

A Study of Youth Policies in Pakistan



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Printed in Pakistan

Published: April 2020

ISBN: 978-969-558-750-8

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Supported By



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Foreword

This discussion paper has been prepared as part of PILDAT's project titled 'Build Leadership Capacity and Mainstream Young Men and Women in Policy Processes Leading to Inclusive and Pro-Youth Legislation,' which is funded by UNDP. The project has been designed to facilitate young Pakistanis to effectively engage with policymakers through building their leadership skills and capabilities and providing opportunities for structured, result-oriented interactions between young people and policy makers towards finding workable and collaborative solutions.

The aim of the paper is to serve as a starting point of discussion by young legislators and by youth in understanding the nature of youth policies in place across Pakistan's four provinces, in addition to the review of National Youth Development Framework.

This discussion paper only provides a comparative analysis of some of the key highlights of youth policies in order to encourage young legislators to understand and raise questions on the state of implementation of these youth policies. This comparative analysis can also serve as a basis of regular and sustained oversight by respective standing committees on youth in the provincial assemblies, as well as improve understanding and facilitate oversight by youth caucuses across assemblies. At the national-level, young parliamentarians' forum and legislators belonging to various provinces and parties can utilise this discussion paper for informed analysis and further review.

In addition to legislators across Pakistan, this paper may also be used by youth, media, academia and civil society to learn what youth policies have been issued and are in place so that they may hold elected governments to account.

Acknowledgements

Primary data collection and writing for the paper has been carried out by Ms. Amna Kausar, Projects Manager, with review by Ms. Aasiya Riaz, Joint Director, under the overall guidance and supervision of Mr. Ahmed Bilal Mehboob, President.

This paper has been published by PILDAT under the project *Build Youth Leadership Capacity and Mainstream Young Men and Women in Policy Processes Leading to Inclusive and Pro-Youth Legislation* for which it has received financial support from the United Nations Development Programme (UNDP).

Disclaimer

The data used in this paper has been taken from official government policy documents. PILDAT team has made every effort for accurate use of data and any omission or error, therefore, is not deliberate. The views, analyses and scores in this report do not necessarily represent the views of UNDP.

Executive Summary

After 18th amendment to the Constitution of Pakistan, policy-making and implementation regarding youth and its issues has become the forte and responsibility of the provincial governments.

Youth constitutes the largest segment of Pakistan's population and across the country, approximately, two-thirds of the total population is below the age of 30. Despite this size and despite political rhetoric relating to youth, each of the 4 provinces do not have a current youth policy after formation of governments through latest general election in 2018.

With the formation of PTI's government at the centre in August 2018, the Prime Minister's office mandated itself to spearhead efforts for the youth of Pakistan at the federal level. On October 10, 2018, Prime Minister Mr. Imran Khan appointed Mr. Usman Dar as his Special Assistant on Youth Affairs and created a Youth Affairs wing in the Prime Minister's Secretariat. Following a consultative process with national and international experts on youth issues, the National Youth Development Framework (NYDF) was developed on the basic principles of 3Es: *Education, Employment and Engagement*. Keeping these 3Es in view, the government then also designed and launched a wide-ranging programme named "*Prime Minister's Kamyab Jawan Program*".

In Punjab province, the latest youth policy, developed by the provincial department of Youth Affairs, Sports, Archaeology and Tourism, was launched in 2012 - 8 years ago - under the Chief Ministership of Mr. Shahbaz Sharif. No new youth policy has so far emerged from the current government led by the PTI in Punjab.

In Sindh, youth policy, developed by the Sports and Youth Affairs Department of Sindh government, was launched at the end of the previous tenure of the PPP government in May 2018. Since the same party is in power, one can assume that the Provincial Government in Sindh has not felt the need to change or revise its youth policy.

The KP Youth Policy, developed by the provincial departments of Sports, Tourism, Culture, Archaeology, Museums and Youth Affairs, was launched in 2016 by the previous PTI government. Since PTI in power in the province after 2018, it can be assumed also that the Provincial Government, though with a changed Chief Minister, has not felt the need to revise or update provincial youth policy.

Out of the 4 provinces, Balochistan is the only province which does not have any approved youth policy. Its draft Youth Policy dates back to 2015 when it was developed by the provincial department of Environment, Sports and Youth Affairs in Balochistan.

In the absence of new approved youth policies, this paper has drawn a comparative analysis of the latest policies available in each province. This means that the analysis in this paper is based on the Punjab Youth Policy 2012, Sindh Youth Policy 2018, KP Youth Policy 2016 and the *draft* Balochistan Youth Policy 2015.

A comparative analysis of the above youth policies across Pakistan's four provinces shows that all provincial youth policies are somewhat similar in covering a number of important issues such as Unemployment, Youth Political Participation and Engagement, Youth Education, Funding, Young Women, Young Transgender and Young Religious Minorities. This paper is based on key highlights and a comparative analysis of these subjects.

It is also interesting to note that except Punjab, there are no full-time youth ministers in the provinces. In Balochistan, there is an Advisor on Youth Affairs. Either Chief Ministers are managing the youth portfolios or there are no ministerial positions on youth in the three provinces.

An apparent issue in each policy is that there is indicative budget for the initiatives promised. Endowment funds and public-private partnerships have been mentioned but with no concrete action plan.

Another glaring issue that the policies aim for are big achievements but the implementation strategies or action plans do not match up with these. For example, each youth policy talks about creating jobs for the youth but does not say how exactly that will be done.

Unemployment

The Punjab Youth Policy addresses the issue of unemployment by promising a national and international job market analysis. It also aims to create a Punjab Internship programme through public-private partnership. The Sindh Youth Policy aims to establish a centralised information system on youth development and a job database. It also states formation of a job bank and establishment of institute placement bureaus. Sindh internship programme is similar to Punjab initiative stated in the policy. Not very different is the KP Youth Policy which also promises a national and international job market analysis and updating curriculum in accordance with current market requirements and job opportunities. It includes KP Internship programme through public-private partnership, instituting placement bureaus and launching 'social assistance' and 'employment insurance' programmes to cater for temporary or short-term unemployment. The draft Balochistan policy states that the Government will run regular and weekend programmes for skill development and technical training, will update curriculum of the vocational training institutes in accordance with clustering requirements and job opportunities.

Youth Political Participation and Engagement

On this very interesting subject, the Punjab Youth Policy recommends a 5% quota for youth in the elected Local Governments under the previous local government laws, and sensitisation of teachers and parents to discontinue asserting politics a futile exercise. The policy also mentions student unions/councils with pro-peace, women friendly and student-centred politics established at colleges and universities. The Sindh Policy only briefly states to devise models of elected student unions and reactivation of student unions. Sindh Government, however, took the lead and tabled a bill in the provincial assembly in December 2019 to facilitate the formation of elected Students Unions in public and private Colleges and Universities. The KP Youth Policy talks about training programmes on democracy and importance of democratic processes, having Youth councils and youth local bodies at the grassroots level, resuming talks in the parliament to restore student union/councils, having 5 to 10% youth representation in the local government system and training of youth councillors and engagement and activation of Jawan Markaz (youth centres) at divisional levels leading to replication in districts, tehsils and union councils. The Draft Balochistan Youth Policy states creating platforms and forming groups and organisations both within communities and campuses and establishment of student councils on campuses.

Youth Education

The Punjab Youth Policy states to provide scholarships to high achievers, encourage large organisations, companies and enterprises to provide internship opportunities equal to at least 5% of their sanctioned/approved strength of officers to young people and young graduates. The Sindh Policy talks about a crash programme of technical education to the unemployed youth, organising Life-skill based education programme for in-school and out-of-school youth and reviewing the existing curriculum and education facilities in the province. The KP policy follows a similar line and also talks about launching a crash programme to impart quality technical education, making a uniform basic and secondary education system to promote integration and social cohesion, revising the curriculum to promote peace, love and pride for local culture, diversity, pluralism and tolerance among students. The draft Balochistan policy states upgradation of the status of the Curriculum Wing of the education department and making it more pro-active.

