social

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	development programmes.
Labour	Unknown

Out of 13 government departments interviewed, only four departments have allocated a budget for youth issues. From table 3, it is clear that government departments that allocate funding for youth issues implement more youth programmes.

The Departments that do not allocate budget for youth issues, address youth issues within the Departmental budget. Government departments have many responsibilities that they allocate budget on. So, if youth issues are not allocated a separate budget, their integration into government programmes cannot be effective, because the Departments spend their budgets on other issues, which they deem to be core departmental functions. In some cases, a lack of budget means a lack of youth issues.

As shown by the Departments of Health, Public Works and Safety and Security, allocation of budget for youth issues translates into more integration of youth programmes. If government departments are committed into integration of youth programmes, they should allocate budget for youth issues. The budget should include implementation of programmes and the staff to implement such programmes.

4. Employment of young people in the Departments

Though the Departments were not asked to provide a number of their youth employees, some departments, such as DPW and DLGH, provided that information.

Table 4 shows some information about youth employees:

Table 4: Employment of young people in the Departments

Department	Young people (below age 35) employed
Public Works, Roads and Transport	About 1187 young people are employed.
Sports, Arts, Culture, Science and Technology	Unknown
Department of Agriculture	Unknown
Department of Land Affairs	Unknown
Department of Health	Unknown
Local Government & Housing	Youth employees constitute 65%, with 14 young people employed during August 2003.
Safety and Security	Unknown
Water Affairs and Forestry	Unknown
GCIS	Unknown
Tourism, Economic and Environmental Affairs	Unknown
FDC	Unknown
Department of the Premier	Unknown
Social development	Unknown
Labour	Unknown

The employment of young people in government departments has two implications.

The first implication relates to the commitment of the Department to recruit young people to implement departmental functions. This is mostly effective if young people are employed in positions that focus on youth development, because some young people prefer to be serviced by other young people. For example, impressionistic evidence indicates HIV/AIDS awareness campaigns, which are driven by young people, receive an overwhelming support.

The second implication relates to the commitment of the Departments to nurture skills development and encourage young people to be active participants in the economy, rather than being beneficiaries of government programmes. Government departments should consider employing more young people.

5. Capacity-building: Bursaries, internships and volunteers

Table 5 shows that some government departments implement capacity-building programmes for young people.

Table 5: Capacity building programmes for young people

Department	Bursaries and internships
Public Works, Roads and Transport	About 17 bursaries have been awarded. There are four youth volunteers.
Sports, Arts, Culture, Science and Technology	Arts, Culture and Heritage directorate has four interns.
Department of Agriculture	There are three interns who hold bursaries.
Department of Land Affairs	The Department has 18 interns.
Department of Health	During 2003, 327 students have received bursaries
Local Government & Housing	Unknown
Safety and Security	During 2003, six young people are the interns.
Water Affairs and Forestry	Unknown
GCIS	Unknown
TEEA	Unknown
FDC	Unknown
Department of the Premier	Unknown
Social development	Unknown
Labour	Learnship programmes through SETA

Out of 13 departments interviewed, seven departments have implemented capacity-building programmes for the youth. The programmes are bursaries, internships and volunteering.

The Departments that have awarded bursaries are investing for the future because, once the recipients of the bursaries finish their studies, they will be employed in those Departments. The bursary holders also undergo an internship programme in the Departments. Some Departments have recruited volunteers to assist in the implementation of departmental functions.

Capacity-building programmes are significant for the Departments for two reasons. Firstly, the Departments contribute to develop skills for the interns and volunteers. Secondly, the Departments ensure that they will employ competent people who have received training in the Departments. Government departments should implement

capacity-building programmes because they will retain qualified and competent people, whom they have trained.

However, some thought needs to be given to the type of mentoring and internships to be offered, and how those programmes should be managed.

6. Creating employment for youth

Table 6 indicates that, of the 13 departments interviewed, information is only available on three departments.

