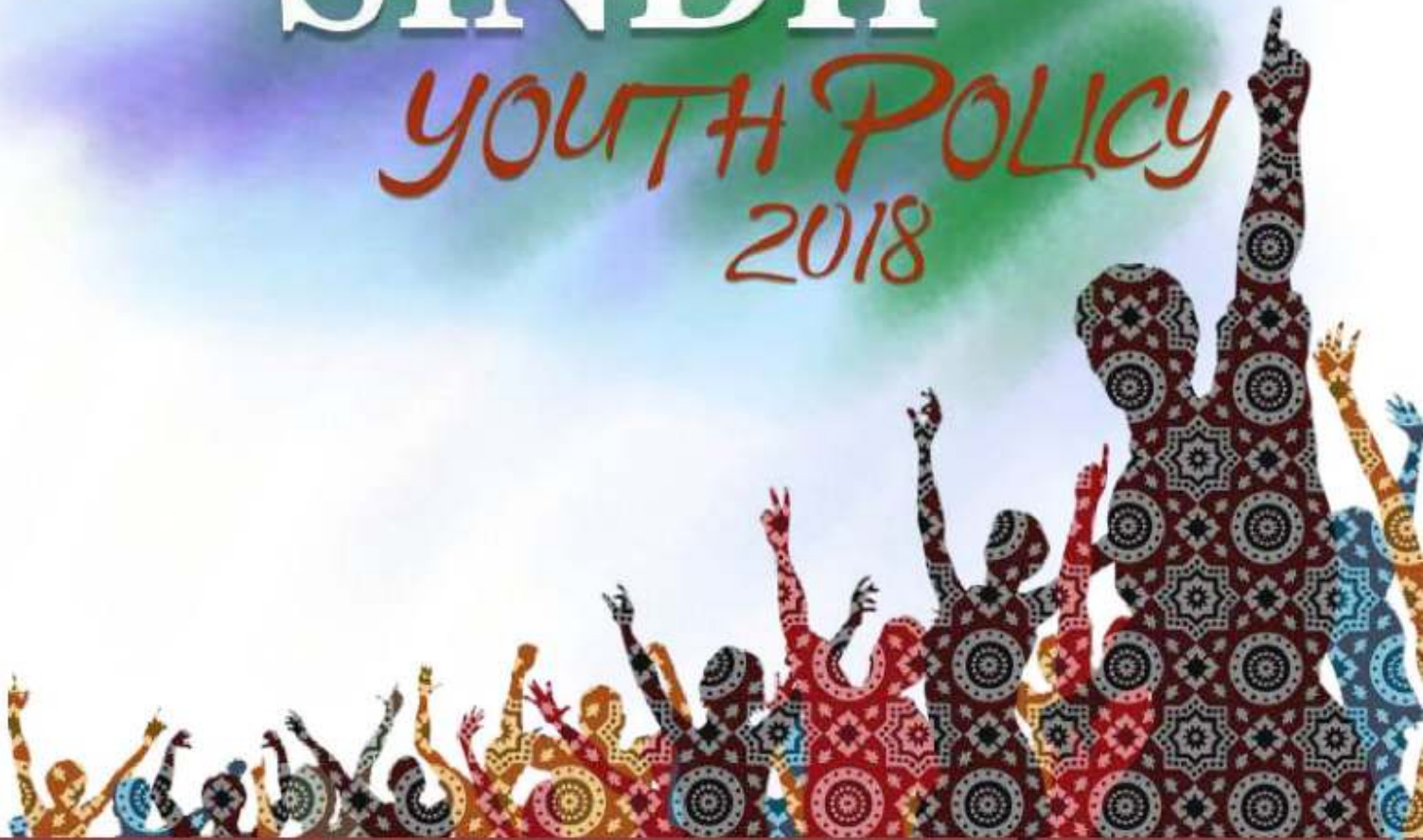


SINDH

YOUTH POLICY

2018





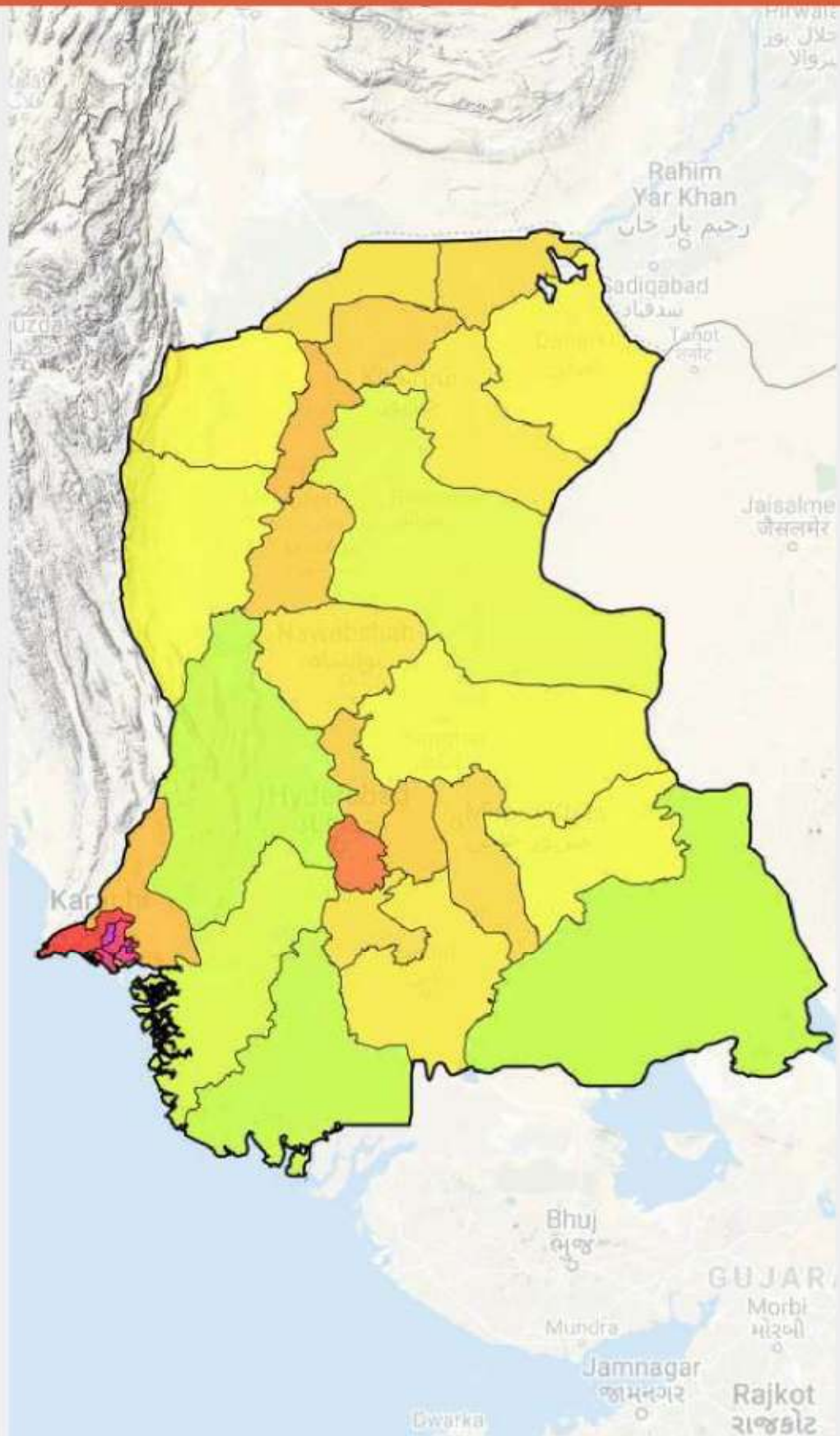
SINDH

YOUTH POLICY
2018



Department of Sports & Youth Affairs
Government of Sindh, Pakistan

Badin
 Dadu
 Ghotki
 Hyderabad
 Jacobabad
 Jamshoro
 Karachi Central
 Karachi East
 Karachi South
 Karachi West
 Kashmore
 Khairpur
 Korangi
 Larkana
 Malir
 Matiari
 Mirpur Khas
 Naushahro Feroze
 Qambar
 Shahdadkot
 Sanghar
 Shaheed Benazir
 Abad (Nawabshah)
 Shikarpur
 Sujawal
 Sukkur
 Tando Allahyar
 Tando Muhammad
 Khan
 Tharparkar
 Thatta
 Umerkot



Vision

Prosperous, energetic and resilient youth enabled by positive, conducive and progressive environments by creating rights-based, fair, equitable, accessible and market-oriented opportunities and avenues for their wellbeing, growth and prosperity of Sindh province.

Mission

Integrated and holistic youth development for realizing full potential in social, economic, and political/civic domains where youth are educated, economically-active, gender-friendly, peaceful and democratic, and are mobilized with a sense of individual and collective responsibilities.



Message from the Honourable Governor

Message

It gives me great satisfaction that the Sindh Youth Policy has been formulated. This is a milestone achievement of the Government of Sindh which not only translates the 18th amendment to the Pakistani constitution into a reality, but also provides a multi-sectoral framework and practicable action plan for guiding all youth development work in the province. It is a matter of further appeasement that the policy has been developed in consultation with all stakeholders from government, corporate and social sectors.

I congratulate the Government and especially the Youth Affairs Department for devising a wonderful policy instrument for youth to seize economic, social and civic opportunities inherent in the policy and to become useful citizens for a thriving Sindh and Pakistan.

I expect that the provincial, national and international youth development practitioners will take full advantage of the policy and participate in its implementation.

Muhammad Zubair

Message from the Honourable Chief Minister



Our Government with a sense of deep satisfaction and responsibility presents our youth a comprehensive policy for their development. It expresses our commitment to build next generations of economically empowered, socially progressive and politically active youth and to transform the on-going youth bulge into a dividend for the province and Pakistan.

With the formulation of the Sindh Youth Policy, we have acquired much-needed framework for youth development based on scientific assessment of the key issues of youth that offers enabling policies and a tangible 5-year action plan with long, medium and short-term strategies. It will ensure that the Sindh will rise as a vibrant province of Pakistan with the help of its youth.

By this youth policy, we are providing a sustained opportunity to all stakeholders of the youth development work to synergize their human, technical and financial resources and bring youth at the center stage of national growth. For youth, it is a confidence boosting tool to empower them as a positive force in the families and communities.

Our Government fully supports the youth policy and congratulates the Youth Affairs Department and its partners the United Nations Population Fund (UNFPA), Bargad an organization for youth development and Civil Society Support Programme for framing a benchmark instrument for youth of the province.

Murad Ali Shah

Message



Message from the Honourable Minister

Message

I feel honoured to be part and political head of the process culminating into the Sindh Youth Policy.

The first-ever youth policy of Sindh presented by the Youth Affairs Department is a radical step towards vanguarding the interests of youth and meeting their needs in a systemic way. After transfer of powers to the provinces granted under the 18th amendment to the Pakistani Constitution, our Department was mindful of its obligations. We regarded it essential to frame a provincial policy that would envision an integrated development of youth by scientifically assessing their situation in Sindh. It was also crucial that such visualization further clarifies practicable strategies and a 5-year action plan and an institutional mechanism to support implementation of all tasks of the youth policy. By the grace of God, we have been successful to collect a comprehensive orientation and guidance in the shape of the present youth policy. It would logically direct our future work on youth development in the Sindh province.

I am also glad that for the formulation of youth policy, all stakeholders were consulted. All type of youth from geographic diversity of Sindh province took part in its making. I thank all participants from the youth, youth organizations, academia, media, government, technocrats, members of parliament and civil society who have actively contributed to the consultative process for policy formulation.

Here, I must appreciate the efforts of our able and dedicated successive administrative secretaries who initiated and worked on this policy framework in previous years, but particularly Dr Niaz Ali Abbasi who has been instrumental in advancing this process ahead and is successful in concluding the policy process. Special thanks are also due to our partners, United Nations Population Fund (UNFPA), Bargad and Civil Society Support Programme who have provided us technical and financial support for carrying out the Sindh Youth Policy.

I am convinced that the stakeholders would activate the vision, mission, mandate and action plan and strategies that the policy has devised.

Abid Hussain Bhaio



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FOREWORD

During a time of growing numbers of youth and limited resources, the core of our task is to prepare youth to take on responsibilities on their shoulders with a straight and confident face. But this huge mission requires a connecting framework and action planning for all youth and relevant stakeholders. Sindh Youth Policy precisely offers the same - a comprehensive design, set of actions and supporting mechanism that are informed by scientific research and tangible practices and would lead the youth of the Sindh province to reap the dividends of its numbers and not becoming a collective risk.

Youth Affairs Department is excited to launch this first-ever provincial policy of youth in Sindh and thank for the patronage of the Honourable Governor and kind leadership of the Honourable Chief Minister Murad Ali Shah for supporting us to complete such a task.

While this policy is an integrated instrument for empowering youth, it will also allow various governments, civil society and the corporate operators of youth development work to

efficiently intervene in their respective fields. This policy not only formulates vision and mission but also clarifies its mandate with responsibilities, core values and principles and offers clearly marked, detailed and time-bound actions and how they have to be governed for the next five years.

Under the Policy, The Youth Affairs Department regards its role as a facilitating and catalyst agency that has to run a multi-stakeholder campaign to empower our youth in economic, social, political/civic realms. We believe that our track record of rising from anonymity to limelight of the public departments will be immensely multiplied in the future with the guidance of this policy instrument.

The formulation of the policy has been a lengthy and in depth process that started in 2012 and eventually we have succeeded in formulating an excellent policy document coming out of a thorough consultative process with 3,214 youth, representatives of youth organizations, 45 media persons, and activists from 51 organizations from across the province who took part in 30 consultative meetings and FDGs. Furthermore, the draft



document was shared for review with senior representatives of 21 government, 25 civil society and corporate organizations along with individual reviews from 3 renowned experts and sectoral input from 7 administrative secretaries, 30 parliamentarians and 50 technocrats. 10 district seminars, 04 provincial forums, 02 provincial dialogues, 01 round table meeting, one all parties' conference attended by 20 mainstream political parties and 10 Sindh Youth Policy Watch Committees were established with the engagement of 177 youths in 2014.

On behalf of the Youth Affairs Department, I wish to thank all these activists and practitioners whose dedication and contribution have culminated in the final shape of the Youth Policy. Since it would be difficult to individually mention them here, we have enlisted participating organizations and names of reviewing individuals and organizations in the Annexure 1 given at end of this document.

I also appreciate the services of my colleagues Mr. Shoaib Ahmad Siddiqui, Mr. Laeeq Ahmed, Mr. Muhammad Rashid, Mr. Muhammad Saleem Raza, former secretaries, Ms Rafia Haleem, Additional Secretary and Mr. Saleem Ahmed Siddiqui, former Deputy Secretary, Youth Affairs Department who played an important role in the formulation of Sindh Youth Policy.

I am indeed indebted to United Nations Population Fund (UNFPA), Bargad an organization for youth development, Right Here Right Now (RHRN) Pakistan and OXFAM in Pakistan for technical and financial support to initiate and formulate this important Policy and Civil Society Support Programme (CSSP) for engaging more youth and stakeholders including politicians, technocrats and media personnel to enrich the document. Dr. Hassan Mohtashami, Country

Representative, and Ms. Sadia Atta Mehmood & Mr. Shrutidhar Tripathi of UNFPA and Ms. Sabiha Shaheen, Executive Director of Bargad and Noor Muhammad Bajeer, Chief Executive Officer, CSSP are particularly mentioned for their continued support. Thanks, are also due to Mr. Iqbal Haider Butt Lead Consultant and Technical Writer of the Sindh Youth Policy and to Mr. Mian Khuram Shahzad for assisting him. I hope that the expectations are high from the Sindh Youth Policy and all its stakeholders including the end users –the youth themselves – would benefit from stipulations of this Policy and that its implementation will return dividends to the province and Pakistan. Our Department would welcome stakeholders for making the policy work!

Dr Niaz Ali Abbasi
Secretary
Sports & Youth Affairs Dept.
Government of Sindh

1. INTRODUCTION

The Sindh Youth Policy is the central tool to systemically integrate, implement, and evaluate all youth development work in the province. It aims at building a youth who are economically sound, socially progressive and politically engaged in the Sindh province, and who possess appropriate skills and tolerant values of good citizens of Pakistan.