Funding/Allocation of Resources

The draft Balochistan policy seems to be silent on the subject while the Punjab Youth Policy talks about a Punjab Youth Endowment Fund that will be created by one-time seed money from the government. Further funding to be generated on the basis of public-private partnership and international development donors. The Punjab Youth Policy also talks about establishing a Youth Venture Capital Fund by public-private partnership. In a similar fashion, the Sindh Youth Policy also pledges the establishment of a youth venture capital fund plus the establishment of a student support fund. The KP Youth Policy is also not very different on the subject by promising to generate funds through public-private collaboration and creating a youth venture capital fund.

Young Women

The Punjab Youth Policy states that a 15% quota will be reserved for young women in the employment sector. However, it does not specify which sectors of employment will the quota be applied to. The Sindh Youth Policy sets aside 10% quota for female youth employment and also commits to provide increased access to lending facilities. The KP Youth Policy states organisation of women participation and leadership programmes while the draft Balochistan policy states promoting the formation of women youth groups and organisations, allocating 15% quota for women in jobs and designing special vocational courses for young females.

Young Transgender

Youth policies of Punjab, KP and Balochistan are silent on the subject of young transgender community. The Sindh Youth Policy lightly touches upon it by stating that two percent quota for minority, differently-abled and other vulnerable youth groups will be allocated. It is not made clear to which sectors this quota will be applicable.

Young Religious Minorities

On the subject of religious minorities, the Punjab Youth Policy says it will focus on efforts and projects to improve the conditions of youth from minorities, economically backward districts, youth with disabilities and youth with special needs. Sindh again promises two percent quota for minority, differently-abled and other vulnerable youth groups. It also goes on to say that youth-led mass campaigns for inter-faith harmony and against hate speech will be held. The KP Youth Policy says it will involve public interest groups including academicians and students in the screening of literature and text books to celebrate cultural and religious diversities of KP. The draft Balochistan policy only says it categorises Youth from religious minorities as priority youth group.

Introduction

In the wake of the 18th Constitutional Amendment in April 2010, the subject of youth affairs was devolved to the provinces. At the federal level, the latest National Youth Policy was devised in 2008, which then was impeded after the amendment. Following the pattern of the 2008 National Youth Policy, the four provinces have since developed their own youth policies.

Youth constitutes the largest segment of Pakistan's population and across the country, approximately, two-thirds of the total population is below the age of 30. Despite this size and despite politic rhetoric relating to youth, each of the 4 provinces do not have a current youth policy after the formation of governments through latest general election in 2018.

In Punjab province, the latest youth policy, developed by the provincial departments of Youth Affairs, Sports, Archaeology and Tourism, was launched in 2012, 8 years ago, under the Chief Ministership of Mr. Shahbaz Sharif. No new youth policy has so far emerged from the current government of PTI in Punjab.

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Key Features of Youth Policies

National Youth Development Framework, 2019

With the formation of PTI's government in the centre in August 2018, the Prime Minister's office mandated itself to spearhead efforts for the youth of Pakistan at the federal level. On October 10, 2018, Prime Minister Mr. Imran Khan appointed Mr. Usman Dar as his Special Assistant on Youth Affairs and created a Youth Affairs wing in the Prime Minister's Secretariat.

Following a consultative process with national and international experts on youth issues, the National Youth Development Framework (NYDF) was developed on the basic principles of 3Es: *Education, Employment and Engagement*. Keeping these 3Es in view, the government then also designed and launched a wide-ranging programme named "*Prime Minister's Kamyab Jawan Program*".

The National Youth Development Framework (NYDF) essentially serves as a national level policy guideline under which various programmes are being propelled by the government for the development and engagement of youth. Key highlights of the NYDF include six major thematic areas as given below:

1. Mainstreaming marginalised youth
 - a. Young women
 - b. Specially-abled youth
 - c. Unemployed youth
 - d. Religious seminaries
 - e. Transgender youth
 - f. Semi-educated and uneducated youth
 - g. Minorities youth
 - h. Youth of remote and rural areas
2. Employment and economic empowerment
 - a. Entrepreneurship
 - b. Micro and small enterprises lending
 - c. Financial literacy
 - d. Career development and employment pathways
 - e. Start-up promotion, business incubation and business acceleration
 - f. Technical, vocational and digital skills
 - g. Internships, scholarships and fellowships
 - h. Public-private partnerships
3. Civic engagement
 - a. Activism and volunteerism
 - b. Political and democratic participation
 - c. Social and community participation
 - d. Co-curricular and recreational activities

- e. Cultural expression and preservation
- f. Inter-provincial youth exchanges
- 4. Social protection
 - a. Better life
 - b. Minimising social risk
 - c. Preventing social evils and crimes
 - d. Access to justice for juvenile/youth in prisons
 - e. Protecting fundamental human rights
- 5. Health and well-being
 - a. Access to clean drinking water and water conservation
 - b. Tourism, recreation, sports, national parks
 - c. Environmental protection and conservation
 - d. Nutrition and food security
 - e. Hygiene and sanitation
 - f. Green initiatives
- 6. Youth focused institutional reforms
 - a. Pro-youth legislation
 - b. Knowledge, research and development
 - c. Human resource development
 - d. Data analytics and integration
 - e. Policy guidelines
 - f. Inter-departmental and inter-provincial coordination
 - g. Improved governance
 - h. Advocacy, communications and campaigns

Prime Minister's National Youth Council

In June 2019, the Federal Government, following the policy guidelines in the NYDF, constituted a National Youth Council (NYC) comprising Prime Minister as its patron-in-chief, Special Assistant to Prime Minister (SAPM) on Youth Affairs as the Chairperson, all provincial youth ministers (as government members) and outstanding youth representatives from around the country nominated by the Chairperson. The National Youth Council has been constituted as an advisory/consultative body on Youth Affairs to the federal and provincial governments of Pakistan. It will function for a period of one year. Its main objectives include:

- Acting as a representative body of youth-led civil society, public and private sector body from across Pakistan
- Work to advance pro-youth development and empowerment agenda
- Provide a sustainable platform for unified engagement with decision-makers in public and

- private sectors, as well as international youth-led development initiatives
- Mobilise the voices of young people and advocate for all levels of Government to meaningfully engage young people
- Identify policy and institutional gaps and provide strategic advice and direction for youth development and empowerment
- Support Federal, provincial and local Government institutions in developing youth-based programmes and initiatives
- Monitor and assess for impact pro-youth schemes and initiatives at all levels of Government

Punjab Youth Policy¹

The Punjab Youth Policy was developed by the provincial departments of Youth Affairs, Sports, Archaeology and Tourism in Punjab launched under the Chief Ministership of Mr. Shahbaz Sharif, PML-N in 2012. The current Youth Minister Punjab, Mr. Mohammad Taimoor Khan, MPA, was elected in 2018. As no new youth policy has so far emerged from the current government of PTI in Punjab, it can be established that the Youth Policy 2012 is still the applicable youth policy in Punjab.