Table 6: Job creation programmes for youth

Department	Youth programmes
Public Works, Roads and Transport	2001/2: 91 youth in seven projects 2003/4: Aiming for 30% of total number of employees in the projects.
Sports, Arts, Culture, Science and Technology	Unknown
Department of Agriculture	Unknown
Department of Land Affairs	Unknown
Department of Health	About 1 980 jobs were created for young people since 1995.
Local Government & Housing	Unknown
Safety and Security	Unknown
Water Affairs and Forestry	Unknown
GCIS	Unknown
TEEA	Unknown
FDC	Unknown
Department of the Premier	Unknown
Social development	5 young people in Groundbreakers
Labour	Unknown

Many departments have not implemented job creation programmes for youth. Government departments should develop and implement programmes that create employment for youth. In the Free State, there are unskilled and unemployed young people. So, government departments should pay attention to job creation programmes. The departments should not focus only on awareness campaigns. Rather they should implement programmes that will ensure that youth is employed.

7. Procurement provisions for youth

Out of 13 departments interviewed, five departments have procurement provision for youth.

Table 7: Procurement provisions for youth

Department	Procurement provisions
Public Works, Roads and Transport	Preferential Procurement Act stipulates that involvement of youth in every tender should be 10%
Sports, Arts, Culture, Science and Technology	No Procurement provision for youth
Department of Agriculture	There is Procurement provision.

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Department of Land Affairs	No Procurement provision for youth.
Department of Health	There is Procurement provision.
Local Government & Housing	There is Procurement provision
Safety and Security	No Procurement provision
Water Affairs and Forestry	Unknown
GCIS	No Procurement provision
Tourism, Economic and Environmental Affairs	Unknown
FDC	Unknown
Department of the Premier	No Procurement provision
Social development	Unknown
Labour	There is procurement provision

A lack of procurement provision for the youth, in some departments, illustrates that youth does not enjoy preferential treatment. During the interviews, a wide range of departments noted that they want to integrate more youth programmes in their programmes. As noted in table 6, that many departments do not implement job creation programmes for youth, the Departments cannot integrate more youth issues if they do not have procurement provision for the youth. Procurement provision enables the Departments to comply with a guideline and policy to address youth issues. Without procurement provision, the Departments will focus on functions that they deem important. Clearly, a procurement policy is needed for the Departments to address more youth issues.

8. Interdepartmental co-operation

Table 8 shows that, the Departments co-operate on youth issues.

Table 8: Interdepartmental co-operation

Department	Co-operation with other departments
Public Works, Roads and Transport	With DLG on construction of houses With DoE on construction of schools
Sports, Arts, Culture, Science and Technology	With DoE on sport programmes at schools With DTEEA on promotion of tourism to players With DSW on childrens's festival to compete in book reading
Department of Agriculture	With DoE on promotion of agricultural programmes at schools.
Department of Land Affairs	With DoA on land redistribution process.
Department of Health	With DoE on HIV/AIDS awareness at schools With DSW on Home-Based Care for HIV/AIDS youth
Local Government & Housing	With DoH on HIV/AIDS awareness campaigns With DSW on provision of houses to HIV/AIDS youth
Safety and Security	With DoE on adopt-a-cop
Water Affairs and Forestry	With DoE on 2020 Water Awareness campaign
GCIS	With DPW on expanded public works programmes
Tourism, Economic and Environmental Affairs	Unknown
FDC	With DTEEA on establishing Youth Fund
Department of the Premier	Unknown
Social development	With DoE on Addicted to Live Clubs programme
Labour	With SETA on learnership programmes

The Departments co-operate on youth issues. However, there are three points that are worth highlighting.

Firstly, the Departments co-operate mostly on awareness campaigns. For example, DWAF co-operates with DoE on 2020 Water Awareness campaign. These awareness campaigns ensure that youth is informed, but they do not address the issue of unemployment and a lack of skills, which are the most important issues that young people are battling with.