Though the Youth Policy, The Government of Sindh resolves the urgent need to implement a set of actions and programmes that respond to the compelling need to see the best of youth working for Sindh and Pakistan.

The vision of the Youth Policy is have prosperous, energetic and resilient youth enabled by positive, conducive and progressive environments by creating rights-based, fair, equitable, accessible and market-oriented opportunities and avenues for their wellbeing, growth and prosperity of Sindh province.

The Policy seeks to empower youth at all three levels of empowerment: (i) economic, (ii) social, and (iii) political. By examining the key challenges to youth, it further devises effective institutional mechanism and an elaborate action plan divided into short, mid and long term strategies with targets fixed and input resources identified for the next five years. Additionally, it would serve as a glaring example of multi-sectoral alliance and public – private partnership in the public policy making to respond to and transform the youth bulge into a dividend for Sindh and Pakistan.



1.1. METHODOLOGY AND ORGANIZATION

The Sindh Youth Policy has been formulated through an active input of the youth. For arriving at substantial policy directions, an elaborate consultative process with youth and all stakeholders was started to map out key issues of youth of the province. By using the empowerment model, a matrix methodology was adopted; whereby three key challenges of youth (economic, social, political/civic) were divided into sub-themes and responses were sought by the participants. These responses were ranked and documented and provided the background material for first draft of the policy document. Secondary data was collected from literature produced by academia, civil society organizations, international donors, and the government departments.

The draft document was then shared with representatives of stakeholders during a mega-consultation and individually with senior experts and government officials for their review and creating synergies among multi-stakeholders of the youth development work.

During the consultative process, as many as 3214 youth representatives and 72 organizations from across the province participated.

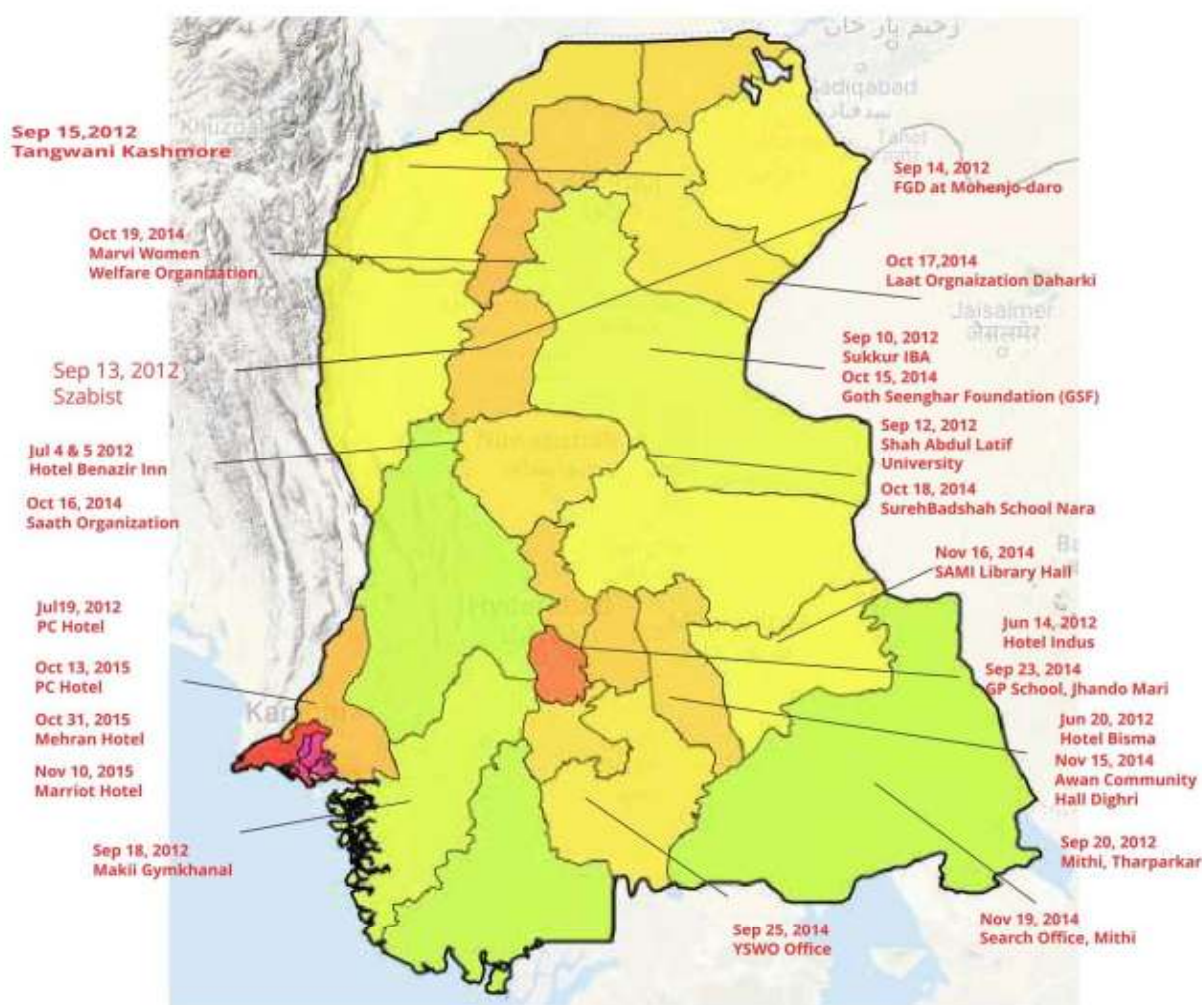
A total of 19 consultative meetings and three (3) Focus group Discussions were held in the following locations:

HYDERABAD	MIRPURKHAS	DADU	KARACHI	SUKKAR
KHAIRPUR	LARKANA	KASHMORE	THATTA	MITHI
TANDO ALLAHYAR	NOSHERO FEROZE	SHIKARPUR	BADIN	UMERKOT
GHOTKI				

The consultation process continued in 2014 and 2015 and CSSP engaged 2193 youth from total 09 districts in addition to above 10 mentioned districts through organizing 20 FGDs, 10 district seminars, 04 provincial forums, 02 provincial dialogues, 01 round

table meeting, 01 all parties' conference attended by 20 mainstream political parties and establishing 10 Sindh Youth Policy Watch Committees with engagement of 177 youths in 2014.

MAP OF CONSULTATIVE MEETINGS



It was ensured that the consultative process should reflect the geographic and youth-group diversity of the province i.e. female and male, rural and urban, literate and illiterate, and the most vulnerable youth from workshops, differently-abled youth, transgender and the youth from religious seminaries. The activists from civil society organizations, young lawyers and media professionals also took part in this process for formulation of the Youth Policy.

The Sindh Youth Policy document has been

organized on the following lines:

- Set the policy context;
- Identify key challenges to youth in Sindh;
- Envision mandate of the Policy; its vision, mission, core values principles and its target and priority youth and spell out responsibilities of the province and the youth, their entitlements and what it means by youth development;
- Specify the institutional mechanism for

- implementation of the Youth Policy;
- Devise short-term, medium-term and long-term strategies against stipulated goals and objectives to empower youth in the Sindh and designing an action plan with clear targets and monitoring and evaluation procedures;
 - Lay out monitoring and evaluation mechanism, and
 - Summarize salient features of the Sindh Youth Policy at end of the document.

HIGHLIGHTS OF THE SINDH YOUTH POLICY

- Establishment of a Youth Development Commission
- Establishment of District Structure for Youth Affairs Department all over Sindh
- Centralized Information-System on Youth Development and a Job Data base
- Formation of a Job Bank
- Establishment of Institute Placement Bureaus through IT interface
- Establishment of Youth Venture Capital Fund
- Annual Provincial innovation competitions and formation of Small Incubation Centres at the Universities and campus-market links
- Entrepreneurship training of youth at universities and trained by the private sector
- A crash programme of technical education to the unemployed youth
- Research and mapping studies on youth bulge
- Construction of Youth Development centers
- Youth-led mass awareness campaigns
- Devise models of elected student unions
- Exposure trips
- Establishment of District Youth Development Committees
- Mapping of skills (modern, cultural and traditional) and job market analysis
- Hassle-free loans to youth
- Sindh Internship programme
- Certified Skills development programmes for illiterate youth
- Establishment of local crafts-based youth enterprises
- 'Youth Ambassadors'
- 10 percent quota ensured for female youth in the job market
- Life-skill based education programme for in school and out of school
- Leadership Programmes
- Two percent quota for minority, differently-abled and other vulnerable youth groups
- Youth engagement in community service and volunteerism activities
- Formation of active peer groups and networking
- Re-activation of Boys Scouts and Girls Guides at the school level
- Mentoring of youth on disaster management and emergency services
- Inter-provincial youth exchange programmes hosted by local colleges and universities Special travel packages for group tourism

HIGHLIGHTS OF THE SINDH YOUTH POLICY

- Reactivation of Student Unions
- Establishment of Artisan Support Program
- Establishment of Student Support Fund
- Reviewing Curriculum and education facilities
- Engaging local bodies, youth councilors, LHWs, and women councilors to pursue the rule of law
- Development of safety and security plans for young girls
- Appreciation and reward mechanism for volunteers
- Encouraging the private sector to invest on tourism publishing, group tourism and affordable hotels
- Youth-led mass campaigns for inter-faith and intra-faith harmony and against hate speech
- Implementation of early marriage act
- Establish youth hostels in far flung areas
- Mapping of conflict zones
- Design and implement conflict resolution programme



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1.2. POLICY CONTEXT

Youth is classified as a period during which a person prepares himself/herself to be an active and fully responsible member of the society. It is the period of transformation from family dependent childhood to independent adulthood and integration in the society as a responsible citizen. It is a transition phase between a world of rather secure and standard biological development to a world of choice and/or risk where individuals have to choose and plan their own orientation and social integration. 'Age' is a useful and tangible indicator to characterize the transition to adulthood. Other key markers may include the increasing maturity of young people as defined differently by different cultures; the age limit of child benefits; the end of full-time compulsory schooling; the voting age, and the minimum age for standing for elections.¹ Having considered all these indicators, the Pakistani government regards 'Age' as a working definition of youth because of its tangibility.

According to the Pakistani official standards, young people between 15-29 years of age are considered as youth, while the United Nations regards youth as those falling between the age brackets of 15-24 years.

The Sindh Youth Policy adheres to the officially adopted definition of youth in Pakistan—persons between 15-29 years of age.

The Sindh Youth Policy has arrived at a time when there are big challenges to meet and quite a few obstacles to overcome following the global recession of the recent past.

The youth of the province needs a consistent policy to support for their social, economic and political regeneration. The Youth Policy responds to the key challenges and proposes actions to motivate them and boost their morale further in order to get the best out of them.

1.2.1. SIGNIFICANCE OF THE SINDH YOUTH POLICY

Through the present Youth Policy the Government of the Sindh demonstrates its staunch dedication to the multi-pronged empowerment of the youth. This has been done by a comprehensive policy framework for integrated visioning and planning, implementation and coordination in all government departments and in public-private partnership with regard to matters relating to

youth development in the province.

The Government has responded to the needs of macro-level youth development planning in the province to draw a framework the investment plans on youth in order to avoid potential over-lapping of resources.

MAPPING OF YOUTH DEVELOPMENT

STAKEHOLDERS

government, donors and public interest and youth groups / youth led organizations

INPUT RESOURCES

policy & programming, investment & activism

SERVICES

health, education, employment, skills development and civic resource generation

SUPPORT SYSTEMS & OPPORTUNITIES

youth, family and development outcomes

¹ European Union, "Youth - Investing and Empowering", EU Youth Report, Commission Staff Working Document, Brussels: 27 April 2009.

The Youth Policy is informed by emerging need to combine youth work spread over various sectors i.e. youth affairs, labour, health, population welfare, sports, finance, social welfare, women development, etc. It seeks to integrate efforts of multiple public and private stakeholders and turn youth into an asset for the province; in a country which is facing youth bulge and massive outnumbering of young people amidst lesser investment on social development sector programmes.

The Policy adopts holistic approach catering to all key needs of the youth, its key test is to amicably equip youth with social, political and economic empowerment and contribute to national growth in Pakistan. Moreover, it also meets the challenges of governance and institutional mechanism for youth development in the province.

The need for the Sindh Youth Policy is necessitated by the convergence of perceptions and workable understanding

points among multiple stakeholders on what we have to do about the youth issues. In many ways, various departments of the government are already investing on youth-related sectors, i.e. education, health, population and agriculture, etc. But it can be said that the cumulative effect of youth-oriented schemes cannot be estimated both in terms of short-term gains and long-term outcomes: solely because of the fact that we have to devise an integrated policy, coordinated implementation and mechanism among multiple stakeholders in the public sector. It is with this approach that a provincial youth policy has the potential to integrate youth empowerment work into the government structures.

The Policy also designates a catalyst and facilitative role to its primary implementer, the Department of Youth Affairs, Government of the Sindh to lead the implementation of a mega youth development enterprise in the province.

1.2.2. YOUTH BULGE AND THE DEMOGRAPHIC TRANSITION IN SINDH

At an annual growth rate of 2.80 percent and spread over 140,914 sq. K.M. the projected population of Sindh province in 2015 is 48,677,000 which is 23.48 percent of the total Pakistani population.² Out of them youth (15-29 years) comprises of 26.28 percent of the total Sindh population having 13.77% male and 12.51% female populace. The number of rural youth amounts to 12.31% and urban is 13.97% of the total population.³

The percentages of the youth population is suggestive that the province is also passing through youth bulge like other parts of Pakistan, where the number of rural youth exceeds as compared to urban youth population. Nationally, the youth make up 27.04 percent of the total Pakistani population

while 68.8 percent population is less than 30 years of age.⁴

It is further to note that youth of the province, partly due to surging youth population, is facing daunting challenges that include physical and psychological insecurities, frustration, malnutrition, food insecurity, unemployment to name a few. It is a prerequisite that such challenges are met to make the most of the demographic opportunity.

This demographic dividend in Pakistan is expected to rise till 2040 and the province has immense youth potential. It is very critical to recognize youth as a group and strategic actors in the national development planning. The need of the hour is to harness and channelize

² As cited in 'Sindh at a Glance 2015'. Bureau of Statistics, Planning & Development Department, Government of Sindh.

³ As cited in 'Labour Force Survey (2014-15)'. Pakistan Bureau of Statistics, Statistics Division, Government of Pakistan, Islamabad: 2015.

⁴ Pakistan Economic Survey (2014), Ministry of Finance, Government of Pakistan, Islamabad: 2015.

SINDH: PERCENTAGE OF POPULATION UNDER 30 YEARS OF AGE

AGE	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE
0-4	9.46	4.73	4.73	5.69	2.87	2.82	3.77	1.86	1.91
05-09	15.76	8.34	7.42	9.28	4.98	4.3	6.48	3.36	3.12
10-14	14.39	7.69	6.69	7.54	4.21	3.33	6.85	3.48	3.36
15-19	11.22	6.23	4.99	5.23	3.07	2.16	5.99	3.16	2.83

SINDH: PERCENTAGE OF POPULATION UNDER 30 YEARS OF AGE

AGE	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE
20-24	8.46	4.42	4.04	3.84	2.01	1.83	4.62	2.41	2.21
25-29	6.6	3.12	3.48	3.24	1.53	1.71	3.36	1.59	1.77
TOTAL	69.49	36.3	33.17	36.94	19.71	17.23	32.55	16.61	15.95

YOUTH IN ACTIVE AGE GROUP (15-29 YEARS)

AGE	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE	BOTH SEXES	MALE	FEMALE
15-19	11.22	6.23	4.99	5.23	3.07	2.16	5.99	3.16	2.83
20-24	8.46	4.42	4.04	3.84	2.01	1.83	4.62	2.41	2.21
25-29	6.6	3.12	3.48	3.24	1.53	1.71	3.36	1.59	1.77
TOTAL	26.28	13.77	12.51	12.31	6.61	5.7	13.97	7.16	6.81

Source: Labour Force Survey, 2014-15

the potentials of youth for the prosperity and sustainable development of the province and Pakistan.