Key highlights of the Punjab Youth policy are:

- a) Launching of a 'Punjab Youth Volunteers Movement' that will start from the school level to encourage community service among youth
- b) Allocation of 5 percent quota to youth under the local government law to include them in decision-making and increase leadership opportunities for youth
- c) Initiating national and international job market analysis
- d) Model Danish schools at the divisional level be established
- e) Skills development through IT will be facilitated by providing laptops on merit to students
- f) Provision of stipends for technical education especially in the south Punjab
- g) Scholarships to high achievers will be provided
- h) Extra-curricular competitions among students will be promoted
- i) Technical education to unemployed educated youth and provision of micro-credits
- j) Update curriculum of technical education and prepare a phased expansion programme of such trainings
- k) Local crafts-based youth enterprises for income-

1. Punjab Youth Policy, 2012, accessed on April 15, 2020 at https://youth.punjab.gov.pk/system/files/Punjab_Youth_Policy_2012.pdf

- generation at village and urban neighbourhood level will be established and encouraged and professional assistance through marketing of such enterprise products will be provided
- l) Sectoral initiatives in livestock and dairy development
 - m) Institute a programme of certification of informally acquired skills by technicians and workers
 - n) Arrange entrepreneurship and training programme and guide and train youth to do business, to innovate and expand business
 - o) Encourage large organisations, companies and enterprises to provide internship opportunities equal to at least 5% of their sanctioned/approved strength of officers to young people/graduates
 - p) Uniform basic and secondary education to promote integration and social cohesion
 - q) The government will reserve 15% quota for girls in employment
 - r) The government would establish a youth helpline for counselling of adolescents on their health and reproductive issues
 - s) The government will initiate life-skill programmes for children and youth in schools
 - t) Strict measures for implementing laws against forced and early marriages
 - u) Undertake education and communication activities in reproduction rights at the school level with cultural sensitivities of the regions in view
 - v) Portrayal of equality of boys and girls through all public messages and curricula
 - w) Develop and promote Punjab Internship programme through public-private partnership
 - x) Re-activation of Boys Scout and Girls Guides at school level and mentoring of youth on disaster management
 - y) Researches on the regional scale and depths of youth bulge in the Punjab
 - z) Province-wide sports activities and festivals will be organised
 - aa) Inter-provincial youth exchange programmes hosted by local colleges and universities
 - bb) See Pakistan Programme' for youth mobility
 - cc) Building of new youth hostels and encouraging private sector for affordable hotel business
 - dd) Promote local languages, arts and music through institutions like PILAAC
 - ee) Youth exposure trips will be organized to important government institutions like the Provincial Assembly of the Punjab.
 - ff) The government would engage youth in mass campaigns and emergencies, i.e. Anti-Dengue,

floods, etc.

- gg) Political Participation and Engagement of Youth: The local government needs to spell out inclusion of youth in their working. It is recommended that they should have 5% quota under the previous local government laws; Sensitization of teachers and parents to discontinue asserting politics a futile exercise calls for serious attention.
- hh) Student unions/councils with pro-peace, women friendly and student-centred politics need to be established at colleges and universities. Such unions should have minimum criteria for their leaders and have to be delinked with mainstream political parties.

Institutional Mechanism for Implementation

In order to establish a robust, workable, viable and efficient institutional mechanism for implementation, the Punjab Youth Policy proposes to form an organisation called the Punjab Youth Development Foundation (PYDF) with a legal cover through an act of legislature. Youth Affairs, Sports, Archaeology and Tourism Department will be required to prepare a draft for a new legislation with the nomenclature of Punjab Youth Development Foundation Act 2012, after the approval of the policy by the competent forum. The Foundation will be headed by a Board of Directors. The members of the Punjab Youth Commission will also be members of Board of the Punjab Youth Development Foundation. The PYDF, following the principle of Public-Private Partnership, will create partnerships with organisations in the public sector, private sector and the civil society to achieve the aim and the objectives of the Policy. To create synergy, harmony and increased coordination in programmes of various institutions, a Punjab Youth Commission will be set up comprising youth members from civil society organisations, youth affairs department and other stakeholders. The members of the PYC shall together constitute the Board of Directors of PYDF and the PYDF will form its Secretariat. The main function of this commission will be to give impetus to harmonious implementation of Youth Policy, monitoring of performance and to provide overall guidance.

Punjab Youth Endowment Fund

Establishment of the Punjab Youth Endowment Fund will be materialised through public-private partnership and collaboration of national and international development agencies. The Punjab Youth Development Foundation will administer the fund.

Government of the Punjab will make available one-time grant as seed money and resources will be generated by the Punjab Youth Commission through donations and contributions in the form of cross cheque into the accounts of Punjab Youth Endowment Fund.

Sindh Youth Policy²

The Sindh Youth Policy was developed by the Sports and Youth Affairs Department of Sindh government and was launched in May 2018 by the previous PPP government under the then Youth Minister, Mr. Abid Hussain Bhaoi. However, the current PPP government after August 2018 election, has kept the portfolio of Youth Affairs empty as the Youth Minister appointed then, Mr. Muhammad Bux Khan Mahar, contested and won a National Assembly by-election in July 2019. The Chief Minister of Sindh is currently handling the portfolio.

Key highlights of the Sindh Youth policy are:

- a) Establishment of a Youth Development Commission
- b) Establishment of district structure for youth affairs department all over Sindh
- c) Centralised information system on youth development and a job database
- d) Formation of a job bank
- e) Establishment of institute placement bureaus through IT interface
- f) Establishment of youth venture capital fund
- g) Annual provincial innovation competitions and formation of small incubation centres at the universities and campus-market links
- h) Entrepreneurship training of youth at universities and trained by the private sector
- i) A crash programme of technical education to the unemployed youth
- j) Research and mapping studies on youth bulge
- k) Construction of youth development centres
- l) Youth-led mass awareness campaigns
- m) Devise models of elected student unions
- n) Exposure trips
- o) Establishment of district youth development committees
- p) Mapping of skills (modern cultural and traditional) and job market analysis
- q) Hassle-free youth loans to youth
- r) Sindh internship programme
- s) Certified skills development programmes for illiterate youth
- t) Establishment of local crafts-based youth

- enterprises
- u) Youth ambassadors
- v) 10 percent quota ensured for female youth in the job market
- w) Life-skill based education programme for in school and out of school
- x) Leadership programmes
- y) Two percent quota for minority, differently-abled and other vulnerable youth groups
- z) Youth engagement in community service and volunteerism activities
- aa) Formation of active peer groups and networking
- bb) Re-activation of Boys scouts and girls guide at the school level
- cc) Mentoring of youth on disaster management and emergency services
- dd) Inter-provincial youth exchange programmes hosted by local colleges and universities
- ee) Special travel packages for group tourism
- ff) Reactivation of student unions
- gg) Establishment of artisan support program
- hh) Establishment of student support fund
- ii) Reviewing curriculum and education facilities
- jj) Engaging local bodies, youth councillors, LHWs and women councillors to pursue the rule of law
- kk) Development of safety and security plans for young girls
- ll) Appreciation and reward mechanism for volunteers
- mm) Encouraging the private sector to invest on tourism publishing, group tourism and affordable hotels
- nn) Youth-led mass campaigns for inter-faith and inter-faith harmony and against hate speech
- oo) Implementation of early marriage act
- pp) Establish youth hostels in far flung areas
- qq) Mapping of conflict zones
- rr) Design and implement conflict resolution programme

The Five-Year Action Plan

The Youth Policy of Sindh resolves to positively transform the youth bulge as an asset for the province and Pakistan. The strategies and the provincial action plan are built around four main areas of change: i) economic ii) social and iii) political empowerment and iv) matching governance system and institutional mechanism. The functional principle of these strategies has been to integrate and capitalise upon strengths of all existing youth programmes and services in the framework of the Sindh Youth Policy for better concerted efforts, recognition of efficient actions and