The second point relates to co-ordination. During the interviews, it transpired that there is a lack of co-ordination among the Departments. Some interviewees indicated that, though they co-operate with other departments, they meet and discuss programmes only in the Interdepartmental Forum. These interviewees said that they would like to establish regular consultation with other departments. When the Departments are implementing a joint programme, they should meet regularly to keep track of the programmes. Clearly, this would require good co-ordination skills.

The third point relates to funding of the joint programmes. Government departments do not share costs for the joint programmes. This narrows the scope of integrating more youth issues. If the Departments were to share the costs on joint programmes, some funding would be saved to start new youth programmes.

9. Inter-governmental collaboration

Table 9 indicates that, many government departments collaborate with municipalities on youth issues.

Table 9: Intergovernmental collaboration

Department	Co-operation with municipalities
Public Works, Roads and Transport	With Xhariep DM on school cleaning programmes With Northern FS DM on roads cleaning programmes, and upgarding a multi-purpose centre. With Thabo Mofutsanyane DM on renovating Itsoseng
Sports, Arts, Culture, Science and Technology	With all municipalities on sport development With Mangaung and Metsimaholo LMs on community arts centres
Department of Agriculture	With all municipalites on provision of agricultural technical support With Letsemeng LM on removal of invader plants
Department of Land Affairs	With all municipalities on land redistribution
Department of Health	With Motheo, Lejweleputswa, Thabo Mofutsanyane and Northern FS DMs on establishment of vegetable gardens With DoA on provision of agricultural technical support on these vegetable gardens
Local Government & Housing	With Thabo Mofutsanyane DM on HIV/AIDS awareness campaigns
Safety and Security	With Moqhaka LM and Thabo Mofutsanyane DM on awareness campaigns against substance abuse
Water Affairs and Forestry	With Motheo and Xhariep DMs on National Abour week
GCIS	Unknown
Tourism, Economic and Environmental Affairs	Unknown
FDC	No collaboration

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Department of the Premier	No collaboration
Social development	No collaboration
Labour	With Mangaung Local Municipality on Skills training programme

Government departments work with municipalities in implementing some youth programmes. During the interviews, the Departments noted that collaboration with municipalities enables them to reach as many young people as possible because municipalities promote the programmes. Since municipalities are based at local communities, the Departments, via the municipalities, implement their programmes to more young people. In some cases, municipalities implement programmes on behalf of the Departments. For example, Mangaung LM manages a cultural village in Thaba Nchu while DSACST provides funding. It appears that the Departments provide funding for their programmes and only encourage municipalities to assist in the implementation of the programmes.

10. Co-operation with FSYC

Government departments co-operate with the FSYC.

Table 10: Co-operation between the Departments and the FSYC

Department	Co-operation with FSYC
Public Works, Roads and Transport	FSYC assisted DPW in identifying youth-related programmes in the Interdepartmental forum
Sports, Arts, Culture, Science and Technology	No guidance in identifying youth-related programmes FSYC helped in adjudication of the SACST awards
Department of Agriculture	FSYC co-operated on the animal farming in Senekal
Department of Land Affairs	No concrete co-operation, except meeting in the Interdepartmental forum
Department of Health	FSYC helped in identifying youth-related programmes in the Interdepartmental forum
Local Government&Housing	FSYC helped in identifying youth-related programmes in the Interdepartmental forum
Safety and Security	FSYC helped in identifying youth-related programmes in the Interdepartmental forum
Water Affairs and Forestry	No concrete co-operation, except meeting in the Interdepartmental forum
GCIS	FSYC helped by distributing materials on Youth Assembly
Tourism, Economic and Environmental Affairs	FSYC helped to convene a Provincial Youth Economic Participation Summit.
FDC	FSYC has provided policy documents and guidelines on how to manage Youth Funds
Department of the Premier	No concrete co-operation, except meeting in the Interdepartmental forum
Social development	The Department is represented in the Interdepartmental Committee on Youth Affairs, though there are no concrete programmes underway
Labour	Co-operation with FSYC on piggery, poultry, brick making and car wash projects

Table 10 illustrates that many government departments co-operate with the FSYC. The co-operation is through the interdepartmental forum, where all the Departments

meet the FSYC. The Interdepartmental Forum provides an opportunity for the Departments to identify areas of collaboration with the FSYC.