It is encouraging that the public and policy circles have started take heed to this emerging fact of a youth bulge in Pakistan and can sense the make or break potential of youth for provincial and national development.

To get the best dividends out of this youth bulge, the government of the Sindh also demonstrates its commitments to inculcate hopes in the youth and would duly transform their present situation into an opportunity for the province.

1.2.3. SHIFTING YOUTH AFFAIRS FROM CENTRE TO THE PROVINCES

The history of exclusively handling the Youth Affairs in the national public policy sphere is even shorter than the country itself. It was not until June 1989 in the history of policy and institutional framework of Pakistan that a Youth Affairs Division was established at the Federal level. It further took two more decades to formulate the first National Youth Policy in 2009. Prior to this, four drafts of the National Youth Policy were prepared: in 1989, 1993, 2002 and 2004.

The passing of the National Youth Policy in 2009 was a massive achievement in the history of public policy regarding Youth Development in Pakistan.⁵ The national policy outlined 15 principles and devised a national action plan for comprehensively investing on Pakistani youth. The policy also underscored a new realization of the growing number of so many youth amidst us – the reality of youth bulge. However the national arrangement took a radical shift with devolution of the Federal Youth Ministry in accordance with the Constitution (Eighteenth Amendment) Act 2010 and transfer of powers to the provinces for their exclusive authority over subject of

Youth Affairs. The first legitimacy of a provincial Youth Policy comes from this constitutional change. According to the new constitutional arrangement under the devolution plan, international affairs, foreign aid and inter-provincial matters would now be overseen by the Federation while the legislation powers regarding Youth, Youth Organization Forum and Youth Centers have been delegated to the provinces. The Economic Affairs Division (EAD) in Islamabad has been assigned the task of handling international aspects/agreements and aid coordination. The National Internship Programme and the National Volunteer Movement would be the responsibility of the Establishment Division while the Islamabad Capital Territory (ICT)/Interior Division would run Youth Centres and hostels in the ICT.

The present Youth Policy capitalizes upon technical input of our pioneering national policy document (2009) and its earlier drafts and ensures correspondence of the new political and constitutional arrangements with those of the technical policy answers at the provincial level.

1.3. ACHIEVEMENTS OF THE SINDH GOVERNMENT REGARDING YOUTH DEVELOPMENT

The Sindh Government has formally instituted the best governance structures and human resources for youth development work as compared to other provinces of Pakistan. Its focal point is the Department of Youth Affairs-Government of the Sindh, which is responsible for youth development in the province and for youth mainstreaming into all levels of policy and programming. Nevertheless, such

a layout of governance structures supported by increased resources on youth development is a new concept in the public policy domain of Pakistan. The Youth Affairs Department was previously a part of the joint directorate popularly known as the Directorate of Culture, Tourism and Sports. A separate department for Sports and Youth Affairs was created⁶ in 2007. In 2012, the dedicated efforts on youth

⁵ These fifteen principles included: (1) Reinforce sense of Pride, Awareness and Motivation, (2) Promote National Integration, (3) Enabling Prospects of Income Generation for the Youth (Harnessing the Youth Dividend), (4) Address Issues of Marginalized and Vulnerable Groups of Youth, (5) Support Character Building, (6) Promotion of Sports and Recreation, (7) Academic and Intellectual Development, (8) Youth Health, (9) Social Volunteerism, (10) Incentives for Talented and High Performing Youth, (11) Youth Marriage, Family and Life Skills, (12) Youth Mentoring, (13) Special Youth, (14) Balancing the Gender Imbalance, and (15) Youth in Prison. For details, of the fifteen principles, see: Government of Pakistan, "National Youth Policy" Ministry of Youth Affairs. Islamabad. pp. 9-12.

development were further consolidated by bifurcation of the department and a separate Youth Affairs Department was created.⁶ So far, this is the only example of a separate provincial youth affairs department in Pakistan.

The history of the Department also marks a best case study of progression from anonymity to limelight of the public policy sphere in Pakistan. In 2007-08, the Department started its operations with almost zero budget and few resources at hand but within a four years period phenomenal steps were taken to govern and support the youth development work, which can be indicated by the tangible fact that the budget of the Department reached to the tune of PKR 1424.434 million in 2012-13. This historic achievement would serve as a benchmark for political and administrative leadership elsewhere for those working on youth development and other social sector work.

To support its all-out efforts for empowering youth, the Department has also demonstrated prototype models of both internal (inter-departmental) and external (public-private) partnerships and is practically linked up with other government, non-government and corporate sector stakeholders in Sindh. The long list of such alliances would range from the United Nations Population Fund (UNFPA) to British Council, Bargad, Habib University Foundation, University of Karachi, and other universities and colleges of Sindh, banks, institutes, Sporting bodies, hotels, trusts, media groups and arts councils, etc.

The Department has particularly focused on pivotal components of youth development like leadership, entrepreneurship, skills development, career counseling, etc., through various programmes and projects in collaboration with different national and international partners.

The Government of Sindh also launched a mega initiative, titled 'Benazir Bhutto Shaheed Youth Development Programme (BBSYDP)' in

2008. It was designed to address the poverty and unemployment of youth by imparting them skilled trainings in the employable trades. It has addressed the issues of poverty and unemployment through human resource development in the province and has trained 292,000 (Approx.) educated, semi-literate, uneducated youth (18 to 35 years) in 389 trades of 89 employable sectors with an objective to facilitate them for employment and poverty alleviation. It also involves the private sectors in its different initiatives.

The Department of Youth Affairs has so far directly implemented the following programmes for the benefit of the youth in the province.

- a) Youth Development Centers in Karachi and five other locations in Hyderabad, Larkana, Mirpurkhas, Khairpur and Benazirabad. These state of the art centres would foster leadership and positive development among youth and would serve as the hub of youth activities locally.
- b) Inspiring Pakistani Youth to Reach Excellence through Counseling and Training in Sindh (INSPYRE) offers Skill Courses in 13 different fields of MS Office Automation, Textile Designing, Basic Fashion Designing, Fashion Designing Level-I, Fashion Designing Level-II, Dress Ornamentation, Web Designing, Call Centre Agent Training, Retail Store Operation, 3D Studio Max, Basic Cutting & Stitching, Digital Photography Fundamentals, Character Animation Fundamentals, Personal Development etc. 4894 youth have graduated under the programme since its inception in 2008-09; which also included the street children. Apart from that, 500 Youth were engaged in commemoration of International Youth Days.
- c) Career Counseling Project was launched in 2010-11 to enable youth from lower and middle income families to discover and understand their aptitude and career options for making informed career plans

⁶ Youth Affairs Department, Government of Sindh. "Inspiring, Engaging and Empowering Youth: Achievements of Youth Affairs Department, Government of Sindh 2008-2012", Karachi: 2012, p. 11.

and decisions. The project has built career counseling capacity of 55 educators of Karachi and Hyderabad; developed resource material on career counseling; engaged around 6000 youth in career counseling seminars and organized career counseling clinics for youth from the graduate schools, intermediate colleges and secondary schools.

- d) Youth Health Awareness Programme has been implemented in all districts of Sindh since 2011-2012. It aims at empowering youth to adopt health seeking behaviours, make informed and responsible choices and advocate for meaningful participation in development of policies and programmes. The Department has also given considerable attention to reproductive health issues under the programme. With technical assistance from UNFPA many seminars were held to aware the youth especially the female youth in educational institutions of Karachi and Hyderabad.
- e) Inspiring Leadership Empowerment and Development in Youth Collectivism and Togetherness (i-LEAD) programme focuses on promoting a healthy lifestyle, leadership and personal development in youth through sports education and community service. iLEAD has established partnerships with 5 colleges and 25 schools in Karachi and Hyderabad. It has built the capacity of 21 teachers on "Nurturing Healthy Minds and Bodies" after developing its curriculum and has organized 6 sports coaching camps, 7 sports tournaments, 25 sports days, and 1 grand sport festivals that engaged more than 5000 children and youth. The beneficiaries under this programme are 11566.
- f) Youth to Youth programme is meant to facilitate young people to design and implement their own projects and serve their communities. Under this programme, the youth from Karachi, Sukkur, Sanghar, Khairpur and Mirpurkhas

have been engaged and 38 youth were equipped with community service skills.

- g) Career Courses of different sectors have been implemented under the BBSYDP in partnership with the Youth Affairs Department. The fields of these training courses were the banking sector, insurance sector, taxation sector, Central Superior Services Examination (CSS), hotel management diploma, basic cricket education, hockey coaches and football coaches training course. The Department was supported by the prestigious institutions like the Institute of Bankers Pakistan, Pakistan Re-Insurance Company Limited, Institute of Chartered Accountant of Pakistan, SZABIST Larkana, University of Karachi, Shah Abdul University, Khairpur Sindh University, Hyderabad Campus, Beach Luxury Hotel and Pakistan Institute of Tourism and Hotel Management, Pakistan Cricket Board, Pakistan Hockey Federation, Pakistan Football Federation while holding these events. A total of 343 youth graduated from these valued training courses in the first year. In the III phase of BBSYDP, the Department plans to offer training to 1025 youth in 13 fields.
- h) Youth Empowerment Spaces (YES) facilitates Pakistani youth to aspire for a healthy and productive life. In its pilot phase YES is being implemented in Karachi, Matiari and Jamshoro. The programme supports youth to enhance their awareness about their environment grow personality, connect with each other for learning and development and use technology as an empowering tool. The activities under this programme include YES Youth Forum; YES Sports talent Nurturing Camps; Career Awareness and Planning Workshops; Facilitate the Young Facilitator; Youth Leadership and Personal Development Programme; Brain heart Emotional Intelligence for Living Workshops. YES also organized a National Song Competition titled as "YES Awaz-e-Pakistan Inter-Sindh University National

Song Competition 2012" on April 25, 2012 at the Arts Council of Pakistan in which students from various universities of Sindh took part. YES has launched another programme with the name of 'Connect' where 700 youth have utilized the facilities of IT Lab, Study Hall and Library, Discussion Room, Brain Games, Gymnasium, Career Guidance. The total number of beneficiaries under this programme was 2406.

- I) Youth Skill Competition Programme has been introduced to recognize the best achieving youth. Its process and criteria of selecting the awardees have been clearly identified and the programme was launched with engagement of youth from Karachi, Sukkur, Sanghar, Khairpur and Mirpurkhas.
- j) Youth Exchange Programmes both at national and international levels has been implemented mainly to promote, cultural harmony and to broaden the vision and exposure of youth, whereby they were sent to Punjab, Gilgit-Baltistan and Malaysia. Youth delegations from Balochistan and China were also hosted. International youth exchange programme is soon to be launched.
- k) Establishment of Mobile Skills development Units for Under-Privileged Youth is focused on youth of remote areas. It has so far engaged youth from Landhi, Karachi and organized IT workshop for homeless and neglected youth in Khairpur.
- l) Establishment of Skill Training Centre for Disabled Youth in Karachi has been planned to impart skills for decent living. Building of the Centre is under construction, where the special youth will initially be offered courses in dress making and designing, computer training and fine arts.
- m) Girls Hostel in Karachi University in Karachi University is under-construction for creating safe, secure and well planned facility for girls visiting Karachi from other parts of Sindh.
- n) Youth Events and Activities are essential for harnessing the potential of youth. The Youth Affairs Department is implementing such actions to celebrate the diversity of youth talent of Sindh and Pakistan. One such event was the first-ever Youth Folk Song Festival, which was held at Larkana with the collaboration of the Arts Council of Pakistan.
- o) Youth Employment Project (YEP) is being carried out in partnership with UNDP and USAID at 18 locations of Karachi. The project employs three interconnected outputs to achieve its objective. These relate to skills training for youth, capacity development of local training providers and policy research/advocacy on issues to youth employment. More than 7,555 young men and women have been enrolled into training programs being conducted in partner garment factories and training institutes. 4,300 graduates have secured employment/self-employment. Formal partnerships were also signed with eight renowned garment/ home textile companies of Karachi.

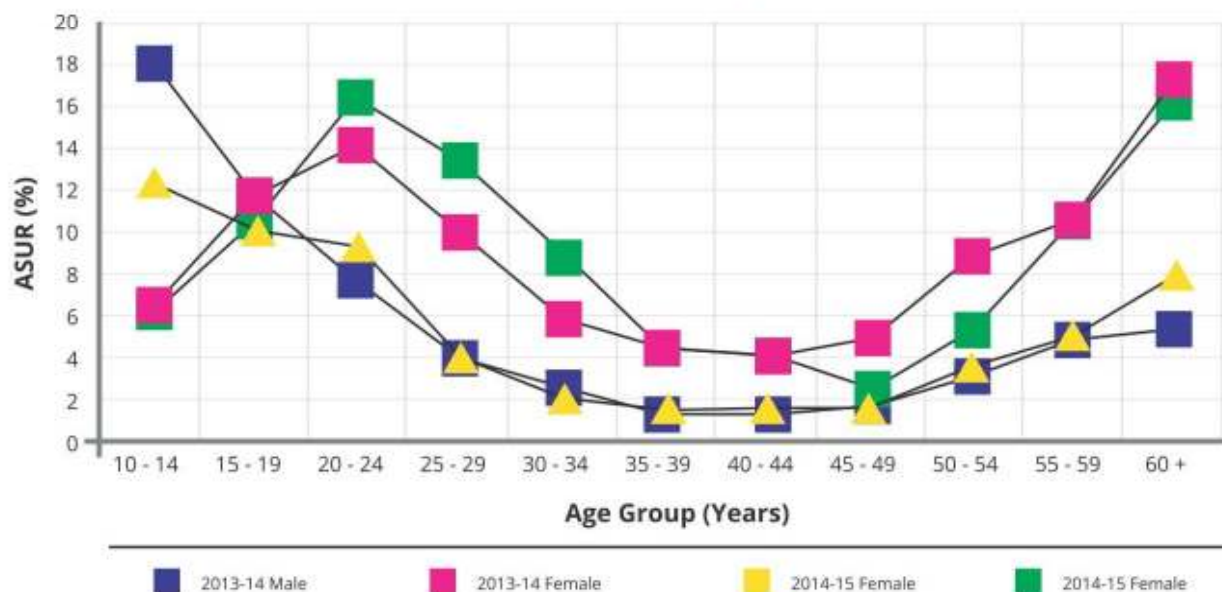
2. KEY CHALLENGES TO YOUTH IN SINDH

2.1. ECONOMIC CHALLENGES

One of the key issues faced by the youth is economic empowerment. The statistics reveal that it is deeply linked with the overall economic and poverty profile and trends of labour force development of the country and is not just youth-specific.⁷ However, as a glaring

youth-specific trend in Pakistan, the possibility of unemployment rate is much higher for better-educated youth, and the initial earnings of better educated youth are not much different from those of less-educated youth (compared with wages for adults with similar education levels).⁸

AGE SPECIFIC UNEMPLOYMENT RATES (ASUR) BY GENDER FOR PAKISTAN



Source: Labour Force Survey (2014 - 15)

The list of economic challenges to youth may include unemployment, underemployment, working long hours under informal, intermittent and insecure work arrangements; working below their potential in low-paid,

low-skilled jobs without prospects for career advancement; being trapped in involuntary part-time, temporary, casual or seasonal employment; and frequently working under poor and precarious conditions in the informal

⁷Hou, Xiaohui, "Challenges for Youth Employment in Pakistan: Are They Youth-Specific?" World Bank Policy Research Working Paper Series, No. 5544, World Bank: Washington, Jan 2011.

⁸Ibid.

economy.

Youth unemployment and underemployment have grave impact on social and economic fabric of the society resulting in lost economic growth, wearing down of tax base, increased welfare costs and unused investment in education and training. This may also gear up physical and psychological insecurities among youth leading to social instability, personal dissatisfaction, conflict, greater poverty and substance abuse.⁹

According to national statistics, unemployment

rate among youth is 2-3 times higher as compared to adults. 51.4 percent youth (15-29 years) is out of the labour force and only 8 percent youth is self employed which might be indicative of lack of entrepreneurship skills among youth. There is also a sheer size of the uneducated youth in Pakistan (32 percent) with no vocational and life skills that end up in elementary occupations or remain either unemployed or inactive.¹⁰ As the ninth largest country in the world with respect to size of its labour force, Pakistan faces immense challenges in the employment sector.