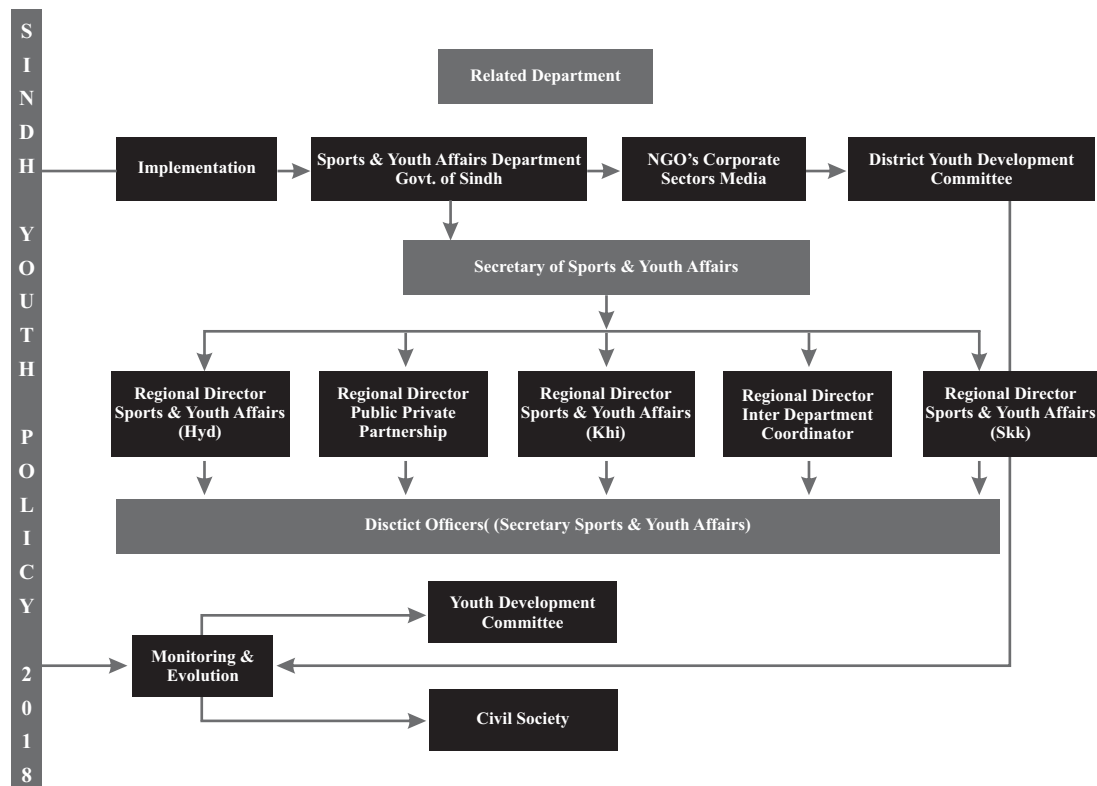
2. Sindh Youth Policy, 2018, as accessed on April 15, 2020 at <https://www.youthaffairs.gos.pk/wp-content/uploads/2019/08/Sindh-Youth-Policy-2018.pdf>

financial affordability that will also avoid over-lapping of technical and financial resources amidst different youth development operators in the province. Hence, it would also underscore the catalyst and facilitative role of the department rather than being a direct implementer in all tasks devised in the strategies and the action plan. The Sindh Youth Policy has divided its strategies into i) short-term ii) mid-term and iii) long-term. These are defined respectively as actions to be completed within 1 year, 1 to 3 years and 3 to 5+ years. Internal monitoring of the actions will be done on

quarterly basis, while evaluation will be external and made after 1.5 and 5 years in case of mid-term strategies and additionally after 5 years where a long-term strategy is assessed.

Institutional Mechanism

The step-wise institutional mechanism is as under:



Khyber Pakhtunkhwa (KP) Youth Policy³

The KP Youth Policy was developed by the Sports, Tourism, Culture, Archaeology, Museums and Youth Affairs in KP launched in 2016 by the PTI government under then Youth Minister, Mr. Mahmood Khan. Current government's Youth Minister Mr. Atif Khan was removed from his post in January 2020.

Key highlights of the policy are:

A) Skill Development and Vocational Training

- a. The policy would carry out an assessment of the demand/requirements and capacity of the skills development facilities in the province. Based on this assessment, technical and skill development programmes will be enhanced.
- b. A crash programme would be launched to impart quality technical education under certified trainers to unemployed educated youth and then provide micro-credit to them so that they can become self-employed.
- c. National and international job market analysis would be carried out to identify the requirements of skills in various target markets and youth be trained in the relevant fields.
- d. Vocational training institutes in the province will update curriculum in accordance with current requirements and job opportunities in the agriculture/industrial and services sectors and prepare a phased expansion programme of such training facilities in rural/urban areas keeping in view regional considerations regarding youth population, prevailing skill-levels and unemployment.
- e. Soliciting funding through public/private collaboration for human resource management
- f. Establishment of job banks, employer online concept to promote youth employment
- g. Fully activating the concept of 'employer online' and 'job bank online'
- h. Specialised institutions for providing training in area specific needs will be opened e.g. training of agriculture, labour, businesses.
- i. Sectoral initiatives in livestock and dairy development, tourism, mining and other

relevant sectors

- j. Establish and encourage local crafts-based youth enterprises for income-generation at village and urban-neighbourhood level and provide professional assistance for marketing of such enterprise products
- k. Offering information and communication technology and higher end technical training of international standard in line with the global market and encouraging 'outsourcing' by developed countries into Pakistan
- l. Institute a programme of certification of informally acquired skills by technicians and workers to enable them to acquire suitable jobs and financing
- m. In cooperation with developing countries, develop and implement strategies for decent and productive work for youth

B) Entrepreneurship

- a. Creation of a youth venture capital fund to support new developments and implementation of new ideas.
- b. Creation of small incubator offices equipped with all office facilities for young graduates so that they may work in these incubators to polish up their ideas and implement venture activities.
- c. To facilitate and guide young entrepreneurs regarding procedures for opening of new companies and provide legal advice as needed.
- d. Arrange entrepreneurship and training programme to enable youth to learn from existing enterprises and the companies.
- e. Enhance the outreach of programmes of the Small Industries Corporation of Khyber Pakhtunkhwa.
- f. Guide and train youth to do business, to innovate and expand business.
- g. Guide and train small and poor service providers to grow from small occupations into large enterprise.
- h. Create respect for poor and small entrepreneurship.

C) Hassle Free loaning

- a. Provide financial resources/loans to increase access of poor/low income family youth to training institutions and facilitate those seeking self-employment

3. KP Youth Policy, 2016, as accessed on April 15, 2020 at <http://www.bargad.org.pk/wp-content/uploads/2020/01/KP-Youth-Policy-2016.pdf>

- b. Expansion of micro finance sector in terms of outlets, products and access by the young
 - c. Create a centralised 'information-system/data base' on job opportunities for youth in public and private sector to guide and counsel job-seeking youth
- D) Internships, on campus job and job placement
- a. Developing and promoting KP Internship programme through public-private partnership that would seek to offer maximum internship opportunities to the youth in government departments, private sector and within the civil society organisations
 - b. In addition to government programme, require large organisations, companies and enterprises to provide internship opportunities equal to at least 5% of their sanctioned/approved strength of officers to young people/graduates with stipends equal to or more than the government programme
 - c. Require all universities to provide on campus jobs equal to at least 5% of their full-time student population.
 - d. Encourage all universities to set up offices for awaiting graduates in job placements.
 - e. Institute placement bureaus through ICT interface with all stakeholders and maintaining up to date, accurate and increased information flow.
 - f. Launch 'social assistance' and 'employment insurance' programmes to cater for temporary or short-term unemployment.
- E) Education for Youth development
- a. Broaden the definition of education outcomes beyond literacy
 - b. Clarifying educational aims and objectives so the disparities resulting from multiple school systems can be done away with
 - c. Clarifying set of standards and competencies for students at different education stages irrespective of public, private or religious schooling backgrounds
 - d. Uniform basic and secondary education to promote integration and social cohesion
 - e. Revise curriculum to promote peace, love and pride for local culture, diversity, pluralism and tolerance among students
- F) Social challenges and youth empowerment
- a. Intense quantitative researches on the regional scale and depths of youth bulge in the province
 - b. Undertake researches on impact of youth bulge in the province, especially focusing upon its link with aspects of development, peace, economy and politics
 - c. Devising sectoral strategies to turn youth bulge into a dividend for the province
 - d. Coordinate youth debates on youth bulge
 - e. Run youth-led mass awareness campaigns for promoting family
- f. Promotion of the culture of peer education on life skills, interactive and leadership skills etc. to equally benefit the literate and illiterate youth
 - g. Enhancing job-skills and career counselling/placement services on campuses
 - h. Promotion of student-led societies, clubs and bodies on campuses to promote extracurricular activities for collective youth actions
 - i. Introduction of service learning and community service programmes
 - j. Reaching to illiterate youth in streets, towns and villages through literate youth as part of community service programmes
 - k. Safe/violence free campuses that would attract students instead of hurling fear in their minds
 - l. Women participation and leadership programmes
 - m. Inclusion of leadership programmes at school, college and university level for grooming students on non-academic basis as well
 - n. Promotion of non-formal basic education programs
 - o. Public-private partnerships to extend the scope and outreach of education
 - p. Scholarship programmes to include marginalized areas
 - q. Books and research materials and facilities would be made available to the young researchers through internet access, multi-disciplinary libraries, journal databases, book banks or book loaning programmes

planning in the province

G) Adolescence and youth health rights

- a. Adopt policies to address holistic health needs of the youth
- b. Protection, survival and development of children and youth
- c. Undertake education and communication activities in reproduction rights at the school level with cultural sensitivities of the regions in view
- d. Portrayal of equality of boys and girls through all public messages and curricula
- e. Initiate life-skill programmes for children and youth
- f. Other measures would include drug demand reduction projects, entertainment opportunities for youth, social awareness among youth and, establishment of rehabilitation centre for drug addicts