Though the Departments meet with the FSYC in the Interdepartmental forum, there are few youth programmes that have been implemented, due to a lack of regular consultation. The Departments and the FSYC seldom meet outside the Interdepartmental forum. Some departments noted that they do not understand the Youth Development Framework and expect the FSYC to assist them. Some departments indicated that they would very much like to work with the FSYC because their programmes are solely meant for youth.

It seems the Interdepartmental Forum does not provide adequate opportunity for the Departments to establish collaboration with the FSYC. It is therefore suggested that the FSYC should assist the Departments to understand the Youth Development Framework and, establish regular interaction and consultation with the Departments to promote its programmes so that more youth programmes can be identified and implemented.

E. Municipal Comparison

This section compares municipal practices in integrating youth development issues. The comparisons are presented in the form of tables.

1. Youth programmes

Table 1 shows that many municipalities do not implement youth programmes.

Table 1: Youth programmes in the Free State Municipalities

Municipality	Youth programmes
Naledi L M	No programmes
Mangaung L M	Poultry and Piggery projects in Botshabelo Book packing in Thaba Nchu Painting streets in Bloemfontein and Thaba Nchu
Mohokare LM	No programmes
Maluti-a-Phofung LM	No programmes
Phumelela LM	No programmes
Metsimaholo LM	No programmes
Moqhaka LM	No programmes
Kopanong LM	No programmes
Xhariep DM	No programmes
Thabo Mofutsanyana DM	No programmes

Many municipalities do not implement youth programmes because there is no budget and adequate staff to address youth issues. Municipalities tend to focus on other functions and ignore youth programmes. Some municipalities work with the Government Departments, and regard youth issues as the responsibility of the Government Departments. Though municipal functions differ from departmental functions, the Municipalities should utilise the opportunity of working with government departments to acquire skills and start their programmes.

2. Youth units and youth officers

The table below shows that, many municipalities have established the Youth units.

Table 2: Youth units and youth officers in the municipalities

Municipality	Youth units and youth officers
Naledi LM	No Youth unit
Mangaung LM	There is a Youth unit with one staff member
Mohokare LM	There is a Youth unit with one staff member
Maluti-a-Phofung LM	There is a Youth unit with two Youth Development Officers
Phumelela LM	No Youth unit
Metsimaholo LM	There is a Youth unit with one staff member
Moqhaka LM	No Youth unit
Kopanong LM	There is a Youth unit with one staff member
Xhariep DM	There is a Youth unit with one staff member
Thabo Mofutsanyane DM	There is a Youth unit with one staff member

Many municipalities have established youth units. The Youth units tend to have one staff member. The Youth units are not allocated budget, and it is difficult for the to implement youth programmes. During the interviews, some youth officers noted that there is a need for the municipalities to employ more youth officers in order to initiate youth programmes.

However, even though there is a shortage of resources, it does not necessarily mean that the current youth officers cannot do anything. It appears that youth officers are quick at pointing that they are understaffed, while they do not perform their duties effectively.

3. Budget for youth issues

The table below shows that, municipalities do not have a budget for youth issues

Table 3: Municipal budget for youth issues

Municipality	Budget for youth issues
Naledi LM	Unknown
Mangaung LM	The budget for the unit is under the Mayors' office
Mohokare LM	Unknown
Maluti-a-Phofung LM	No budget
Phumelela LM	Unknown
Metsimaholo LM	There is a budget of R100 000 for youth issues
Moqhaka LM	No budget
Kopanong LM	No budget
Xhariep DM	No budget
Thabo Mofutsanyane DM	There is a budget of R500 000 for youth issues

Many municipalities do not make budgetary provision for youth programmes, because municipalities utilise their budget on programmes that they deem important. In order for municipalities to address youth issues effectively, they should allocate

more resources. As noted by some interviewees, municipalities should budget for more staff employment in order to address more youth issues.