SELECTED KEY INDICATORS OF THE LABOUR MARKET - SINDH (%)

	2010-11	2012-13		2010-11	2012-13		2010-11	2012-13
LABOUR FORCE PARTICIPATION RATE			SHARE OF AGRICULTURE IN TOTAL EMPLOYMENT			SHARE OF EMP IN THE INFORMAL SECTOR		
BOTH	52.8	52.9	BOTH	43.1	40.7	BOTH	75.6	65.8
MALE	83.7	83	MALE	36.9	34.1	MALE	76.7	66
FEMALE	17.6	18.2	FEMALE	77.8	77	FEMALE	62.4	62.2
EMPLOYMENT-TO-POPULATION RATIO			SHARE OF SERVICES IN TOTAL EMPLOYMENT			SHARE OF EMP WORKING 50 HOURS OR MORE		
BOTH	50	50.3	BOTH	37.8	37.1	BOTH	44	39.4
MALE	79.7	79.4	MALE	41.5	41.4	MALE	50.3	45.2
FEMALE	16.4	16.7	FEMALE	16.8	13.1	FEMALE	9.1	7.7
UNEMPLOYMENT RATE			SHARE OF WAGE AND SALARIED WORKERS IN TOTAL EMPLOYMENT			EMPLOYMENT SHARE IN AGRICULTURE WORKING 50 HOURS OR MORE*		
BOTH	5.2	5	BOTH	39	42.3	BOTH	29.7	25
MALE	4.8	4.4	MALE	42.4	46.4	MALE	38.3	33.4
FEMALE	7.2	8.2	FEMALE	20.4	20	FEMALE	7.4	4.7
SHARE OF INDUSTRY IN TOTAL EMPLOYMENT			SHARE OF OWN ACCOUNT WORKERS IN TOTAL EMPLOYMENT			SHARE OF EMPLOYMENT IN TRADE WORKING 50 HOURS OR MORE*		
BOTH	19.1	22.2	BOTH	32.3	32.7	BOTH	74.3	68.3
MALE	21.6	24.5	MALE	37.5	36.8	MALE	74.5	68.5
FEMALE	5.4	9.9	FEMALE	3.4	10	FEMALE	52	52.1

AS CITED IN PAKISTAN EMPLOYMENT TRENDS, 2013

⁹ International labor Organization, "An Introductory Guide for Employers' Organization-Tackling Youth Employment Challenges-An overview of Possible Actions and Policy Considerations", 2011. Retrieved from: http://www.ilo.org/public/english/dialogue/actemp/downloads/projects/youth/tackling_ye_guide_en.pdf

¹⁰ Government of Pakistan, Planning Commission, "Pakistan Framework for Economic Growth", 2011. Retrieved from: http://www.pc.gov.pk/hot%20links/growth_document_english_version.pdf

In Pakistan, despite decrease (6.0% in 2013-4 to 5.9% in 2014-5) in percentages, the absolute numbers of unemployed people increased by 0.04 million from 3.58 million in 2013-14 to 3.62 million 2014-15. This was observed more in the cases of the rural and female population. Despite a comparative decrease for above years in the number of the unemployed in Punjab and KP, this has risen in Sindh (and Balochistan) from 0.58 million in 2013-14 to 0.66 million in 2014-15. Moreover, on the national level, specific unemployment rates of twenties (20-29) and early thirties (30-34) are on rise while, that of early teens (10-14) and latter thirties and above (35+) decline during the period.¹¹

As for the percentage distribution of employees by major industry division and gender 2014-15, the share of top divisions are respectively as Agriculture, Forestry and Fishing 39.28% (28.8% male and 10.48% female), Whole sale and Retail Trade, Repair of Motor Vehicles, Motorcycles 15.82% (15.75% male and 0.06% female); Manufacturing 15.17% (13.66% male and 1.51% female); Construction 7% (6.98% male and 0.03% female); and Transport, Storage 5.74% (5.71% male and 0.04% female).¹²

The economic health of youth in the Sindh province is also spatially determined with severe locational variations. According to latest Multidimensional Poverty Index (MPI)¹³ for Pakistan, 43.10% population of the province faces incidence of poverty (headcount) having critical situation of rural population (75.50%) and 10.60% for urban areas. Similar figures nationally have been estimated respectively as

38.80% (overall) and 54.60% rural and 9.40% urban population. The MPI data of 2014-15 reveals that in Sindh the least poor districts are Karachi, Hyderabad, Sukkur, Larkana and Naushehro Feroze respectively. There are 4.50%, 25.70%, 39.50%, 42.00% and 45.00% individuals multi-dimensionally poor in these districts. Karachi is actually the second top district of whole of Pakistan where poverty is less prevalent. However, as can be observed even in these best cases, with the exception of Karachi district, the incidence of poverty cannot be overemphasized. Tharparkar is the poorest district in Sindh with 87.00% poverty, followed by the districts of Umerkot (84.70%), Sujawal (82.00%), Thatta (78.50%) and Tando Muhammad Khan (78.40%). It is also noteworthy that the districts of Larkana and Hyderabad have reduced poverty headcount ratio by more than 32 percentage points over the years from 2004-2005 to 2014-2015 like three counterpart districts - Attock, Malakand and T.T. Singh - from other provinces.¹⁴

Rural poverty is found to be strongly correlated with lack of asset in rural areas especially holding of land. About 75 percent households own no land and there is increased sharecropping in rural Sindh and highly skewed patterns of landownership. Additionally, the devastating floods of 2011 had drastic impact on economy of the province.¹⁵ According to the World Bank and the Asian Development Bank report, 27,000 square kilometers area was damaged in Sindh, having affected and displaced thousands of people of the province.

¹¹ 'Labour Force Survey (2014-15)', Pakistan Bureau of Statistics, Statistics Division, Government of Pakistan, Islamabad: 2015.

¹² Labour Force Survey, Pakistan, 2014-15

¹³ Ministry of Planning, Development & Reform, Government of Pakistan & Oxford Poverty and Human Development Initiative (OPHI) and the United Nations Development Programme (UNDP), Pakistan, "Multidimensional Poverty in Pakistan", Islamabad: 2016.

Multidimensional Poverty Index (MPI) has covered three dimensions (education, health and living standards) of a comparative yearly data of Pakistan from 2004-2005 to 2014-2015 and 15 indicators for Pakistan instead of the 10 employed for the global measure. The division of indicators as against the dimensions is: (I) EDUCATION (years of schooling, child school attendance, and educational quality); (II) HEALTH (access to health facilities/clinics/Basic Health Units (BHU), immunisation, ante-natal care, and assisted delivery) and (III) LIVING STANDARDS (water, sanitation, walls, overcrowding, electricity, cooking fuel, assets, and a land/livestock indicator specifically for rural areas). Each of the three dimensions has been given an equal weight of 1/3 of the MPI. Overall, a person must be deprived in 1/3 of these weighted indicators to be identified as multi-dimensionally poor.

¹⁴ Ibid.

¹⁵ Anwar, Talat, Kureshi, Sarfaraz K. and Hammad Ali, "Landlessness and Rural Poverty in Pakistan", The Pakistan Development Review, pp. 855-874, 2004.

2.2. SOCIAL CHALLENGES

When socially empowered, youth bring dividends not only to themselves but also to their families, communities and the country at large. The forms of social empowerment leading towards youth development can be mentioned as:

- Youth Health issues
- Gender equality and empowerment
- Elimination of Early/forced/child marriage and various forms of physical and customary violence against woman
- Education for Youth Development
- Rights of Minority, Differently-abled and other vulnerable youth groups
- Youth Activism and Volunteerism
- Sports, Youth Mobility and Group Tourism
- Living with cultural diversity- pluralism, peace and harmony

2.2.1. HEALTH ISSUES for youth are more than their traditional designation. Contemporary health practitioners see health not as mere absence of disease. Rather it is established that the health encompasses aspects of physical, mental, and social well-being and operates within overall population, development and environment needs of the country. When this holistic view of health is denied, the youth become vulnerable to physical, mental and social insecurities and set-goals, dreams and aspirations are disrupted. Youth, therefore, need right to health for positive development and to fight their insecurities. Youth health requires special consideration starting from adolescent phase (10-19) years but unfortunately it is normally this age bracket is neglected in wider programmes and plans and there is national or provincial sexual reproductive health information and services facility available.

Research reveals that such insecurities have negative impact on youth's social, economic and political development. It is a prerequisite that the adolescence and youth health rights are ensured i.e. information and counseling

of adolescents in the areas of puberty, gender relations and equality, violence against adolescents, responsible sexual behavior, responsible family planning practices, family life education, reproductive health, sexually transmitted diseases, HIV infection and AIDS prevention, life skills based education to promote SRHR are important to be part of school curricula and also out of school youth through various community based innovative programmes. It is important to note here that Pakistan has endorsed ICPD (International Conference on Population and Development-1994), which has shifted the emphasis of population planning from reaching the demographic targets to promoting human rights and sustainable development. The ICPD upholds the need to meet holistic health needs of the youth; protection, survival and development of adolescents and youth by elimination of early marriages; access to information, life skills based education and communication activities and services in mental health, reproductive health rights; family planning; prevention of sexually transmitted diseases, value of good nutrition and equal gender opportunities.

Moreover, Pakistan is also a signatory to the several international treaties and conventions, including the Convention on the Rights of the Child (CRC), the International Covenant on Economic, Social and Cultural Rights (ICESCR) that commit the country to the rights of young people to information and education, including the Sexual and Reproductive Health Rights (SRHR) education. It is also an imperative that the government introduces SRHR education and services for young people in the country to contribute to the Sustainable Development Goals (SDGs) especially SDG Goal 3: Good Health and Well Being; SDG Goal 4: Quality Education; and SDG Goal 5: Gender Equality.

The impact of reduced focus on youth's health needs can be assessed by the high adolescent birth rate in the province of 7.9%, second highest in the country and low contraceptive prevalence rate 29.5% among married women (15-49) in the province. On the other hand regarding HIV/AIDS, only 9.4% of women and 8.4% of men in the province

have comprehensive information about AIDS and its prevention¹⁶, which is significantly low. According to a study conducted by the "National Association of People Living with HIV [APLHIV]" approx. 50% of the Drug users are between the ages of 18-29¹⁷ years in Pakistan. It is alarming as potential risk of its spread exists among youth and it is a matter of concern for Government of Sindh particularly in Karachi, Hyderabad, Ladhkana, Nawabshah and Sakkur being prone HIV epidemic

Thus the challenges to youth health and rights would be key determinants to improve the socio-economic, political, education and human rights situation of Sindh.

2.2.2. EARLY MARRIAGES & various forms of physical and customary violence against woman are other key challenges facing the youth. In Sindh a number of discriminatory customary practices do exist. Early age marriages are still prevalent in the province in violation of the Sindh Child Marriage Restraint Act 2013, which states that a girl must be 18 at the time of marriage and boy should be 18 years of age. The median age among girls is 18.8 whereas 17.9 in rural Sindh. Cases of violence against women are very high in the province. Cases of violence against women are very high in the province. In 2014, 249 cases of murder, 212 cases of honour killing, 161 cases of abduction, 202 cases of domestic violence, 155 cases of suicide, 85 cases of rape/gang-rape, 36 cases of sexual assaults, 3 cases of acid throwing and 344 cases of other types of violence occurred in different parts of the province.¹⁸ The practice of marriage with Quran still prevails especially in feudal strongholds of the province.

Domestic Violence (prevention and protection) Act 2013 enacted in Sindh. Similarly to curb customary practices particularly honor killing,

National Assembly passed "The Criminal Law (Amendment) (Offenses in the Name or on pretext of Honour)(Act XLIII of 2016), The Criminal Law (Amendment) (Offenses Relating to Rape) Act, 2016 (Act XLIV of 2016). Implementation of these laws will provide protection to girls and assist in eliminating customary practices, abuse and violence and will prevent girls from early/child/forced marriages.

The government has resolved to eliminate all forms of discrimination against women. The need of the hour is the strict implementation of existing laws through the executive and mobilization of youth against such practices.

2.2.3. EDUCATION FOR YOUTH DEVELOPMENT

is another challenging area in the province. In Sindh, literacy rates are quite low, with female illiteracy at 58.1% compared to 38.5% male illiteracy ratio. The aim of education is not only merely limited to literacy rate, primary education enrollment or conventional schooling system. Rather, it is about preparing youth for life and inculcating skill-sets that can ensure youth employability in the labour market and also ensures social, political and economic empowerment of youth. Furthermore, it promotes norms and trends among youth to take their present and future decisions which can ensure sustainable peace and development.¹⁹ The research shows higher unemployment trends in Pakistan for better-educated youth and that initial earning of youth are not much different from those of less educated youth.²⁰

Lack of quality education in Pakistan is one of the big hurdles to youth development. Pakistan's low ranking on Global Talent Index indicates poor quality of basic and university education, country inability to develop talent and to foster competition and inappropriate

¹⁶ Pakistan Demographic and Health Survey (PDHS 2012-13). NIPS and ICF- 2013.

¹⁷ National Study on Treatment & Rights for Drug Users in Pakistan-2014 (APLHIV).

¹⁸ Aurat Foundation, "Statistics of Violence against Woman in Pakistan in 2014," Retrieved from: <https://www.af.org.pk/PDF/VAW%20Reports%20AND%20PR/VAW%202014.pdf>.

¹⁹ Global Talent Index, 2012, Retrieved from: <http://www.globaltalentindex.com/>, October 2012.

²⁰ Hou, Xiaohui, "Challenges to Youth Employment in Pakistan. Are they Youth Specific?" Washington, World Bank, 2011. Retrieved from: http://www-wds.worldbank.org/servlet/WDSCContentServer/WDSP/IB/2011/01/24/000158349_20110124102131/SRendered/PDF/WPS5544.pdf, October 2012.

conditions for skilled labour force.

A survey indicates that the educated youth are more passionate about white-collar office jobs rather than taking up grueling tasks to gain diversified experience. Another drawback seems to be their reluctance to become their own boss by starting a business venture. It's partly due to lack of confidence in their entrepreneurship skills. Instead of thinking on the lines of self-employment they are more on the lookout for government jobs which they consider secured and rewarding.

It has been often found that the educated youth, particularly the fresh university graduates, complain about the quality and standard of education. The employers have similar complaints too. A study shows that the fresh university graduates are not adequately prepared for the labour market and lack basic skills needed for employment.²¹ Employment situation is also problematic for the graduates of religious seminaries (Madressah).

Another major flaw in the present education system is lack of connectivity and coordination with the industry. In the absence of market analysis, youth mentorship and career counseling; it is difficult to harness potentials of youth population in the province.

To tackle the current challenges, youth development approaches²² emphasize upon standardization and equality of the country's education system and propose to equip youth with required skill-set for their future economic, social and political roles. Such an approach would require a paradigm shift from conventional way of looking at education as literacy to acquiring skill-set and competencies. Moreover, the standardization of education is about determining minimum standards and competencies at various stages of education

irrespective of their religious or secular orientation.

Moreover, equity would mean equal opportunity to all marginalized and vulnerable youth groups without any discrimination on the basis of religion, ethnicity, gender or identity. Marginalized youth groups show their concerns about their marginalization in education sector and lack of skills to sustain their lives respectably. In addition to skills set, life skills based education to promote SRHR, peace education/human rights education should be mainstreamed in the curricula to make youth responsible, resilient and peaceful citizen of the society.

There are various studies which identify role of curricula in mobilization and indoctrination for hate-speech and stereo-typing of various communities.²³ Curricula are very important tool in shaping perceptions and conceptions of youth. They must be prepared very carefully and the education institutions should not be allowed to misguide or mislead the youth in any manner.

We need education programmes that can bridge gaps among different sects, ethnic groups and brings harmony and love among youth of the province. Peace education should include formal as well as non-formal education Programmes to include all youth groups of the province. Such Programmes would need collaborative efforts of public and private sector and can help in building cohesion and "National Pride as Pakistani." among youth of Pakistan.