H) Pro-youth legislative measures on Marriage

- a. Strict measures for implementing laws against forced and early marriages
- b. Involve religious scholars in the debates against forced and early marriages
- c. Essay writing competitions among students on forced and early marriages

I) Sports

- a. Mapping of existing sports facilities and playgrounds in the Khyber Pakhtunkhwa and cost planning of the missing facilities
- b. Ensure that no school without sports facilities is registered
- c. Provision of playgrounds on the minimum basis of area population
- d. Organize school level tournaments with the help of local elders and private sector
- e. Funds generation with the help of private sector by using space of playgrounds
- f. Persuade young entrepreneurs to run sports events for earning
- g. Encourage the private sector to spend on sports as part of corporate social responsibility
- h. Run youth-led mass campaigns to promote sports by involving celebrities
- i. Coaching for games and sports, special focus on addict youth, art and culture programs, sports programs, sports academies, etc.

J) Youth activism and Volunteerism

- a. The concept volunteerism to start at school level: community service to be made complimentary to promote volunteerism
- b. Mentoring of youth on disaster management will also be ensured at school and college level
- c. A plan to offer incentives for volunteerism such as additional marks or special preference when applying to institutions as student candidates
- d. Volunteerism by youth will be inducted as various levels of development, social and public work where specific roles and responsibilities will be assigned to volunteers as practiced in the developed world
- e. Enrolment and registration of youth organisations and groups with the youth affairs department will be carried out

K) Youth mobility and tourism

- a. Building of new youth hostels
- b. Ensuring availability of hostels of government colleges for group tourism during the peak tourism period
- c. Inter-provincial youth exchange programmes hosted by local colleges and universities
- d. Special travel packages for group tourism
- e. Opening of government guest houses for public
- f. Encouraging the private sector to invest on tourism publishing
- g. Setting up of camping sites for youth near every rest house should be mandatory
- h. Promoting local festivals with fundraising potential
- i. Use of social media to inform about historical and interesting local places and about private travel and accommodation operators

L) Conflict and insecurity

- a. Youth-led mass campaigns against hate speech
- b. Mobilise jawan markaz and youth councillors to create spaces and platforms for youth at the local level
- c. Promotion of societies in educational institutions
- d. Strict implementation of laws against hate speech
- e. Involve public interest groups including

- academicians and students in the screening of literature and text books to celebrate cultural and religious diversities of KP
- f. Prepare teacher training material for the primary level schooling in Pashto and other languages of the province
- g. Encourage private sector to promote local arts and music
- h. Link business and management schools with entrepreneurial projects of local arts and music
- i. Devise strategies to promote local and traditional festivals with business potential

- e. Engagement of youth in legislation and implementation of policies
- f. 5 to 10% youth representation in the local body system and training of youth councillors
- g. Networking among youth groups through enrolment of youth organisations by the government
- h. Involvement of youth in decision making processes
- i. Engagement and activation of Jawan Markaz (youth centres) at divisional levels leading to replication in districts, tehsils and union councils

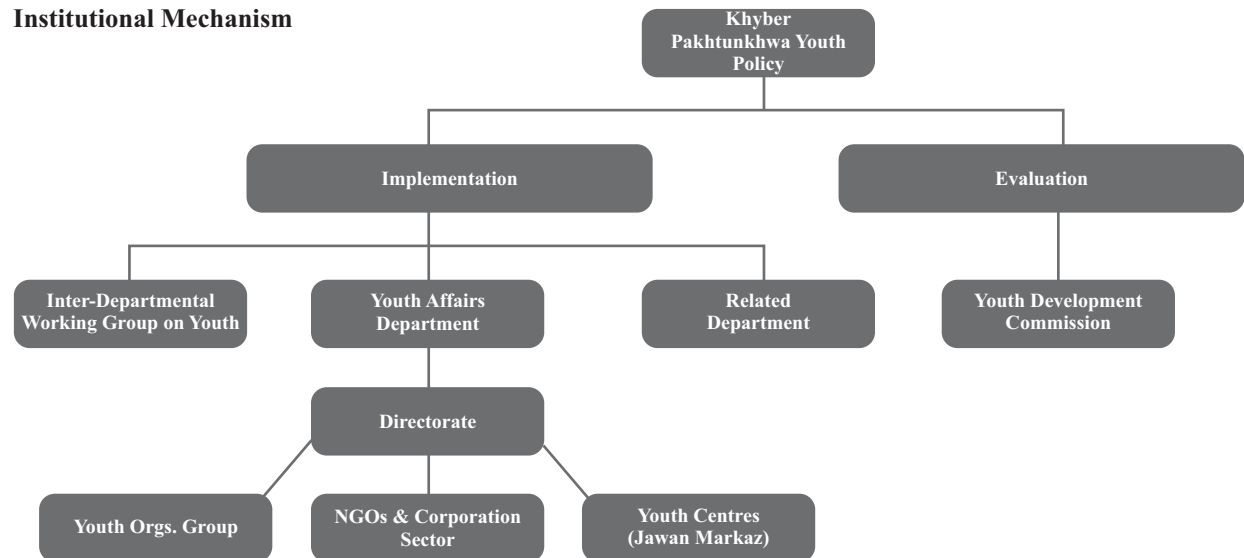
Action Plan

- 1) Awareness about civic responsibility and citizenship
 - a. Raising awareness among youth about their rights and responsibilities
 - b. Raising awareness about knowledge of the constitution and laws of Pakistan
 - c. Educating youth on government structures and procedures
 - d. Raising awareness on democratic processes
 - e. Voter mobilisation campaigns by the youth
 - f. Civics topics should be part of curricula
- 2) Supporting political awareness among youth
 - a. Awareness raising campaigns and involvement of media to highlight the youth work
 - b. Training programmes on democracy and importance of democratic processes
 - c. Programmes to inculcate citizenship and patriotism among youth
 - d. Promotion of leadership skills among youth
 - e. Facilitation to youth for trips to provincial assembly of KP and providing opportunities to watch assembly proceedings and interact with elected and non-elected leadership of the province
- 3) Supporting participatory platforms for youth
 - a. Youth societies and debating clubs
 - b. Youth conferences and seminars
 - c. Youth councils and youth local bodies at the grassroots level
 - d. Resume talk in the parliament to restore student union/councils

Arrangements for public-private partnerships

The provincial government will make partnerships within its own departments and authorities and with the help of corporate and civil society sectors must ensure that youth is fully engaged, responsive and productive. Due to little youth policy work in the past, the bureaucratic and governance structures will have to be adjusted to multiple partners. For this purpose, a Youth Development Commission will be formed.

Institutional Mechanism



Draft Balochistan Youth Policy

The draft Balochistan Youth Policy was developed by the provincial departments of Environment, Sports and Youth Affairs in Balochistan in 2015. It is not approved or launched yet. Even though he is an MPA and he could have been appointed as a Minister, the current government has appointed Mr. Abdul Khaliq of the Hazara Democratic Party as an Advisor on Culture, Tourism & Archives and Sports & Youth Affairs. He was elected in 2018.