4. Employment of young people in the Municipality

Table 4 shows that, the municipalities did not shed light on the number of youth employees they have. This is because they were not asked about the number of youth employees.

Table 4: The number of young people employed in the municipality

Municipality	Young people (below age 35) employed
Naledi LM	Unknown
Mangaung LM	Unknown
Mohokare LM	Unknown
Maluti-a-Phofung LM	Unknown
Phumelela LM	Unknown
Metsimaholo LM	Unknown
Moqhaka LM	Unknown
Kopanong LM	Unknown
Xhariep DM	Unknown
Thabo Mofutsanyane	Unknown

5. Capacity-building: Bursaries, internships and volunteers

The table below shows that, many municipalities do not have capacity-building programmes

Table 5: Bursaries, internships and volunteers

Municipality	Bursaries and internships
Naledi LM	The municipality will allocate three students, R3 000 each, to further their studies at tertiary level. This will start in 2004.
Mangaung LM	Ten volunteers in Thaba Nchu issuing out social grants with DSW
Mohokare LM	Unknown
Maluti-a-Phofung LM	Unknown
Phumelela LM	Unknown
Metsimaholo LM	Unknown
Moqhaka LM	No capacity-building programmes
Kopanong LM	Unknown
Xhariep DM	Unknown
Thabo Mofutsanyane DM	No capacity-building programmes

Table 5 shows that, Mangaung LM is the only municipality that has launched capacity building programmes for youth. Naledi LM will start in 2004, and will award funding to three young people. Municipalities should allocate budget for capacity-building programmes so that they can retain the services of the trainees. This would assist the Municipalities to recruit competent and qualified personnel.

6. Creating employment for youth

Table 6 shows that, only Mangaung LM municipality has created employment for youth.

Table 6: Creating employment for youth

Municipality	Youth programmes
Naledi LM	Unknown
Mangaung LM	Book packing in Thaba Nchu Painting steets in Bloemfontein Cleaning of Bloemfontein CBD
Mohokare LM	Unknown
Maluti-a-Phofung LM	Unknown
Phumelela LM	Unknown
Metsimaholo LM	Unknown
Moghaka LM	No programmes
Kopanong LM	Unknown
Xhariep DM	No programmes
Thabo Mofutsanyane DM	No programmes

Many municipalities have not created employment for youth because they do not have programmes that address youth issues.

7. Procurement provision for youth

Table 7 shows that, all the municipalities interviewed do not have procurement provision for youth

Table 7: Procurement provision for youth

Municipality	Procurement provisions
Naledi LM	No Procurement provision
Mangaung LM	Procurement policy is still formulated
Mohokare LM	No Procurement provision
Maluti-a-Phofung LM	No Procurement provision
Phumelela LM	No Procurement provision
Metsimaholo LM	Unknown
Moghaka LM	No Procurement provision
Kopanong LM	Unknown
Xhariep DM	Unknown
Thabo Mofutsanyane DM	No Procurement provision

A lack of procurement provision emanates from a lack of youth programmes. If the municipalities do not implement youth programmes, the procurement provision will not serve any purpose.

8. Intergovernmental collaboration

Table 8 illustrates that; some municipalities have collaborated with the Provincial Departments

Table 8: Municipal co-operation with provincial departments

Municipality	Co-operation with provincial departments
Naledi LM	With DoE on construction of school in Dewetsdorp With DSACST on fundraising for the student who went to play in Poland
Mangaung LM	With DTEEA on identifying and planning for piggery and poultry projects With DSW on issuing out social grants
Mohokare LM	With DSW on encouraging people to register for social grants With DoL on skills development for young people in the Municipality
Maluti-a-Phofung LM	No co-operation
Phumelela LM	No co-operation
Metsimaholo LM	With DoL on Car Wash project
Moqhaka LM	No co-operation
Kopanong L	With DSW on encouraging people to register for social grants
Xhariep DM	Unknown
Thabo Mofutsnyane DM	No co-operation

Municipal co-operation with provincial departments has been on awareness programmes about social grants. Many municipalities assist the Departments to encourage young people to register for child support grants. There are few job creation programmes that the Municipalities have assisted the Departments on. There should be job creation projects to ensure that young people get employed.