2.2.4. RIGHTS OF MINORITY, DIFFERENTLY-ABLED & OTHER VULNERABLE YOUTH GROUPS

would portray social issues due to identity or status of certain youth groups. Such groups may include religious minorities, differently

²¹ Salman, Ali, "Skills Gap in the Labour Market" Bargad-Organization for Youth Development, 2008.

²² Butt, Iqbal, Hader and Mehmood, Sadia, Atta, "Policy Brief, Public and Policy Imperatives for Youth Bulge in Pakistan", Gujranwala, Bargad-Organization for Youth Development

²³ UNDP, 'Youth and Violent Conflict-Society and Development in Crisis', 2006, Retrieved from: http://www.undp.org/cpr/whats_new/UNDP_Youth_PN.pdf, October, 2012.

abled persons, transgender, youth in workshops and youth in jails.

- Religious minorities are reported to have faced discrimination in the society at times. One of the main concerns of the group is education and employment.
- Differently-abled persons have to be integrated in youth programmes and policies. The environment has to be made friendlier for differently abled persons and the set job quota for the group should be provided to them.
- Transgender youth faces severe discrimination in all walks of life. One of the main issues faced by them is mental depression due to the attitude and behavior of the society. Certain lifestyle is imposed on them and they find no way to escape from it. Most of them have to live as beggars or engage into immoral acts. The Supreme Court of Pakistan has ruled on transgender people's right to health and inheritance and recently judged that transgender be added as a third gender category on national identity cards. But still the government needs to ensure that transgender youth enjoy equal citizen rights. One of the initial tasks can be running youth-led campaigns for national identification and voter registration.
- Youth in jails in yet another vulnerable group that receives little attention in terms of their social, economic and political empowerment. Special programmes should be developed for youth in jails so that they can be reintegrated into the society and can contribute to the province as responsible citizens.

2.2.5 YOUTH ACTIVISM & VOLUNTEERISM

plays an important role in engagement of youth in peace building and conflict transformation processes. A mapping study notes that members of youth groups volunteer and spare valuable time and energies for community and youth engagement activities instead of

indulging in violence.²⁴ Youth participation and engagement are one of the critical areas of integrated youth development for achieving demographic dividend and promotion of peace processes in Pakistan.²⁵ At college and university level, many literary councils and student-led organizations are working which regularly engage youth in positive youth development activities. The Government of Sindh has also initiated several programmes in this regard. However the rural and coastal areas do not have many platforms to engage youth in volunteering activities.

There is also a need to create a database of all youth organizations and informal youth groups functioning in the province; so that the potentials groups can be harnessed and coordinated efforts for youth development can be made.

2.2.6. SPORTS remain one of the key tools for youth development. Youth in Sindh, particularly in its rural and coastal areas, face many problems i.e. lack of entertainment and recreation, lack of ground facilities and less coaching opportunities. In the absence of sporting prospects, youth are prone to negative practices like drug addiction and can even resort to suicide in extreme cases.

2.2.7. YOUTH MOBILITY & GROUP TOURISM

provides an opportunity to youth to learn from environment, friends, places and different cultures. Interaction between the group and different communities allows youth to understand and explore different traditions, customs, arts and life styles. It also mobilizes the economy of the site.

Sindh is very rich in cultural heritage, scenic places and archeological sites which can easily mobilize youth and group tourism. But, one of the main challenges to youth mobility and group tourism in the province are less number of youth hostels; tourism facilities for female youth; marketing and development of tourist sites; and, less affordable travelling and lodging

²⁴ *ibid*, p. 24, 2011

²⁵ Butt, Iqbal, Haider and Mehmood, Sadia Atta, "Policy Brief, Public and Policy Imperatives for Youth Bulge in Pakistan", Gujranwala, Bargad-Organization for Youth Development, p.p 17-19, 2010.

for youth.

2.2.8. LIVING WITH CULTURAL DIVERSITY-

PLURALISM, PEACE AND HARMONY is increasingly a key concern of the youth. For the last several years, terrorism and extremism has become a nuisance for Pakistan and has pushed country into security crisis and violent conflict dynamics. It is estimated that a total of 61865 people (including 21642 civilians, 6706 security force personnel and 33517 terrorists/insurgents) expired from 2003 to March 12, 2017 due to terrorist violence.²⁶ During 2011 – March 2017, the number of such fatalities amounted to 28378, while the highest region-wise deaths among civilians were noted in Sindh (4423) during this period. It was even higher as compared to civilian deaths in Balochistan (2800), Khyber Pakhtunkhwa (2000), FATA (1753), Gilgit-Baltistan (488) and Punjab (365).²⁷ Furthermore, the Pakistan Economic Survey (2014-15) cites a projected national loss of USD \$ 106.98 (PKR 8702.75) due to terrorism between years 2001-2015.²⁸

By promoting the culture of peace, youth can celebrate cultural diversity-pluralism, peace and harmony and live with differences. Sindh has a very rich cultural heritage and has been the land of one of the oldest civilizations and cultured settlements of the world. Its capital Karachi has also made significant contribution in the field of arts, literature, drama, music, films and sports which complement the Sindhi literature, shrine culture, indigenous sports and folk music. The youth should be encouraged to relive the fabulous history of this wonderful province. They would surely derive inspiration from the accomplishments of role models from various fields.

2.3. CHALLENGES OF POLITICAL PARTICIPATION AND CIVIC ENGAGEMENT

2.3.1. POLITICAL PARTICIPATION AND ENGAGEMENT OF YOUTH

has to be enhanced. Pakistan's low voters' turnout in general is indicative of low political participation of public in democratic processes. Pakistan's average voter turnout for the last eight general elections is lowest in South Asia and sixth from the bottom among 169 countries of the world.²⁹

The youth has to be included in political processes more actively to create greater political awareness in the society. There is an urgent need to provide youth participatory platforms where youth can involve themselves in decision making processes and can feel a sense of responsibility. The culture of seeking political education and awareness is rare in society and academic institutions. Due to weak political awareness and lack of conscious decision making in vote casting results poor youth engagement in democratic processes. Over past two decades, youth has disassociated themselves in democratic and political processes.

Student unions have proved in the past to be the main sources of massive participation of youth in politics. However, constant ban on student unions is another factor of having less youth interest in the political processes. To avoid the bitterness of the past, there are now good recommendations available, backed with research data, to lay the foundations of new politics on campuses and to make it violence-free, women-friendly and student centered.³⁰

Likewise, recent initiative by the Government of Sindh of electing Young Councilors (18-29

²⁶ South Asian Terrorism Portal, "Fatalities in Terrorist Violence in Pakistan 2003-2017", Retrieved from: <http://www.satp.org/satporgtp/countries/pakistan/database/casualties.htm> March 20, 2017.

²⁷ Ibid, "Fatalities in Terrorist Violence in Pakistan, Regionwise 2011-2017", Retrieved from http://www.satp.org/satporgtp/countries/pakistan/database/fatilities_regionwise.htm

²⁸ Government of Pakistan. "Annex-IV: Impact of War in Afghanistan and Ensuing Terrorism on Pakistan's Economy" in Pakistan Economic Survey (2014-15), Islamabad: 2015.

²⁹ IDEA, "Voters Turnout Data for Pakistan" Retrieved from: <http://www.idea.int/vt/countryview.cfm?id=178>

³⁰ Bargad, "National Survey on Student Politics, 2009".

years) at the Union Council level in the local bodies is a progressive step that ensures political participation of youth and preparing them for leadership roles in the politics.

Under the provision of Section 18 of the Sindh Local Government Act, 2013, "33 per cent (4,159) women and five per cent (1,801) seats reserved for youth, labourers/ peasants, and non-Muslims in union councils, union committees, municipal corporations, municipal committees, town committees, district councils and metropolitan corporation".

2.3.2. CIVIC RESPONSIBILITY & CITIZENSHIP RIGHTS

are the key pillars for youth empowerment. In this regard, awareness and sensitization of youth is very important; so that they can practice their citizenship rights and responsibilities. It has been found during the consultative process on formulation of the Sindh Youth Policy that the youth are not aware of their rights and responsibilities which create confusion and obscurity and a sense of exclusion among youth. They demand services and policies but are unaware of the value of their own-selves, their individual freedom and civil, social, economic and political rights. They also have little or no knowledge about the governance system, constitution and laws applicable in their province for their wellbeing. In the present scenario it becomes vital to clarify youth civic rights and citizenship responsibilities which will stimulate active civic roles among youth and will not only promote culture of democracy but will also contribute to sustainable peace and development in the province.

2.3.3. REVIVAL OF STUDENT UNIONS:

The ban on student unions has greatly limited youth's political participation. The continued restrictions on organized student activities and particularly unions have limited nurturing of political thought and leadership formation. Due to these restrictions, students have entered into unhealthy activities and become fuel for extremist and criminal groups.

2.4. CHALLENGES OF GOVERNANCE AND INSTITUTIONAL MECHANISM IN SINDH

The subject of youth has been marginalized in Pakistan in the public policy circles. Sindh, however, leads other provinces of Pakistan by its elaborated institutional mechanism. Unlike other provinces it has a separate Youth Affairs Department with its own Youth Directorate and human resources. In the changing backdrop of the shift from marginality to the center-stage would need further systems at place.

At present the key governance issues include:

- a) Political commitment for addressing youth issues on priority basis;
- b) Absence of a development framework for harnessing youth bulge in the province;
- c) Enrollment of youth groups and organizations with the youth department for greater mobilization and to channelize all youth-led work in a systemic way;
- d) Engagement of youth groups and led organizations for the advocacy on youth issues and implementation of youth serving programmes;
- e) Inter-departmental coordination for multi-sectoral response to youth development. Such as youth affairs dept. to coordinate for policy and programming on diverse youth issues with the department of Education, Population and Health, Labour, Women Development, Finance, Planning Commission, etc.;
- f) Absence of district youth affairs administrative structure;
- g) Administrative and procedural arrangements for public private partnership;
- h) Donor coordination for multi-sectoral youth development programmes;
- i) Monitoring and evaluation of the youth work in Sindh, and
- j) Filling information gap regarding situation of the Sindh Youth.

170

Young people
we believe in you

Communist
Wade Bach

3. MANDATE OF THE SINDH YOUTH POLICY

The mandate of Sindh Youth Policy 2018 is to create an enabling policy environment for economic, political and social empowerment of the youth and clarify their rights, entitlements and responsibilities. It maps out contextual needs and situation of youth in the Sindh province with the perspective of catalyzing, informing and implementing a comprehensive conception of integrated youth development for their empowerment across the public policy domain.

The policy presents short-term, medium-term and long-term strategies and action plan to address needs and situation of the youth. The Government will implement such strategies with public-private partnership and enhanced

multi-sectoral ownership. A monitoring and evaluation plan has also been evolved gauge success of the actions undertaken within framework of the policy.

By placing the Department of Youth Affairs as the main driver for youth empowerment in Sindh, the policy also recommends institutional mechanism for governance of Youth Affairs spread over various sectors and departments. This will create communicative links among all work relating to youth besides becoming an instrument for better use of public funds.

The policy also documents achievements of Government of the Sindh regarding Youth Development.

3.1. VISION

Prosperous, energetic and resilient youth enabled by positive, conducive and progressive environments by creating rights-based, fair, equitable, accessible and market-oriented opportunities and avenues for their wellbeing, growth and prosperity of Sindh province.

3.2. MISSION

Integrated and holistic youth development for realizing full potential in social, economic, and political/civic domains where youth are educated, economically-active, gender-friendly, peaceful and democratic, and are mobilized with a sense of individual and collective responsibilities.

3.3. CORE VALUES AND PRINCIPLES OF THE POLICY

The Sindh Youth Policy seeks to promote the following core values:

- Youth as active agents of change and a resource for the nation;
- Youth as the positive potential and strength for the national development;
- Self-confidence, hard work, tolerance and respect for others, team player and perseverance as characteristics of individual youth, and
- Respect of human rights and equality as enshrined in the Last Address of the Holy Prophet Hazrat Muhammad (SAW); as adopted in the Universal Declaration of Human Rights 1948; and as Fundamental Rights endorsed by the Constitution of Pakistan 1973.

The core principles of the Sindh Youth Policy are laid as under:

- I. **Diversity and Inclusion:** The Sindh Youth Policy recognizes and acknowledges the diverse backgrounds of youth within its jurisdiction and would include them in its actions without biases of age cohorts, gender, religion, ethnicity, location, sexual orientation, disability or any other forms of discrimination. The Policy shall discourage prejudices against others among the youth. Moreover, it would encourage affirmative and equity-oriented actions that would create equal opportunities especially for the vulnerable communities and particularly for girls. This principle is informed by the values of human dignity and respect for the human rights as enshrined in the Constitution of Pakistan.
- II. **Integration:** The Policy shall integrate multi-sectoral perspectives to ensure greater and coordinated impact to empower youth in Sindh. As a catalyst framework, it combines the efforts of different key actors such as government, civil society, private and business sectors.
- III. **Holistic:** The Policy would include all aspects of youth life and responds to their economic, social and political/civic needs: so that they gain necessary knowledge, skills, and experience to ensure their smooth transition into practical life.
- IV. **Accessibility:** Male and female youth of diverse backgrounds would access resources and services crucial to their integrated and holistic development.
- V. **Transparency:** The institutions and organizations involved in youth empowerment within framework of the Policy would operate in a transparent and accountable manner. This would be done through oversight work and tracking progress of the Policy actions on regular basis.
- VI. **Participation and engagement:** The service providers would design policies, strategies and programmes for and with youth by sharing information, creating opportunities and involving them in decision making as active participants in their own development. Youth should own the outcomes of the development process and should view human rights as a fundamental basis for human development. They would be treated as equal partners in development programmes.
- VII. **Gender Equality:** The policy would promote values of gender equality, empowerment and young women's participation in cross-sectoral plans and policies. Create opportunities for girls' leadership and participation for development of programmes and policy planning; and promoting the rights of women for social, economic and political empowerment.
- VIII. **Social cohesion:** The Policy would promote inclusion of young people as significant part of societal structures by supporting their democratic and nation-building activities. It would further consolidate organized actions, group formation and platforms of youth to promote procedural and law-abiding initiatives of the youth.
- IX. **Social protection:** The Policy and its various youth development interventions would seek facilitate youth well-being by putting in place measures that seek to protect and address the needs of youth and reduces their vulnerability.
- X. **Youth Service and Volunteerism:** The Policy gives great value to youth service activities which are not only beneficial to the communities but also boost self-image of the youth and develop their sense of patriotism and abilities through learning, service and volunteerism.

3.4. RESPONSIBILITIES OF THE PROVINCE

The Sindh Youth Policy seeks to promote the following core values:

- 3.4.1. It is the responsibility of each department and authority of the Province, and of each person performing functions on behalf of a department or authority of the Province, to act in aid and support of the Sindh Youth Policy **when it is in domain of that particular department, authority or the person.**
- 3.4.2. **The Department, the authority or the concerned person of the Province is responsible to first determine whether their applicable actions are in aid and support of the policy.** In case of ambiguity of jurisdiction over validity of the policy clauses a multi-sectoral platform the Sindh Youth Commission would be the responsible authority to decide upon the nature of observation.
- 3.4.3. The adherence to any clause of the policy may be regarded as being subject to the availability of resources. It is however recommended that costing and resource plan may be prepared within 6 months after approval of the policy.
- 3.4.4. It is also a pre-requisite that the government would submit before the Sindh Assembly a yearly report on the observance and implementation of Sindh youth policy and the Provincial Assembly may, within a reasonable time, discuss such report for finding solution to the problems faced by the youth of the province.