Key highlights of the draft Balochistan Youth policy are:

A) Mission Orientation and Priority Youth Groups

- a. The Government will create opportunities and platforms for youth, especially rural and tribal youth, for increased participation in development programmes.
- b. Special efforts will be made to support initiatives of Boy Scouts and Girl Guide movements and link youth to public campaigns related to education, health, sports, environment, gender and peacebuilding and commemoration of national and international days.
- c. The government will also ensure that youth volunteers manage extra-curricular events and gain hands on experience of using skills like communication, coordination, event management, documentation and action-planning, etc.
- d. Public and private universities will be encouraged to initiate volunteer programmes for partial fulfilment of their degree programmes.
- e. In the social sector, NGOs and youth groups will be inspired to run youth-involving internship programmes with proper certification.
- f. The priority youth groups of the BYP 2015 are: Literate youth, female youth, rural/tribal youth, youth from religious minorities and those addicted to substances.

B) Employment and Livelihood

- a. It is envisaged that the current mega-development projects in Balochistan will

have the potential to accommodate Balochistani youth people with acquisition of better professional, technical and entrepreneurial skills. This will also result in minimizing regional disparities in the province.

- b. The current Government proposals of regional clustering and marking economic growth nodes will also ensure that all regions of the province contribute to economy according to their potential niche.
- c. The policy is committed to carry out skills mapping studies preferably under the Balochistan TETVA to ascertain district-level skill-set in a given economic corridor.
- d. The public and private universities will also be encouraged to assign exploratory studies and student projects on skill mapping and market analysis in Balochistan. These assessment studies will highlight top-needed skills in respective economic corridors and be part of the existing TVET institutions.
- e. Based on these the Government will run regular and weekend programmes for skill development and technical training. The Government, private sector and relevant development agencies can fund such programmes.
- f. The Government will further run crash programmes in Training of Trainers (TOT) mode to the unemployed educated youth and link them with existing micro-credit facilities extended by private and social enterprises.
- g. Accordingly, the Government will update curriculum of the vocational training institutes in accordance with clustering requirements and job-opportunities in the agriculture, livestock, veterinary, mining, fruit processing and fisheries fields and will prepare a phased expansion programme of such training facilities to other growth nodes in Balochistan.
- h. The Government will arrange soft loans for technical and vocational training recipients, when needed on merit basis, with the help of national and international agencies which are already implementing such programmes in other provinces of Pakistan.

- i. Female youth will be especially provided greater access to loaning facilities.
- j. To break taboos attached with technical and vocational education, the Government will arrange public service messaging, campaigns and Information Education Communication (IEC) materials to underscore the need for decent work especially among the literate youth. Youth will be made part of such dissemination.
- k. Moreover, the Government considers it equally important that both literate and illiterate trainees of technical and vocational programmes are properly certified; to duly win over access to national and international markets.
- l. The Government will strengthen institutions like the Balochistan TEVTA by striving to make the best use of its facilities and services. Private sector will be especially aligned to activate it.
- m. The Government will ensure to promote entrepreneurship and management skills among youth in cottage industry, local crafts and handicrafts, local trade fairs, hotel management, IT, accounting and finance, marketing and branding, company registration, and office services, etc.
- n. To make the maximum practical use of such skills the public and private institutions will be encouraged to having access to credit facilities, market linkages and business planning as part of their regular programmes.
- o. Use of IT (social media) for youth is an area that can especially cut through physical handicaps and bring local products to the national and international markets. The Government of Balochistan is inclined towards expanding information access to its programmes, services and facilities through the IT interface and websites of its institutions.

C) Education for Youth Development

- a. The Government will upgrade the status of Curriculum Wing of education department and make it more pro-active; so that the required skill-sets in students are clearly spelt-out and acquired.
- b. The Government will ensure that design phase of such endeavour is made

transparent and participatory; having proper call for public discussions and review on curriculum with a wide range of stakeholders.

- c. Quality teaching and student-centered methodologies are the key to groom students. For that teachers have to be updated with refresher courses in knowledge imparting methodologies. The syllabus in schools will further provide for curricular and co-curricular activities.
- d. Social sector will be encouraged to provide information and interaction opportunities for skill development and help youth to participate in democratic and civic processes.
- e. The Government will open doors of the prestigious institutions like Balochistan Assembly and the Governors House for visiting youth groups from schools, colleges and universities and provide them opportunities to interact with government personalities.
- f. Literate youth will be made essential part of the campaigns and during commemoration of national and international days.
- g. The curriculum will include special components on art, music and local geographies along with life skill education as part of the syllabus from class 5th.
- h. A system of invoking non-academic programming will be at place in schools and colleges to enhance competencies of the youth. The schools and colleges will be bound to prepare their curricular and extra-curricular calendars for the academic year.
- i. Inter-provincial exchange and scholarship programme by the Government of Punjab will be further extended to other provinces of Pakistan.
- j. Specially designed vocational courses for girl students will be run in educational institutions.
- k. Rural/tribal groups will be provided crash courses on livelihood, life skills and health in nonformal settings.
- l. Given long distances and location issues, out of school and non-formal education and curricular activities will be promoted.

- m. Another policy guideline is to strengthen educational institution-community linkages.

D) Integrated Health, Population and Gender Parity

- a. Information and counselling on sexuality, safe sex and reproductive health; Contraception and protective method provision; STI diagnosis and management; counselling (and referral for testing and care); Pregnancy testing and antenatal and postnatal care; Counselling on sexual violence and abuse (and referral for needed services); and Post-abortion care (PAC) etc.
- b. The government will coordinate youth researches, events and debates on the scale and depths of youth bulge in the province and mass awareness campaigns for promoting family planning in the province.
- c. Youth groups and organizations will be encouraged to disseminate information regarding healthful practices and health services.
- d. Promotion of healthy lifestyle and protection from harmful addictions such as tobacco and drugs would be important components of integrated healthcare. They will also be made active part of education programmes on nutrition, anaemia, early age marriages and reproductive health.
- e. The Government of Balochistan is specially inclined to promote formation of women youth groups and organizations. On the provincial level, the Government also commits to allocate 15 percent quota for women in entering jobs.

E) Sports, Art and Culture

- a. The Government of Balochistan will include physical education and sports will be included in the school and college curriculum.
- b. Standards will be designed and maintained for schools and colleges for provision of sports and recreational facilities and yearly calendars for sports will be implemented.
- c. With activation for sports it is expected that a cadre of qualified sports trainers, communicators, umpires and referees will also be created especially in football.

- d. The Government will help sports associations to bring national events to Balochistan, creating opportunities for sports volunteers and engagement of youth in sports.

- e. The Government will review performance of its sporting associations and revamp their systems for incorporation of dynamic personalities who have entrepreneurial skills and linkages with the sports related corporate sponsors and bodies in Pakistan.

- f. Youth groups and organizations will be linked with sports associations to raise profiles of Balochistani players and create sports icons at the national and international levels through use of social media.

- g. The Government of Balochistan has held a successful sports and youth festival and intends to consolidate this mega event. It will be designed in a manner that a pool of youth event volunteers is every year established. Their hands-on experience of assisting events is a valuable asset for the future along with healthy competitions of the event.

F) Art and Culture

- a. The policy supports and encourages local arts and culture and to protect, preserve and promote rich cultural heritage and traditions efforts in Balochistan. Showcasing and exhibiting of local work will be supported with an aim for media visibility across Pakistan.
- b. Traditional crafts, performing, visual and fine arts will be promoted at the provincial, national and international level. The Government recognizes the potential of community-based enterprise for local artefacts.
- c. Local textiles and handicrafts will be promoted through micro-credit facilities at the community level and training will be imparted to the entrepreneurs for branding and marketing their products.
- d. Outreach programmes at the Local departments of fine arts will be set up to undertake and facilitate training programmes. The departments will house facilities to exhibit arts and crafts.
- e. A committee comprising of journalists, intellectuals and experts on folk and

- tribal culture will advise the Government.
- f. The Department of Youth Affairs will provide linkages of national theatre houses in the social sector to the universities, colleges and youth groups and organizations to form local theatre groups. Such theatre groups can add value to awareness campaigns within local communities.