9. Co-operation with FSYC

Table 9 shows that, many municipalities have not co-operated with the FSYC.

Table 9: Municipal co-operation with the FSYC

Municipality	Co-operation with FSYC
Naledi LM	FSYC provided transport for the cultural youth club to perform at Mangaung Cultural Festival, and transported a woman to Bloemfontein to enter sewing and knitting competition.
Manguang LM	FSYC helped in identifying piggery and poultry projects
Mohokare LM	No co-operation
Maluti-a-Phofung LM	Unknown
Phumelela LM	Unknown
Metsimaholo LM	Unknown
Moqhaka LM	Unknown
Kopanong LM	FSYC helped in identifying the brick making project
Xhariep DM	Unknown
Thabo Mofutsanyane	FSYC assisted on Literacy project.

There is a lack of municipal co-operation with the FSYC. During the interviews, municipalities noted that the FSYC encouraged them to establish youth units, but there are no youth programmes that have been identified and implemented. Some municipalities do not understand the Youth Development Framework. Therefore, the FSYC should assist municipalities with organising capacity-building programmes for youth officers and, assist the municipalities to understand the Youth Development framework in order to initiate youth programmes.

F. Summary of Findings

Youth Programmes

A wide range of youth programmes have been launched by various departments whereas 80% of municipalities have not launched youth development programmes.

The youth programmes that have been launched by the Departments vary in size. For example, prevention of substance abuse in the Department of Health is extensive and widespread, whereas the training of tour guides in the Department of Tourism is a smaller programme. Some departments are clearly more active in the youth arena than others. A small, relatively under resourced department such as Sports, Arts, Culture, Science and Technology is implementing more youth programmes, than a much more resourced department, such as Land Affairs.

Municipalities do not implement youth programmes because there is no budget and adequate staff to address youth programmes. Municipalities tend to direct their budgets on core municipal functions and ignore youth programmes. About 70% of municipalities work with the Departments, and regard youth development as the sole responsibility of the Departments.

Youth units and youth officers

Approximately 40% of the Departments have established youth units, whereas about 70% of municipalities have established youth units.

The youth units have one staff member who is a Special Programme Officer (SPO). The SPO focus on vulnerable groups i.e. youth, disabled people, women and HIV/AIDS. Since the SPO attend to all vulnerable groups, it is difficult for the SPO to integrate many youth programmes because s/he has to attend to other vulnerable groups.

The budget in the youth unit does not allow the SPO to implement more youth programmes because programmes for women, disabled and HIV/AIDS people depend on one budget allocated for the youth unit.

Budget for youth programmes

About 20% of the Departments have allocated a budget for youth programmes, whereas only 30% of the municipalities allocated a budget for youth programmes.

About 60% of the Departments implement youth programmes using departmental capital budget. Departments that allocate budget to youth units implement more youth programmes than those that do not. 70% of municipalities do not make budgetary provision for youth programmes because they regard youth development as the responsibility of the Departments.

Capacity building programmes

Approximately 50% of the Departments implement capacity building programmes for the youth. The programmes include bursaries, internships and volunteering. The Departments that awarded bursaries are investing for the future because, once the bursaries holders complete their studies, they will be employed in the Departments. Bursary holders also undergo internship in the same departments and that improves their work experience. Only 10% of the municipalities have implemented capacity building programmes.