3.5. RESPONSIBILITIES OF THE YOUTH

The policy urges the youth to fulfill their responsibilities with a sense of self-value and pride, as are enunciated below:

- 3.5.1. To contribute to social, family and self development.
- 3.5.2. To demonstrate respect for human dignity irrespective of caste, creed, colour, gender, ethnicity or class background.
- 3.5.3. To respect gender equality by words and actions.
- 3.5.4. To maintain peace and harmony, observe fundamental duties and respect the fundamental rights and freedoms guaranteed under the Constitution of Pakistan to all sections of the people.
- 3.5.5. To respect diversity of faiths and beliefs exists in the religious, cultural and social spheres and to different schools of thought.
- 3.5.6. To extend respect to teachers and elders, parents, children, adolescents girls, young people and the family, in conformity with our cultural norms and traditions.
- 3.5.7. To promote appropriate standards of ethical conduct in individual and social life.
- 3.5.8. To maintain honesty and integrity of character and be committed to fight against all forms of corruption, social evils and practices.
- 3.5.9. To preserve and protect the environment.

3.6. YOUTH ENTITLEMENTS

The policy affirms that the Youth of the Sindh province would be entitled of the following:

- 3.6.1. Appropriate education and training which enables youth to be socially useful and economically productive.
- 3.6.2. Equal decent work/employment opportunities for all groups of youth without any bias or discrimination.
- 3.6.3. Positive participation at district and provincial level in decision-making bodies relating to policy and governance issues or for youth development.
- 3.6.4. Adequate access and facilities of sports, physical training at institutions and recreational opportunities.
- 3.6.5. Provision of gender responsive and age appropriate life skills based education in schools and out of school youth.
- 3.6.6. Access to information and youth friendly services including SRH, HIV voluntary testing, counseling and treatment care.
- 3.6.7. Ensuring reasonable allocation of funds for youth development from the provincial government.



3.7. DEFINITIONS

The policy affirms that the Youth of the Sindh province would be entitled of the following:

.01

'YOUTH':

The Sindh Youth Policy defines youth as persons from 15 to 29 years of age. These may include male and female, rural and urban, literate and illiterate and members of vulnerable youth groups i.e. minority youth, workers/labour, differently-abled youth, religious seminary students, young key population, jail inmates, transgender, vulnerable youth group, nomad youth, Internally Displaced Persons (IDPs) and refugee youth.

.02

'YOUTH DEVELOPMENT':

".....the ongoing growth process in which all youth are engaged in attempting to (1) meet their basic personal and social needs to be safe, feel cared for, be valued, be useful, and be spiritually grounded, and (2) to build skills and competencies that allow them to function and contribute in their daily lives."³¹

.03

'INTEGRATED YOUTH DEVELOPMENT':

The integrated youth development is about enabling young men and women to become active participants in activities which fulfill their potential and prepare them to participate in all aspects of the society which is a departure from the traditional approaches which focus on youth as risks.

.04

'YOUTH EMPOWERMENT':

Youth is an attitudinal, structural, and cultural process whereby youth gain the ability, authority, and agency to make decisions and implement change in their own lives and the lives of other people, including youth and adults. It covers all three key areas of economic, social and political and civic capabilities.

.05

'VULNERABLE YOUTH':

Vulnerable Youth are those young people are disconnected from the mainstream development process due to poverty, distant geographic location, gender roles, physical abilities or/and risky health and social behaviour.

.06

'KEY POPULATIONS':

means populations that are at disproportionately greater risk of HIV infection due to risky behaviours and practices, stigma and social marginalization that enhance vulnerability to HIV, and include sex workers, people who inject drugs, men who have sex with men, Khawajasara and other transgender people, prisoners and jail inmates;

³¹ Pittman, Karen. 'Forum for Youth Investment,' 1993, p. 8.



4. SINDH YOUTH DEVELOPMENT STRATEGIES & THE FIVE-YEAR ACTION PLAN

Having examined the key challenges to youth and clarifying its mandate, the Youth Policy of Sindh resolves to positively transform the youth bulge as an asset for the province and Pakistan. For that to happen, strategies have been devised to respond effectively to empower its youth population. 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.³²

The functional principle of these strategies has been to integrate and capitalize 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 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 ahead.

For the purpose of the clarity, the Sindh Youth Policy has divided its strategies into three frequencies: (i) short-term, (ii) mid-term, and the (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 3 years in case of mid-term strategies and additionally after 5 years where a long-term strategy is assessed.

DEVELOPMENT GOAL 1: ECONOMIC EMPOWERMENT OF YOUTH

STRATEGIC OBJECTIVE 1.1. ENHANCING EMPLOYMENT AND LIVELIHOOD OPPORTUNITIES AMONG YOUTH

Objective 1.1.1.: Information & awareness raising among youth about the employment sector

SHORT-TERM STRATEGIES:

The short-term strategies would include demand generation among youth and other stakeholders on the need for information

through formation of peer groups; survey on job and employment trends; organization of seminars and conferences and running media campaigns.

³² The fourth and last area of change, 'the matching governance system', has been separately dealt as a chapter in this policy document for elaboration. See, pp 38-40.

During this phase, the department will mobilize technical and financial support of stakeholders like the ILO, UNDP SPDC, STEVTA, Labour Department, and corporate sector and NGOs related to skill development.

MID-TERM STRATEGIES:

- | | |
|--|--|
| <ul style="list-style-type: none"> a) Create a centralized Information-System for Youth Development & Job Data base for seekers/Job Bank of employment opportunities for youth in partnership with the public and private sector to guide and counsel job-seeking youth; b) Increase interactions with relevant stakeholders i.e. employers, employers' federation, private sector, research | <ul style="list-style-type: none"> communities, universities and the civil society; c) Formalization of different forums and channels for them to continue providing information to the youth, and d) Solidify standard operating procedures in consultation with knowledgeable stakeholders. |
|--|--|

LONG-TERM STRATEGIES:

- | | |
|--|---|
| <ul style="list-style-type: none"> 1) Undertake periodic reviews of opportunity mapping in local, regional, and global job markets which will feed into the job-bank / employment exchange presenting a clear path for youth to plan their careers in an informed manner, and | <ul style="list-style-type: none"> 2) Establishment of self-sustaining information hubs operating with latest and periodically reviewed data available and accessible physically and electronically for youth. |
|--|---|

TARGETS:

Information-System for youth development and Job database and Job bank established, networking and partnerships with INGOs, NGOs, media, academia and corporate sector established.

Objective 1.1.2: Mapping of skills and demands of multiple sectors in the job market

SHORT-TERM STRATEGIES:

The short-term strategies would include linkages building; consolidation of the information system data-base and the Job bank; and interactions with relevant stakeholders i.e. employers, private sector, research communities, universities and the civil society.

- | | |
|---|--|
| <ul style="list-style-type: none"> a) Develop rural, semi urban and urban oriented youth entrepreneurship models in collaboration with private sector and business ventures; | <ul style="list-style-type: none"> b) Create linkages with financial and technical institutes for establishment of small enterprise development and self-employment, and c) Give special focus upon opportunities and existing value chains in rural economy related to farm, non-farm, livestock and dairy. |
|---|--|

MID-TERM STRATEGIES:

- a) Provincial, national and international market analysis;
- b) District-wise mapping of modern, cultural and traditional skills, and National mapping of skills of youth, and
- c) Increase interactions with relevant stakeholders i.e. employers, employers' federation, private sector, research communities, universities and the civil society.

The department will mobilize technical and financial resources of stakeholders as per requirement for skills and demand.

The review status will be undertaken on quarterly basis and evaluation will be done after 1.5 years and 3 years.

LONG-TERM STRATEGIES:

- I. Undertake periodic reviews of opportunity map in local, regional, and global job markets which will feed into the job-bank / employment exchange presenting a clear path for youth to plan their careers in an informed manner.

TARGETS:

Mapping of skills and job market analysis completed.

Objective 1.1.3: Promotion of Entrepreneurship and Self-employment

Promotion of Entrepreneurship and self-employment skills will be done keeping in mind the opportunities present in micro, small, and medium enterprises. Segment-specific strategies will be developed to capitalize on full

potential of self-employment in the economy. Special focus will be given to informal economy where the largest portion of micro and small enterprise opportunities exist.

SHORT TERM AND MEDIUM TERM STRATEGIES:

- a) Initiate Artisan Support Programs for unemployed youth men and women in collaboration with Sindh Small Industries Corporation (SSIC) and other institutions;
- b) Develop mechanism for access to low interest business loans from commercial banks;
- c) Provision of Hassle free loans for business: These will include negotiation with micro-finance institutions and existing government programs to provide financial resources/loans to increase access of poor/low income family youth to training institutions and facilitate those seeking self-employment, and expansion of micro finance sector in terms of outlets, products and access by youth;
- d) Establish youth entrepreneurship wing within youth affairs department;
- e) Establishment of small Incubation Centers at the Universities and academia-market liaison;
- f) Support and promote annual innovation competitions among youth and fund best business and social entrepreneurship ideas;
- g) Facilitation and guidance available for young entrepreneurs, and
- h) Arranging entrepreneurship training programmes.

LONG-TERM STRATEGIES:

- I. Develop mechanism for establishment of Youth Venture Capital Fund and Youth Micro Enterprise Development Company

Youth Venture Capital Fund is meant to support new developments and implementation of new ideas. Innovation competitions would showcase the best business and social entrepreneurship ideas and can serve as one effective tool to link academia with the market. There should be an annual province-wise competition

The Business Schools in the universities can particularly facilitate and guide young entrepreneurs regarding procedures for opening of new companies and provide legal advice as needed. They can also

guide and train small and poor service providers to grow from small occupations into large enterprise. There is also a need to create respect for poor and small entrepreneurship.

Apart from sectoral training, the youth would also learn the art of making business plans and selling it to the venture capital and other funds. They will be enabled to learn from existing enterprises and the companies.

All this work will be further facilitated through networking of Sindh Small Industries Corporation (SSIC) with large organizations, companies and enterprises, national and international markets.

TARGETS:

Youth Venture Capital Fund established. Provincial innovation competitions organized. Small Incubation Centres at the Universities and academia-market links formed. Training of youth at universities, while the enterprises and the companies provide entrepreneurship training programmes to youth.

Objective 1.1.4: Internships, scholarships, on-campus job and job placement**SHORT-TERM AND MID-TERM STRATEGIES:**

By fulfilling all procedural requirements and consultation with stakeholders, the Government would implement the following initiatives:

- a) Establishment and promotion of the Sindh Internship programme;
- b) Encouraging large organizations, companies, and enterprises to provide at least 5% internship opportunities to youth;
- c) Persuading big landowners through land revenue system to create youth employment on their farms with stipends;
- d) Requiring all universities to provide part-time on-campus jobs equal to at least 5% of their full time students;
- e) Establishment of Institute Placement Bureaus through IT interface with all stake holders and maintaining up to date, accurate and increased information flow, and
- f) Necessitating all autonomous bodies and state-owned enterprises to appoint 'Youth Ambassadors' on their boards.

At long-term level, these programmes will be scaled up and its outreach expanded.

TARGETS:

Youth is equipped with practical and applied skills before they enter in full-time employment.

Objective 1.1.5: Promoting Inclusive Economic Well-being of Youth with special focus on gender equity & equality and promotion of rights of the vulnerable youth groups, Persons with Disabilities and key population

SHORT-TERM STRATEGIES:

The Department will coordinate with other government departments and private sector and support:

- a) Promotion of a minimum of 10 % quota for female youth in employment;
- b) Reservation of 2 % quota for minority, differently-abled and other vulnerable

youth groups, and

- c) Offer demand-led skills to girls and other vulnerable youth groups including persons with disabilities and key population. The relevant stakeholders will be identified and engaged in developing a comprehensive demand-led program.

MEDIUM TERM AND LONG-TERM STRATEGIES:

- I. Sensitize youth groups regarding gender equality and equity issue and rights of the vulnerable youth groups.

TARGETS:

10 percent quota ensured for female youth in the job market, 2 percent quota for minority, differently-abled and other vulnerable youth groups.

Strategic Objective 1.2: Development of Human Capital - Education and Skills Development of the Youth

Under this strategic objective, focus will be given on developing human capital of the youth to attain long term competitiveness for sustained growth of the economy. A comprehensive plan will be developed to link formal education, science and technological

skills to opportunities created in the local, regional and global economy. The strategy will broadly focus on development of demand-driven skills for including out of school youth through creating short term and long term skills development programs.

SHORT TERM AND MEDIUM TERM STRATEGIES:

- a) Review and mapping of existing skills for youths that are highly demand driven and marketable;
- c) Engage private sector and civil society organizations for initiating diverse capacity building programs

- b) Design market-oriented trade courses and incorporate in existing vocational and technical institutions with special focus on rural economy including agriculture, livestock, rural enterprise value chains and local crafts, and

LONG-TERM STRATEGIES:

1. Consolidate the program of Testing & Certification for literate/semi-literate workers in the formal and informal sector and increase support for such initiatives implemented by the Trade Testing Board, Sindh, and
2. Linkages development with International institutions to get skills certification courses/diploma for youth.

The Department will coordinate with STEVTA, BSYDP, Trade Testing Board, Labour Department, Overseas Pakistani Foundation, ILO, SPDC, NGOs, civil society organizations, large organizations, companies and enterprises and education department/universities.

Rapid assessment of the demand/ requirements and capacity of the skill development facilities in Sindh would be undertaken. Based on this assessment, technical and skill development programmes will be enhanced. In the initial phase, around 50 schools/colleges/universities may be inducted in this programme to start regular evening and weekend programmes for skill development

Vocational skills development programmes will be fully operational across Sindh province and decent & productive work opportunities will be accessible for youth.

and technical training to benefit youth from this programme.

A crash programme to impart technical education to the unemployed youth would be launched and micro-credit to them so that they can become self-employed. Youth will be trained in relevant fields placed in the foreign markets.

Local crafts-based youth enterprises will be encouraged for income-generation at village and urban-neighborhood level and linked to national and international markets for marketing of such enterprise products. The use of ICTs for marketing and portfolio building will especially be encouraged.

Moreover, skills of illiterate youth will be certified mainly for the purpose of national and international market consumption. For that, orally-submitted curricula for illiterate technicians and workers will be developed to assess the level of their skills and award certificates in collaboration with International Labour Organization.

STRATEGIC OBJECTIVE 1.3: SKILL DEVELOPMENT AND VOCATIONAL TRAINING**SHORT-TERM AND MID-TERM STRATEGIES:**

- a) Enhancement of skill development programmes;
- b) Crash programme to impart technical education to unemployed youth;
- c) Sectoral initiatives in agri-business, livestock and dairy development;
- d) Establish and encourage local crafts based youth enterprises, and
- e) Consolidate the programme of Testing & certification of skilled but literate/semi-literate workers in the informal sector and increase support for such initiatives implemented by the Trade Testing Board, Sindh.

The Department will coordinate with STEVTA, BSYDP, Trade Testing Board, labour department, Overseas Pakistani Foundation (OPF), ILO, SPDC, NGOs, civil society organizations, large organizations, companies and enterprises and education department/universities.

Rapid assessment of the demand/requirements and capacity of the skill development facilities in Sindh would be undertaken. Based on this assessment, technical and skill development programmes will be enhanced. Around 50 Schools/universities may be inducted in this programme to start regular evening and weekend programmes for skill development and technical training. 15,000 youth would benefit from this programme.

A crash programme to impart technical education to the unemployed youth would be launched and micro-credit to them so that they can become self-employed. 1,000 youth will be trained in relevant fields and 500 youth placed in the foreign markets.

Local crafts-based youth enterprises will be encouraged for income-generation at village and urban-neighborhood level and linked to national and international markets for marketing of such enterprise products. The use of ICTs for marketing and portfolio building will especially be encouraged.

Moreover, skills of 20,000 illiterate youth will be certified mainly for the purpose of national and international market consumption. For that, orally-submitted curricula for illiterate technicians and workers will be developed to assess the level of their skills and award certificates in collaboration with International Labour Organization.

LONG-TERM STRATEGY of this objective is to develop and implement strategies for decent and productive work for youth.

DEVELOPMENT GOAL 2: SOCIALEMPOWERMENT OF YOUTH

STRATEGIC OBJECTIVE 2.1: EDUCATION FOR YOUTH DEVELOPMENT

This strategic objective re-enforces that access to education is basic right of every person. It should be free from discrimination based on

gender, language, culture, ethnicity, religion, health or disability, socioeconomic background or geographic location.