G) Youth Tourism

- a. The Department in collaboration with the Balochistan Tourism Directorate will devise a 'See Balochistan Programme' and promote its itinerary with the help of youth groups and organizations for visitors.
- b. The Government will also form a Backpackers Club consisting of youth for group tourism and guiding facilities.

H) Protection of Youth

- a. The Government will work to ensure protection of its youth from physical, mental, social, and psychological abuse. It will curb use of drugs, tobacco, and other toxic substances.
- b. The Government will mobilise its relevant departments to conduct youth-led awareness programmes and campaigns. Civil society organizations and youth groups and organizations will be encouraged to be part of these community education programmes.
- c. They will also be involved in registration of refugee adolescents and youth in the public documents.
- d. Special attention will be given to prevent youth entering into militancy.
- e. Activities to build peace, promote a culture of peace, and ultimately prevent conflict will be strengthened and supported.
- f. Youth who have shunned militancy will be provided with platforms to express themselves and to get into discussions on positive youth development.
- g. The Government will seek public and private universities and media persons to record case studies of those youth who have returned to normalcy from involvement in conflicts.
- h. The Government will also involve youth in public service messaging and

campaigns against hate-speech and celebrating diversity of Balochistan.

I) Youth Engagement and Participation

- a. The Government will help creating platforms and forming groups and organizations both within communities and campuses. On campuses this would translate into associational work according to the choices, interests and affiliations of the literate youth.
- b. The Government also particularly supports the ideas of class representation and establishment of student councils on campuses for those aspiring students who are eligible with prescribed qualifications for leadership positions having no academic arrears.

Institutional Mechanism for Implementation

The Youth Affairs Department is to be the focal point for coordinating activities. The Government promises to expand its staffing base and take on board technical personnel to implement the policy.

Establishment of a Balochistan Youth Development Commission and encourage growth and government patronage of youth groups in Balochistan. Housed in the Youth Affairs Department as its secretariat, the proposed Balochistan Youth Development Commission will be the supervisory arm of the implementation of the BYP 2015. It will be a multi-stakeholder body to monitor policy contours and progress of youth work in the province. It will help ensure that adequate action-planning and financing is at work and will support the Department to build public-private partnerships. It will also submit an annual report to the Chief Minister on the status of youth work in Balochistan. The Department will maintain database of youth groups and organisation and will encourage them to work within framework of the policy.

A Balochistan Youth Development Resource Centre will be made functional, whose main tasks will be to coordinate youth groups and organisations, help in registration of new and informal groups, conduct research and documentation, undertake information dissemination, and promote convergence of government and nongovernment programmes. Measures will be taken to increase the membership of youth groups and organisations with focus on gender balance. Balochistan Youth Development Resource Centre will also act as a hub to share information on

registration of new and informal groups, conduct research and documentation, undertake information dissemination, and promote convergence of government and nongovernment programmes. Measures will be taken to increase the membership of youth groups and organisations with focus on gender balance. Balochistan Youth Development Resource Centre will also act as a hub to share information on youth training, conferences, scholarships and other opportunities.

Policy Implementation

The policy implementation will be facilitated by a detailed operational plan. The Government recognizes that the policy will be evaluated in the light of actual performance made for realising a resourceful, progressive and egalitarian youth: by the economic opportunities it creates; hopes and sensitivity it socially generates; education to develop youth; health, well-being and gender equality it promotes; provides opportunities for sports and culture; guarantees to protect youth against vulnerabilities; and engages them in actions and decision-making of political and civic affairs in Balochistan.

April 2020

Comparative Analysis of Youth Policies

All the four youth policies and the national level policy take into account social, political and economic factors. However, a comparative overview of the four provincial level policies, taking into account some key parameters, is presented below:

Table: 1 Comparative Analysis of Youth Policies

Key Parameters	Punjab	Sindh	Khyber Pakhtunkhwa	Balochistan
Young women	Reserve 15% quota for girls in employment	10% quota for female youth in the job market; Greater access to loaning facilities	Organise Women participation and leadership programmes	Promote formation of women youth groups and organisations; Commit to allocate 15% quota for women in jobs; Specially designed vocational courses for girl students will be run in educational institutions
Unemployment	National and international job market analysis; Punjab Internship programme through public-private partnership; Update curriculum of technical education and prepare a phased expansion programme of such trainings	Centralised information system on youth development and a job database Formation of a job bank; Establishment of institute placement bureaus through IT interface; Sindh internship programme	National and international job market analysis; Update curriculum in accordance with current requirements and job opportunities in the agriculture/industrial and services sectors and prepare a phased expansion programme of such training facilities in rural/urban areas; Establishment of job banks, employer online concept to promote youth employment; Fully activating the concept of 'employer online' and 'job bank online'; Create a centralised 'information-system/data base' on job opportunities for youth in public and private sector to guide and counsel job-seeking youth; KP Internship programme through public-private partnership; Institute	The Government will run regular and weekend programmes for skill development and technical training; update curriculum of the vocational training institutes in accordance with clustering requirements and job-opportunities in the agriculture, livestock, veterinary, mining, fruit processing and fisheries fields and will prepare a phased expansion programme of such training facilities to other growth nodes in Balochistan.

April 2020

Key Parameters	Punjab	Sindh	Khyber Pakhtunkhwa	Balochistan
Youth Political Participation and Engagement	The local government needs to spell out inclusion of youth in their working. It is recommended that they should have 5% quota under the previous local government laws; Sensitization of teachers and parents to discontinue asserting politics a futile exercise calls for serious attention. Student unions/councils with pro-peace, women friendly and student-centred politics need to be established at colleges and universities.	Devise models of elected student unions; Reactivation of student unions	placement bureaus through ICT interface; Launch 'social assistance' and 'employment insurance' programmes to cater for temporary or short-term unemployment Training programmes on democracy and importance of democratic processes; Youth councils and youth local bodies at the grassroots level; Resume talk in the parliament to restore student union/councils; 5 to 10% youth representation in the local body system and training of youth councillors; Engagement and activation of Jawan Markaz (youth centres) at divisional levels leading to replication in districts, tehsils and union councils	Creating platforms and forming groups and organisations both within communities and campuses; Establishment of student councils on campuses
Youth Education	Scholarships to high achievers will be provided; Encourage large organisations, companies and enterprises to provide internship opportunities equal to at least 5% of their sanctioned/approved strength of officers to young people/graduates; Uniform basic and secondary education to promote integration and social cohesion	A crash programme of technical education to the unemployed youth; Life-skill based education programme for in school and out of school; Reviewing curriculum and education facilities	A crash programme would be launched to impart quality technical education; Uniform basic and secondary education to promote integration and social cohesion; Revise curriculum to promote peace, love and pride for local culture, diversity, pluralism and tolerance among students	Upgrade the status of Curriculum Wing of education department and make it more pro-active; teachers have to be updated with refresher courses in knowledge imparting methodologies

April 2020

Key Parameters	Punjab	Sindh	Khyber Pakhtunkhwa	Balochistan
Young Religious Minorities	Focus on efforts and projects to improve the conditions of youth from minorities; economically backward districts; youth with disabilities and youth with special needs	Two percent quota for minority, differently-abled and other vulnerable youth groups Youth-led mass campaigns for inter-faith and inter-faith harmony and against hate speech	Involve public interest groups including academicians and students in the screening of literature and text books to celebrate cultural and religious diversities of KP	Youth from religious minorities are categorised as priority youth group in the policy
Young Transgender		Two percent quota for minority, differently-abled and other vulnerable youth groups		
Funding/Allocation of resources	Punjab Youth Endowment Fund by one-time seed money from the government; Extended funding on basis of public-private partnership; International development donors; establishment of Youth Venture Capital Fund by public-private partnership to support new business ideas and entrepreneurship amongst young men and women	Establishment of youth venture capital fund; Establishment of student support fund	Soliciting funding through public/private collaboration; Creation of a youth venture capital fund to support new developments and implementation of new ideas	

For the purpose of a concise analysis, some key parameters selected by PILDAT have been compared in order to paint a clear picture of how the four youth policies capture issues and propose policy solutions.