Procurement provision for youth

About 40% of the Departments have procurement provision for the youth, whereas 90% of the municipalities do not have procurement provision for the youth. A lack of procurement provision for the youth illustrates that youth does not enjoy preferential treatment. Lack of procurement provision for the youth translates into lack of youth development programmes. Procurement provision enables the Departments and the Municipalities to comply with a guideline and policy to address implement youth programmes.

Interdepartmental co-operation

A majority of the Departments co-operate on youth issues either as partners or as funders of the youth programmes. However, co-operation is around awareness campaigns and not hard programmes that would create employment and give skills to many young people who are unemployed and unskilled. Where co-operation is in place, co-ordination is difficult hence some joint programmes do not succeed. Sharing costs for joint programmes remains a challenge for the Departments because if there would be sharing of costs, more funds would be saved and implement more youth programmes.

Intergovernmental co-operation

Approximately 70% of the Departments have collaborated with municipalities in implementing youth programmes. Departments noted that collaboration with municipalities enables them to reach many young people who are based at local levels. In some cases, municipalities implement youth programmes on behalf of the Departments.

Co-operation with FSYC

Approximately 70% of the Departments co-operate with the FSYC, whereas about 50% of the Municipalities have co-operated with the FSYC. Departments meet with the FSYC during the Interdepartmental Forum, where both the Departments and the FSYC identify areas of collaboration. Though areas of collaboration have been identified, there are few youth programmes that have been implemented due to lack of regular consultation. The Departments and the FSYC seldom meet outside the Interdepartmental forum. Some departments noted that they do not understand the Youth Development Framework and expect the FSYC to assist them. Some departments indicated that they would like to work with FSYC because their programmes are meant for the youth.

G. Recommendations

Overall, the findings suggest that integration and intersectoral collaboration of youth programmes by the Departments and the Municipalities is mixed with successes and challenges. Therefore, the report provides the following recommendations:

1. The youth units that are responsible for implementation of youth programmes within government should have competent staff with capital budget to launch youth development programmes. Enough staff with budget would ensure that all the vulnerable groups have more programmes that assist them.
2. Allocation of budget for youth programmes translates into more integration of youth programmes. If government is committed into integration of youth programmes, budgetary provision for youth development should be made available.
3. The employment of young people, at both provincial and local levels, is significant in two ways: The first significance relates to the commitment of the Department to recruit young people to implement departmental functions. This is mostly effective if young people are employed in positions that focus on youth development, because some young people prefer to be serviced by other young people. For example, impressionistic evidence indicates HIV/AIDS awareness campaigns, which are driven by young people, receive an overwhelming support.
4. The second significance relates to the commitment of the Departments and the Municipalities to nurture skills development and encourage young people to be active participants in the economy, rather than being beneficiaries of government programmes. Both the Provincial and the Local government should consider employing more young people.
5. Capacity-building programmes are significant for government because it contributes to skills development for the interns and volunteers. Government should implement capacity-building programmes because it will retain qualified and competent people, whom it has trained.
6. Lack of procurement provision for the youth translates into lack of youth development programmes. Procurement provision enables the Departments and the Municipalities to comply with guidelines and policy to implement more youth programmes.
7. Interdepartmental co-operation should not only be around awareness campaign programmes. Rather, it should also focus on skills development and employment programmes in order to benefit the unskilled and unemployed youth.
8. In order for interdepartmental co-operation to be successful, strong co-ordination skills are required. Departments focus on core departmental programmes and this leaves them with little to focus on joint programmes, so co-ordination would ensure that they implement joint programmes for youth development.
9. The Departments should share costs on joint programmes so that more funds could be saved and initiate new youth development programmes.

10. The FSYC should assist both the Provincial and Local government to understand Youth Development Framework and establish regular consultation and interaction to identify joint programmes. It should also organise capacity building programmes for youth officers in order for them to launch youth programmes that are compliant with principles of youth development.