SHORT-TERM STRATEGIES:

- a) Reviewing the state of existing education facilities and curriculum in response to meet the social, psychological, economic and political needs of youth segment of society;
- b) Evidence based research studies shall be generated to incorporate recommendations for scaling up institutional arrangement to compliance of agreed actions by partnering all the stakeholders;

- c) Youth led consultative meetings/ workshops shall be carried out to develop district specific frameworks creating mass mobilization for educating youth at all levels i.e formal and informal education facilities, creating intra-departmental linkages, strengthening working relationship between youth and institutions, and harnessing political accountability with responsive governance for improved systems at service delivery level;
- d) Comprehensive programme on learning outcomes and skill-sets/competencies for students to standardize quality of education in public/private and Madressah schooling;
- e) Teaching aid material and resource development on learning out-comes and assessment techniques;
- f) Curriculum review studies and mechanism to discourage hate-speech and stereotyping of communities in the public/private and Madressah schooling;
- g) Advocacy for Life-skill based education programme for in school level;
- h) Enhancing Job-skills and aptitude centers/ career counseling/placement services;
- i) Promote Leadership programme and participatory student councils on campuses;
- j) Introduction of volunteerism and community service programmes;
- k) Scholarship campuses programmes to include the marginalized areas especially rural youth, and promoting the culture of peer education, and
- l) Advocacy with relevant authorities and communities for increased girls' enrollment.

MEDIUM TERM STRATEGIES:

- a) In collaboration with Department of Education and Department of Youth Affairs engage educationists, subject specialists and development practitioners to put expert opinion on the recommendations derived from reviews on curriculum and facilities for further developing legal/ legislative and institutional arrangements for implementation of recommended actions / programs;
- b) In collaboration with Department of Planning Commission, Education;
- c) Youth Affairs shall develop a resource mobilization plan based on bilateral funding, adequate allocation of resources from annual development plans for designing long term programmes that will reach to every youth, and
- c) Establish students support fund for higher education to support students from vulnerable groups including religious minority, differently-abled persons, key population, transgender, women and poor communities across Sindh.

LONG TERM STRATEGIES:

1. Develop and implement need based education programs with full participation of youth groups;
 2. Enhance leadership skills of youth in collaboration with youth-led groups and national, regional and global institutions, and
 3. Develop regulatory mechanism for standardization and quality of education through integration and social cohesion among public/private and Madrassah schooling.
- This objective seeks to broaden the definition of education beyond literacy and number of students attending schooling at public and private institutions and Madressahs. This would require clarifying the educational aims and objectives in terms of what are students studying at schooling level and getting what kind of skill-sets/competencies. Education has to enable the youth for coping with their social and economic roles as law-abiding future citizens of Pakistan. This will also contribute to equal opportunities for social mobility of

youth coming from poor or other vulnerable background.

Life-skill based education programme are meant to enhance coping competencies of the school-going youth. It is culturally sensitive age appropriate education dealing with high risk behaviours, knowing about their puberty changes, mental health, sexual and reproductive health matters, informed choices about their family life in advance stages of their life. Career counseling and placement facilities would help the students to go on appropriate career path according to their individual aptitude and strengths. Moreover, the student councils are envisaged to groom social sensitivity and leadership qualities of the youth. Such platforms will provide literate youth to exercise their skills of communication,

decision making and event management and demonstrate care for collective concerns resulting in social capital.

Volunteerism is yet another area whereby youth will be required to complete their degrees after serving for at least 100 hours for the community uplift.

"The indicative list of collaborators for this objective would include Bargad – Organization for Youth development, UNFPA, Volunteers Overseas (VSO), UN Volunteers Programme, ILO, UNICEF, World Population Fund Pakistan, Y-PEER, YES Pakistan, FPAP, Higher Education Commission of Pakistan (HEC), UNDP, USAID, DFID, British Council, ShirkatGah and educational institutions.

This objective is to prepare youth for their social and economic role and to promote social integration and cohesion.

TARGETS:

Development of studies on learning outcomes and teaching aid material; curriculum review studies and mechanism; enhanced regulatory mechanism for standardizing education; advocacy for the mainstreaming of life-skill programme in schools; job-skills and aptitude centers/career counseling/placement services in all public universities; participatory student

councils on all public campuses; leadership Programmes in schools for youth and particularly for girls; Successful completion of projects on volunteerism and community service Programmes benefiting youth and reaching out to community youth, and scholarship programmes.

STRATEGIC OBJECTIVE 2.2.: YOUTH POPULATION AND HEALTH FOR A BETTER YOUTH FUTURE

This objective aims to addresses the significance of youth population and need for good health of youth for maximizing their potential for socio-economic growth of the country.

SHORT-TERM AND MID-TERM STRATEGIES:

- a) Harnessing the potential of youth bulge and demographic transitions conduct researches to produce recommendations and device cross sectoral strategies on harnessing the potential of youth bulge in Sindh;
- b) Ensure inter-departmental coordination to initiate policy discourse on youth work and cross sectoral youth development programming and policy making;

- c) Engage youth led organizations and groups for creating awareness on youth issues and demographic transitions and support need based social action programmes to benefit the lives youth in rural and urban setting;
- d) Support policy environment for adolescents/ youth health, sexual & reproductive health and rights;
- e) Advocacy for provision of adolescent and youth friendly sexual reproductive health services in primary health care system;
- f) Promotion of health and sports among youth through mapping of existing sports facilities and playgrounds; registration of school sports facilities; Provision of playgrounds on the minimum basis of area population; Organize school level tournaments with the help of local elders and private sector; persuading young entrepreneurs to run sports events for earning, and run youth-led mass campaigns to promote sports by involving celebrities;
- g) Undertaking education and communication activities in reproductive rights at the school level with cultural sensitivities of the regions in view; increasing medical health awareness and educate youth especially on the issues of drug use, tobacco use, aids, hepatitis, sexually transmitted diseases, etc.; portrayal of equality of boys and girls through all public messages and curricula;
- h) Ensure implementation of pro-youth adolescent related legislations related to age of marriage, violence against women, child protection and child labour etc. Create public awareness through youth engagement, relevant department, law enforcement agencies, religious scholars, electronic and print media;
- i) Capacity building of youth groups and youth led organizations on life skills and adolescent/youth health at provincial, district and tehsil level;
- j) Carry out ethnographic studies followed by power analysis on transition from childhood into adulthood and its associated religious, social, cultural and economic factors;
- k) Engagement of social, political and religious influential groups/individuals to get support in initiating youth health programs in collaboration with civil society organizations;
- l) Proactively engage local body institutions to facilitate youth in sports and recreational activities at Union Council, tehsil and district level, and
- m) Support in designing of innovative life skills based education programmes for in school and out school youth for improved adolescent and youth health across Sindh.

MID-TERM STRATEGIES:

- a) Undertake education and communication activities with regards to reproductive health & rights at the school, college and community level considering the cultural sensitivities and
- b) Engage local bodies elected females, youth councilors, field based health care providers for carrying out a mass awareness campaign on preventive measures regarding safe healthy behavior among youth especially on the issues of drug use, tobacco use, HIV/AIDS, sexually transmitted diseases and hepatitis etc.

LONG TERM STRATEGIES:

1. Develop safety and security plan as long term strategies for young girls under provincial gender equality & empowerment initiative for their secure mobility to access education, health services and workplace, and
2. Promotion of adolescence and youth health rights through establishing a "Youth Helpline" for counseling of adolescents and youth on their mental, emotional and physical well-being and sexual & reproductive health matters.

The indicative list of collaborators for this objective would include Bargad – Organization for Youth development, Civil Society Support Program (CSSP), UNFPA, USIP, UN-mandated UPEACE, Y-PEER, NGOS, Population Department, electronic and print media, SPDC, Population Council, WPF, Right to Play, David and Lucile Packard Foundation, Aman Foundation, UNWOMEN, Aurat Foundation, ShirkatGah, NDMA and educational institutions.

TARGETS:

Target would include research studies on demographic dividend; Youth led mass awareness messages/campaigns for youth; life skills based education programmes for in-school and out of school. Promote sport activities at district and provincial level.

STRATEGIC OBJECTIVE 2.3: PROMOTION OF YOUTH VOLUNTEERISM AND COMMUNITY SERVICE

This objective aims to promote sense of responsibility and confidence building among youth through volunteerism and community services.

SHORT-TERM STRATEGIES:

- | | |
|--|--|
| a) Mapping of initiatives that promote youth volunteerism in collaboration with civil society organizations; | promote volunteerism in community services program; |
| b) Community service would be made complimentary to promote volunteerism; | e) Mentoring of youth on disaster management and emergency services will be ensured at the school level, and |
| c) Re-activation of Boys Scouts and Girls Guides at the school level to promote sense of enthusiasm through volunteerism and community services; | f) Inter-provincial youth exchange programmes hosted by local colleges and universities. |
| d) Introduce appreciation and reward mechanism for youth volunteers to | |

MID-TERM STRATEGIES:

- | | |
|---|---|
| a) Based on mapping, replicate and support successful youth engagement models/ programs covering promotion of culture, tourism, preventing ecosystem, preparedness and mitigating disaster impacts, youth exchange programs, extension services, building local entrepreneurship, make BHUs, RHCs and schools functional, and | b) Support and encourage youth led informal public hearings on social issues for gaining social endorsement and collective efforts and ownership. |
|---|---|

LONG TERM STRATEGIES:

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|---|--|
| → 1. Strengthen and empower District youth development committee for mobilizing, managing and allocating the financial and technical resources to promote volunteerism in community services; | → 3. Encourage young entrepreneurs to promote local festivals with a view to its fundraising potential, and |
| → 2. Establish youth hostels in far flung and recreational areas (Tharparkar, Gorakh hill, Thatta, Nara sub-division/Achro Thar) to promote group tourism in Sindh; | → 4. Use of social media to inform about historical and interesting local places and about private travel and accommodation operators. |

The concept of volunteerism would be promoted right from the school level where the students would be assigned various community service tasks for out of school youth and the youth on streets.

The Policy also encourages the private sector to invest on group tourism and create employment opportunities for youth in this sector.

The Department will also coordinate with other public institutions and organizations like the Bargad – organization for Youth Development,

VSO, UN Volunteer, Youth Parliament, Educational institutes, NDMA, UNHCR, USAID, Action Aid, AusAid and the corporate sector to achieve this strategic objective.

It is hoped that more than 20,000 youth are engaged in community service and as volunteers within five years.

STRATEGIC OBJECTIVE 2.4: PROMOTION OF SUSTAINABLE PEACE AND DEVELOPMENT

This strategy would promote cultural diversity - pluralism, tolerance, peace and harmony - and use the positive strengths of local languages, arts and music for sustainable peace and development in Sindh.

SHORT-TERM AND MID-TERM STRATEGIES:

- | | |
|---|--|
| a) Mapping of conflict related issues and areas to develop a robust programme on peace | f) Supporting strict implementation of laws against hate speech through youth-led mass campaigns; |
| b) Engage youth councilors to pursue the rule of law and discourage hate-speech and stereotyping of communities in the public/private and religious schooling; | g) Encourage public and private sector to promote local arts, Sufi festivals and music; |
| c) Engagement of local government, community influential, religious leaders, law enforcement agencies, CSOs, youth led organizations, media and bar councils for peace building programmes. | h) Link business and management schools with entrepreneurial projects of local languages, arts and music, |
| d) Cascade training programme on “youth engagement in peace processes” | i) Devise strategies to promote local festivals with business potential and |
| e) Design and implement peer education programmes on peace in schools and out of school youth; support Youth-led mass campaigns for inter-faith and intra-faith harmony; | j) Behaviors change communication programmes for Madrasa youth on peace building, and to address issues of radicalization and extremism. |

MEDIUM TERM STRATEGIES:

- | | |
|--|--|
| a) Design and implement conflict resolution programs by engaging local influential, law enforcement agencies, media, bar councils and civil society, youth led mobilization; | b) Train youth in peace building activities to undertake peace lectures at school and college level, peace talks at community and tribe level; |
|--|--|

- c) Involve public interest groups including academicians and students for screening of literature and text books, and
- d) Carry out cross-cultural and cross-religious activities to create peace and disseminate the message of harmony and co-existence

LONG-TERM STRATEGIES:

- 1) Engaging District Youth Development Committees, relevant authorities and law enforcing agencies are cooperating with youth in creating peace and harmony in society on equality and equity basis;
- 2) Inclusion of peace education in the school curricula, and
- 3) Behavioral change in youth-living with cultural diversity.

DEVELOPMENT GOAL 3: POLITICAL EMPOWERMENT OF YOUTH

STRATEGIC OBJECTIVE 3.1: POLITICAL PARTICIPATION AND CIVIC ENGAGEMENT OF YOUTH

SHORT-TERM AND MID-TERM STRATEGIES:

- a) Devise models of elected student unions to promote pro-peace, woman-friendly and student-centered actions on campuses;
- b) Reservation of %5 quota in the elected local bodies for the eligible youth (19-18 years);
- c) Youth capacity building regarding political system of Pakistan through exposure trips to the parliament, Sindh Assembly and other public offices;
- d) Youth-led campaigns to run voter registration campaigns;
- e) Training of youth on youth rights, election monitoring and use of ICTs to influence elected and non-elected officials of the Government, and
- f) Youth attachments and internships with elected parliamentarians and local body offices.

LONG-TERM STRATEGY of the objective is to inculcate sense of active citizenship and self-value, respect for rule of law and participation in the community and Government decision making at municipal, provincial and national levels.

STRATEGIC OBJECTIVE 3.2: PROMOTE DEMOCRATIC VALUES AND CULTURE

SHORT TERM STRATEGIES:

- a) Replication of youth parliament model at District level with the support and engagement of local government and CSOs.
- b) Incorporation of democratic values in Teachers Training manual through integration with education department and other teachers' training institutes, and
- c) Development and dissemination of annual research based publication (State of Youth in Sindh).

MEDIUM TERM STRATEGIES:

- a) Providing learning opportunities through organizing exchange visits, cultural festivals, and public discourses / forum to promote democratic values and culture among young (both men and women and vulnerable groups).

LONG TERM STRATEGIES:

- 1) Institutionalize the youth initiatives at district and provincial level with integration of other departments and stakeholders including CSOs, and
- 2) Initiation of special initiatives to promote democratic values and culture by engaging young women, transgender and other marginalized youth groups.

STRATEGIC OBJECTIVE 3.3: RESTORATION OF STUDENT UNIONS**SHORT TERM STRATEGIES:**

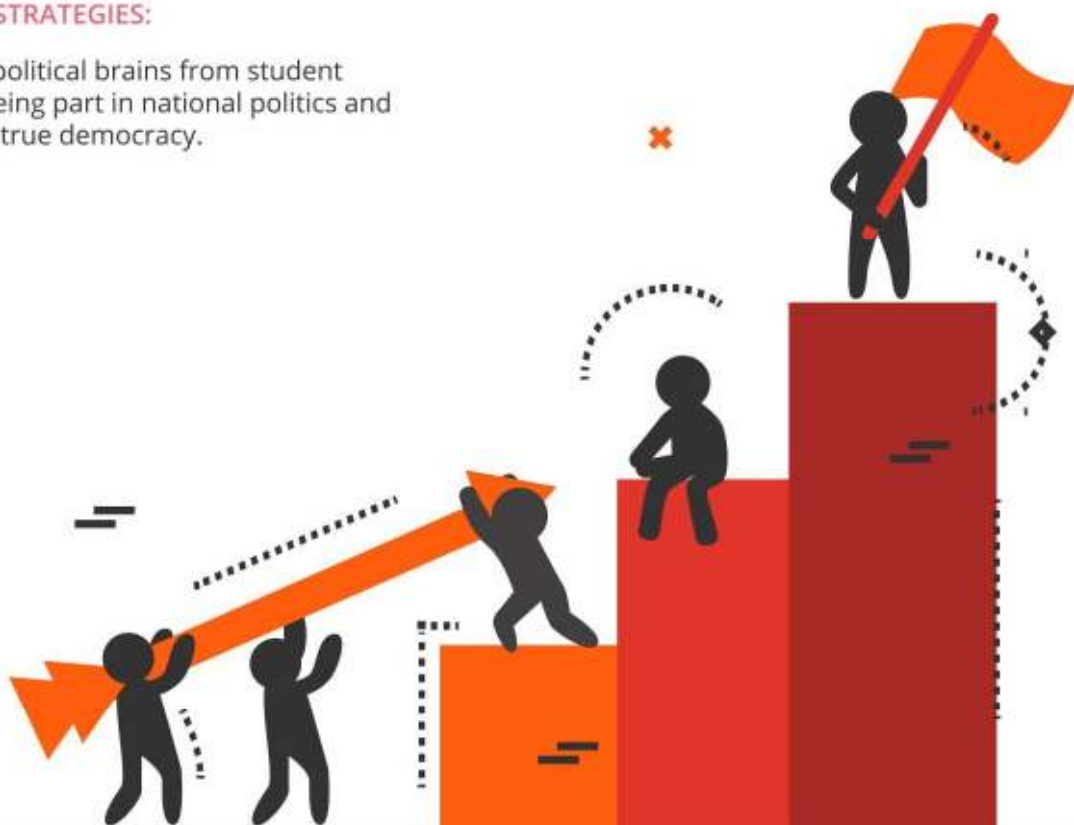
- a) Design generic protocols, code of conduct and structure for student unions;
- b) Official / state recognition to student unions, and
- c) Promote junior leadership and build capacity of students for political awareness, welfare and their proactive role of responsive citizenry.