Unemployment

The Punjab Youth Policy addressed the issue of unemployment by promising a national and international job market analysis. It also aims to create a Punjab Internship programme through public-private partnership. Then it talks about updating the curriculum of technical education and prepare a phased expansion programme of such trainings. The Sindh Youth Policy aims to establish a centralised information system on youth development and a job database. It also states formation of a job bank and Establishment of institute placement bureaus. Having a Sindh internship programme is a similar to Punjab initiative stated in the policy. Not very different again is the KP Youth Policy which also promises a national and international job market analysis, updating curriculum in accordance with current requirements and job opportunities in the agriculture/industrial and services sectors and preparing a phased expansion programme of such training facilities in rural/urban areas, establishment of job banks, employer online concept to promote youth employment, activating the concept of 'employer online' and 'job bank online', creating a centralised 'information-system/data base' on job opportunities for youth in public and private sector to guide and counsel job-seeking youth, KP Internship programme through public-private partnership, Institute placement bureaus and launching 'social assistance' and 'employment insurance' programmes to cater for temporary or short-term unemployment. The draft Balochistan policy states that the Government will run regular and weekend programmes for skill development and technical training, will update curriculum of the vocational training institutes in accordance with clustering requirements and job opportunities in the agriculture, livestock, veterinary, mining, fruit processing and fisheries fields and will prepare a phased expansion programme of such training facilities to other growth nodes in Balochistan.

Youth Political Participation and Engagement

On this very interesting subject, the Punjab Youth Policy states that the local government needs to spell out inclusion of youth in their working. The policy recommends a 5% quota under the previous local government laws, Sensitisation of teachers and parents

to discontinue asserting politics a futile exercise calls for serious attention. The policy also mentions Student unions/councils with pro-peace, women friendly and student-centred politics established at colleges and universities. The Sindh Policy only briefly states to devise models of elected student unions and reactivation of student unions. The KP Youth Policy talks about training programmes on democracy and importance of democratic processes, having Youth councils and youth local bodies at the grassroots level, resuming talks in the parliament to restore student union/councils, having 5 to 10% youth representation in the local body system and training of youth councillors and engagement and activation of Jawan Markaz (youth centres) at divisional levels leading to replication in districts, tehsils and union councils. The Draft Balochistan Youth Policy states creating platforms and forming groups and organisations both within communities and campuses and establishment of student councils on campuses.

Youth Education

The Punjab Youth Policy states to provide Scholarships to high achievers, encourage large organisations, companies and enterprises to provide internship opportunities equal to at least 5% of their sanctioned/approved strength of officers to young people and young graduates. It also says that it will make uniform basic and secondary education to promote integration and social cohesion. The Sindh Policy talks about a crash programme of technical education to the unemployed youth, organising Life-skill based education programme for in school and out of school youth and reviewing the existing curriculum and education facilities in the province. The KP policy follows a similar line and also talks about launching a crash programme to impart quality technical education, making a uniform basic and secondary education system to promote integration and social cohesion, revising the curriculum to promote peace, love and pride for local culture, diversity, pluralism and tolerance among students. The draft Balochistan policy states upgradation of the status of the Curriculum Wing of the education department and make it more proactive and teachers to be updated with refresher courses in knowledge imparting methodologies.

Funding/Allocation of Resources

The draft Balochistan policy seems to be silent on the subject, while the Punjab Youth Policy talks about a Punjab Youth Endowment Fund that will be created by

one-time seed money from the government. Further funding will be generated on the basis of public-private partnership, International development donors. The Punjab Youth Policy also talks about establishing a Youth Venture Capital Fund by public-private partnership to support new business ideas and entrepreneurship amongst young men and women. In a similar fashion, the Sindh Youth Policy also pledges the establishment of a youth venture capital fund plus the establishment of a student support fund. The KP Youth Policy is also not very different on the subject by promising to generate funds through public-private collaboration, creating a youth venture capital fund to support new developments and implementation of new ideas.

Young Women

The Punjab Youth Policy states that a 15% quota will be reserved for young women in the employment sector. However, it is not clear which sectors of employment will the quota be applied. The Sindh Youth Policy sets aside 10% quota for female youth employment and also says to provide increased access to loaning facilities. The KP Youth Policy states organisation of women participation and leadership programmes while the draft Balochistan policy states promoting the formation of women youth groups and organisations, allocating 15% quota for women in jobs and designing special vocational courses for young females in educational institutions.

Young Transgender

Unfortunately, on the subject of young transgender community, the youth policies. The Sindh Youth Policy lightly touches upon it by saying that two percent quota for minority, differently-abled and other vulnerable youth groups will be allocated. It is not made clear which sectors this quota will be applicable.

Young Religious Minorities

On the subject of religious minorities, the Punjab Youth Policy says it will focus on efforts and projects to improve the conditions of youth from minorities, economically backward districts, youth with disabilities and youth with special needs. Further elaboration on those efforts and nature of the said projects is completely missing. Sindh again promises Two percent quota for minority, differently-abled and other vulnerable youth groups. It also goes on to say that youth-led mass campaigns for inter-faith and inter-

faith harmony and against hate speech will be held. The KP Youth Policy says it will involve public interest groups including academicians and students in the screening of literature and text books to celebrate cultural and religious diversities of KP. The draft Balochistan policy only says it categorises Youth from religious minorities as priority youth group.

How can young legislators play a role at national and provincial levels in youth policy implementation and reform in Pakistan?

Responsible actors

Young legislators can question and scrutinise the executive in plenary during the question hour on implementation of youth policies. There are also relevant departmental/ministerial standing committees with the responsibility to oversee relevant departments/ministries and young legislators, represented in such committees, can also play an important part in meaningful and effective oversight.

Youth engagement

Young legislators can organise dialogues with the youth to get their input on any specific youth policy, its implementation status or even as part of a fact-finding exercise (such as to understand how far policies are being fulfilled on ground or to do a situation analysis). This would also facilitate young legislators to improve their relationship with their constituents by being more accessible and ready to engage in dialogue.

Parliament & Provincial Assemblies

Young legislators can propose to the parliament, through relevant committees that deal with rules of procedure, to create entry points or opportunities for youth to be able to visit assemblies, join committee meetings as observers, or provide input to committees on issues under discussion. Some of the ways that young legislators can engage youth may include inviting their questions for the plenary or a committee meeting, hearing out their proposals for specific pro-youth legislative agenda, creating a youth-specific online portal where youth can submit their concerns, holding youth-specific debates in the parliament, etc.

How can youth oversee policy implementation or policy reform?

Maintain engagement with government

In order to influence effective policies and their implementation, young citizens must find ways and means to remain positively engaged with respective governments at the national and provincial spheres. In addition, youth must maintain a watchful eye over the work of the government in the implementation of youth policies. They should take steps to monitor allocation of resources under various initiatives promised in the youth policies and hold their youth ministries accountable.

Access to information

Despite the increased access to internet and social media in Pakistan, young people continue to express little knowledge of government policies.

There are progressive Right to Information Laws in place across Pakistan that provide citizens the opportunity to seek and access government. At the federal level, the Parliament passed the Right of Access to Information Act, 2017 to replace the Freedom of Information Ordinance, 2002. The Punjab and Khyber Pakhtunkhwa governments passed their Right to Information Acts in 2013. The Government of Sindh passed its RTI law in 2017. The only province still using the first-generation law is Balochistan with its Act of 2005. Right to information law is a critical tool that the Pakistani youth can use to partake in the policy-making and policy-implementation process, especially those that directly affect their lives.

Role in implementation of policies

While youth representatives may have been consulted in the formulation process of youth policies, it is equally important to demand an adequate role in overseeing implementation of those policies as well.

Engaging with legislatures

There are three main functions of legislators, and through those three functions can the youth engage directly with them. 1) Representation: Youth can connect with their MNA or MPA to raise their concerns and their voice; 2) Legislation: Youth can get involved with relevant committees on youth affairs and even give their input to promote pro-youth legislation; 3) Oversight: Youth can work with their representatives to oversee the work of the Executive.



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