Annexure

1. Names of departmental officials interviewed:

Department	Name	Position	Telephone
1. Department of Sports, Arts, Culture, Science and Technology	a. Mr. E. Venter	Acting Director-sport&culture	051- 4303527
	b. Ms. J.Kay	Acting Director- Arts, Culture and Heritage	051- 4308831
	c. Ms. J. Schieper	Director- Library, Archives&Technology	051- 4054681
2. Department of Agriculture	a. Ms. T. Mokwena	Special Programme Officer	051- 4485008
	b. Ms. C. Clinck	Agricultural Extension Programmer for Schools	051- 4485008
3. Department of Land Affairs	Ms. N. Ramone	Special Programmes Officer	051- 4004200
4. Department of Public Works	Ms. Z. Mogorosi	Special Programmes Officer	051- 4054361
5. Department of Local Government and Housing	Mr. G. Silingile	Special Programmes Officer	051- 4098386
6. Department of Safety and Security	Ms. M. Mosia	Special Programmes Officer	051- 4098842
7. Department of Health	Mr. Nkala	Special Programmes Officer	051- 4055794
8. Department of Water Affairs	Mr. G. January	Special Programmes Officer	051- 4308146
9. Government Communication & Information System	Mr. H. Zeeman	Assistant to the Head	051- 4484504
10. Department of Economic Affairs	Ms. T. Tobias	Special Programmes Officer	051- 4049600
11. Department of the Premier	Mr. K. Ntsala	Special Programmes Officer	051- 4054265
12. Free State Development Cooperation	Mr. G. Katsane	Assistant Regional Manager	051- 4000800
13. Department of Labour	Mr. S. Phohloane	Assistant manager	051- 5056200
	Mr. H. Le Roux	Assistant manage	
	Ms. K. Shale	Assistant manager	

2. Names of municipal officials interviewed:

Municipality	Name	Position	Telephone
1. Naledi LM	Mr. B. Mdluli	PA to the Mayor	051- 5410012
2. Mangaung LM	Mr. V. Soqhaka	Co-ordinator-Youth development	051- 4058891
3. Kopanong LM	Ms. S. Maneli	Youth Development Officer	051- 7139200
4. Mohokare LM	Mr. T. Matlole	Youth Development	051- 6731018

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		Officer	
5. Maluti a Phofung	Mr. T. Ngubeni	Youth Development Officer	058- 7183700
6. Phumelela LM	Mr. G. Dhlamini	Manager-Administration	058- 9132317
7. Moqhaka LM	Ms. P. Leketa	PA to the Mayor	056-2169911
8. Metsimaholo LM	Mr. K. Mahlatsi	Municipal Manager	016-9760029
9. Xhariep DM	Mr. L. May	Youth Development Officer	051-7139300
10. Thabo Mofutsanyane DM	Mr. A. Mokotso	Youth Commissioner	058-7134485

3. Attendees: Youth Project – Workshop

Name	Organisation	Telephone	E-mail
1. Doreen Atkinson	HSRC	051-7730355	datkinson@hsrc.ac.za
2. Ntobeko Buso	HSRC	051-4483940	nbuso@hsrc.ac.za
3. Tobeka Mehlo-makhulu	Vista, BFN	051-5051305	mehlo-tc@blenny.vista.ac.za
4. Mohlopheli Nkala	FS Health	051-4055794	nkaladm@doh ofs.gov.za
5. Gift Silindile	DLGH	051-4098386	spo@lgh.fs.gov.za
6. Lolly Tlhomola	MUCPP	0833704507	tlhomola@hotmail.com
7. Lochner Marais	CDS	0826787735	Maraisl.ekw@mail.uovs.ac.za
8. Thobi Mphuthing	Umsobomvu YF	0834473692	thobim@uyf.org.za
9. Lehlonoholo May	Xhariep DM	0825529479	pakidlomo@xhariep.co.za
10. Sello More	FSYC	0836450260	smore@fsyc.org.za
11. Lebogang Mogoera	FSYC	0836450259	lmogoera@fsyc.org.za