MEDIUM TERM STRATEGIES:

- a) Initiate electoral process for electing students union body at academia level, and
- b) Engage students unions to promote the culture of peer-learning, cooperation, co-existence and respect at institutions and society level.

LONG TERM STRATEGIES:

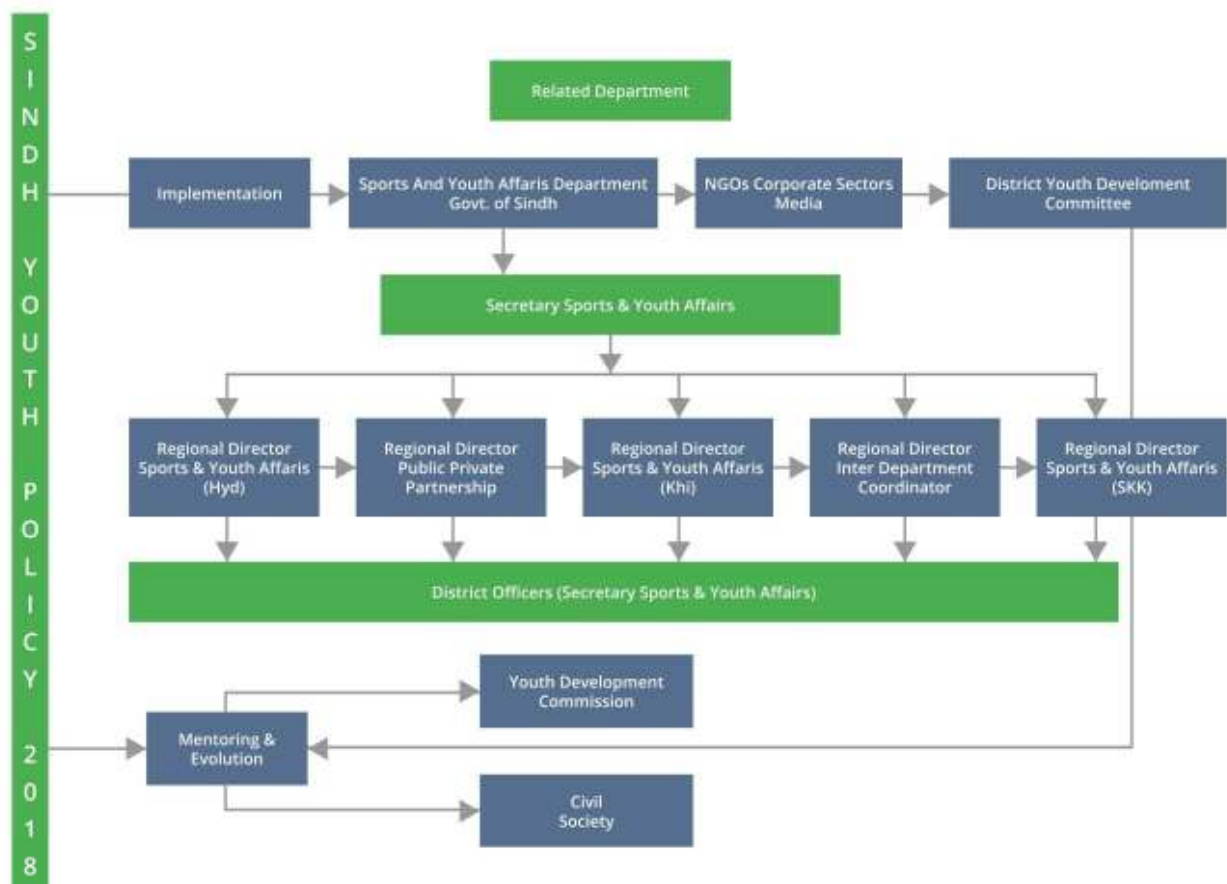
- 1) Nurture political brains from student unions being part in national politics and promote true democracy.



5. INSTITUTIONAL MECHANISM FOR IMPLEMENTATION OF THE POLICY

With a view to establish an efficient, inclusive and informed institution mechanism for implementation of the Sindh Youth Policy, the Youth Affairs Department would layout a comprehensive institutional infrastructure to execute both internal and external operations of the Department. It will pursue procedural cover for the policy and get it approved.

The step-wise institutional mechanism is as under:



5.1. DEPARTMENT OF YOUTH AFFAIRS

The Youth Affairs Department has a separate and dedicated Youth Affairs Directorate. It comprises of both programme and administration personnel for its smooth running. Within framework of the Youth Policy the Directorate would seek the vision to empowerment of youth in the social, economic and political spheres. It would assist public sector institutions, civil society organizations and the corporate entities to increase efficiency, effectiveness and responsiveness to the development needs of youth in the province. It is also the fulcrum of implementing policies, plans and actions and build multi-sectoral alliances for youth empowerment.

A key task of the Directorate would be to enroll all youth groups and organizations working in the province under set criteria. It would also host an Information System for Youth Development and the Job Database for job opportunities for the youth.

The Department will further work on establishing District Youth Development Committee (DYDC) comprising youth councilors, youth activists, and relevant department / stakeholders to ensure youth participation in the province the help of youth from community organizations and local administration. The designated District Youth Affairs Officer will lead the DYDC.

The Department will ensure coordination, transparency, economy of resources and government-youth liaison. It will also promote sustainability of youth-led initiatives and will further work on establishing Youth Councils at the district and Union Council levels to ensure youth participation in the province in collaboration with community organizations and local administration.



5.2. INTER-DEPARTMENTAL WORKING GROUP ON YOUTH DEVELOPMENT

The Department will put forward a summary for the establishment of an inter-departmental working group on youth development to consolidate communication and operational links among government departments and bodies working on any aspect of youth development.

Headed by a representative of the Sindh Chief Secretary, the working group will be composed of provincial administrative secretaries or their representative thereof.

5.3. SINDH YOUTH DEVELOPMENT COMMISSION

A number of provincial departments, organizations, NGOs, various international donors, philanthropists, corporate bodies, NGOs and community-based organizations are already engaged in youth empowerment activities in their respective sectoral fields. The implementation of the Youth Policy Action Plan will thus heavily rely on the strengths of existing institutions. Essentially it will require these institutions to enhance coordination and augmenting existing programmes, capacity building and increased financing in

The Commission will consist of:

- Chairperson, Chief Minister Sindh or his nominee
- Chief Secretary, Government of Sindh or his nominee
- Secretary, Youth Affairs Department as its ex-officio Secretary
- Elected members of National and Provincial Assemblies
- Member of the provincial assembly's Standing Committee on Youth
- Representatives of youth
- Representatives of youth organizations
- Representatives of civil society organizations
- Representatives of Corporate bodies/ Private Sector entities
- Renowned academics nominated by the Higher Education Department after seeking approval of the Chief Minister Sindh
- Media representatives

consonance with the Youth Policy. To create synergy, harmony and increased coordination in programmes of multiple stakeholders, a Youth Development Commission will be set up comprising officials, civil society organizations and other stakeholders. The Youth Affairs department will act as its Secretariat. The main function of this commission will be to give impetus to harmonious implementation of the Youth Policy, monitoring of performance, facilitating fundraising and to provide overall technical advice.

→ Religious/ social figures

The Commission will:

- Provide advice, strategic directions and communicative support for the empowerment of youth in the social, economic and political life of the youth as enunciated in the Sindh Youth Policy;
- Monitor achievement of strategies and the progress of implementation of the youth policy;
- Support the Department to build public-private partnerships;
- Ensure adequate resources to achieve the mission, including assisting in fund raising for youth development in Sindh, and
- Maintain transparency and ethical standards.

Given the scope of Commission's work, it is recommended that necessary legal and procedural arrangements, in the form of an enactment by the Sindh Provincial Assembly, are made for its smooth working in an autonomous manner.

5.3. MONITORING AND EVALUATION OF THE PROGRESS OF YOUTH POLICY

- The Department will devise a full proposal with defined indicators for monitoring and evaluation of the youth development work.
- The Youth Affairs Department shall prepare an annual progress report on state of youth in Sindh in close coordination with Standing Committee of the Youth Affairs in the Sindh Assembly and convey it to the government for its submission for discussion and approval in the Provincial Assembly.

SAIIENT FEATURES OF THE SINDH YOUTH POLICY

- Establishment of a Youth Development Commission;
- Centralized Information-System on Youth Development and a Job Data base;
- Formation of a Job Bank;
- Establishment of Institute Placement Bureaus through IT interface with all stake holders and maintaining up to date, accurate and increased information flow;
- Establishment of Youth Venture Capital Fund. Holding of five provincial innovation competitions. Formation of Small Incubation Centres at the Universities and academia-market links. Training of youth at universities, while the enterprises and the companies would provide entrepreneurship training programmes to youth;
- A crash programme to impart technical education to the unemployed youth would be launched and micro-credit provided to them so that they can become self-employed. youth will be trained in relevant fields and placed in the foreign markets;
- Research and mapping studies on youth bulge. Construction of 5 youth development centers. Youth-led mass awareness campaigns for youth. Ensuring number of grounds as per requirement of the population of the districts, and organization of five mega sports in the province. Adaptation and consolidation of policies to address holistic health needs of the youth. Holding of Essay writing competitions in collaboration with public and private institutions on forced and early marriages, and creation of thematic awareness among youth;
- Inculcate sense of active citizenship, respect for rule of law and participation in the Government decision making at municipal, provincial and national levels;
- Devise models of elected student councils to promote pro-peace, woman friendly and student centered actions on campuses. Reservation of 5% quota in the elected local bodies for the eligible youth (18-19 years). Youth capacity building regarding political system of Pakistan through exposure trips to the parliament, Sindh Assembly and other public offices. Youth-led campaigns to run voter registration campaigns. Training on youth rights, election monitoring and use of ICTs to influence elected and non-elected officials of the Government. Youth attachments and internships with elected parliamentarians and local body offices;
- Mapping of skills (modern, cultural and traditional) and job market analysis. Hassle-free loans to youth. Establishment and promotion of the Sindh Internship programme. Encouraging large organizations, companies, and enterprises to provide at least 5% internship opportunities to youth and, requiring all universities to provide part-time on-campus jobs equal to at least 5% of their full-time students;
- Skills to illiterate youth will be certified mainly for the purpose of national and international market consumption. Regular evening and weekend programmes in schools and universities for skill development and technical training. Establishment of local crafts-based youth enterprises;

- Necessitating all autonomous bodies and state owned enterprises to appoint 'Youth Ambassadors' on their boards;
- 10 percent quota ensured for female youth in the job market. Two percent quota for minority, differently-abled and other vulnerable youth groups;
- Development of studies on learning outcomes and teaching aid material. Curriculum review studies and mechanism. Enhanced regulatory mechanism for standardizing education. Life-skill programme in and out of schools; job-skills and aptitude centers/career counseling/placement services in all public universities. Participatory student councils on all public campuses. Leadership Programmes for youth. Service learning and community service Programmes.; scholarship programmes. Formation of active peer groups and networking;
- Engage youth in community service and as volunteers within five years;
- Community service would be made complimentary to promote volunteerism.

Re-activation of Boys Scouts and Girls Guides at the school level. Mentoring of youth on disaster management and emergency services will be ensured at the school level. Building of new youth hostels. Inter-provincial youth exchange programmes hosted by local colleges and universities. Special travel packages for group tourism. Encouraging the private sector to invest on tourism publishing, group tourism and affordable hotels. Encouraging young entrepreneurs to promote local festivals with a view to its fundraising potential. Greater use of social media to inform about historical and interesting local places and about private travel and accommodation operators, and

- Youth-led mass campaigns for inter-faith and intra-faith harmony and against hate speech. Support to Laws against hate speech. Introduction of peace education in the curricula. Encouraging public and private sector to promote local arts, Sufi festivals and music. Link business and management schools with entrepreneurial projects of local languages, arts and music and devise strategies to promote local festivals with business potential.



ANNEXURE 1: SUMMARY OF PARTICIPATION - CONSULTATIVE & REVIEW PROCESS FOR THE FORMULATION OF SINDH YOUTH POLICY

LOCATIONS OF CONSULTATIVE MEETINGS	HYDERABAD	Mirpurkhas	Dadu	Karachi	Sukkur
	KHAIRPUR	Larkana	Kashmore	Thatta	Tharparkar
	Tando Allahyar	Tando Muhammad Khan	Umerkot	Ghotki	Noehroferoze
			Badin	Matlari	Shikarpur
					Jamshoro
Participation by Gender	Total	Male	Female		
	3,214	2,218	996		
Age groups	15-19 years	20-24 years	25-29 years	beyond 29 years	didn't respond
	450	1286	707	450	321
Project Coordinators					
Mr. Saleem Ahmed Siddiqui, Deputy Secretary, Youth Affairs Department		Mr. Mian Khuram Shahzad, Programme Coordinator, Bargad – Organization for Youth Development		Mr. Hameed Diplai; Senior Manager Civil Society Support Programme (CSSP)	
Facilitating and support organization					
Civil Society Support Programme (CSSP), Hyderabad	South Asia Partnership SAP-Pk - Sindh Chapter	Latif Development Organization, Kashmore	Search Organization, Tharparkar	Sindh Radiant Organization, Thatta	Voice of New Generation (VNG) Sindh

ANNEXURE 1: SUMMARY OF PARTICIPATION - CONSULTATIVE & REVIEW PROCESS FOR THE FORMULATION OF SINDH YOUTH POLICY

Participating organizations					
Adarsh Organization	Al-Fatah Social Welfare Organization	Arts Foundation	Asar Development Organization	Caritas Pakistan	CAUSE
Community Development Organization (CDO)	Dawn Organization Juhi	District Development Association Tharparkar (DDAT)	Ehsas Social Welfare Organization (ESWA)	EKF	Faces Pakistan
Future In Our Hands Network	Generation Next	Ghazi Social Welfare Organization	Gorakh Foundation	Goth Sudhaar Sangat (GSS)	Helper Development Organization
Jaggrata	Latif Development Organization	Mehran Social Welfare Organization	Nari development Organization	Noujawan Sindh SamajiSangat (NSSS)	Pakistan Awaz Taraqiyati Organization
PYND	RoshanSamaj	Rural Sindh Development Organization (RSDO)	SAFWCO	SAHER Organization	Sewa Development Trust Sindh (SDTS)
Shaanti Association	Sindh Community Foundation (SCF)	Sindh Development Association (SDA)	Sindh Rural Development Organization	Sindh Social Welfare Organization (SSWO)	Sohni Samaj Women Organization
SPAARC	Sujag Organization	Sukaar Foundation	Thatta Youth Development Organization (TYDO)	Village Community Development Organization (VCDO)	Young Samaji Tanzeem
Youth Association for Development (YAD)	Youth Parliament of Pakistan				

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Collaborating Educational Institutions	University of Sindh Jamshoro and Mirpurkhas Campus, Shah Abdul Latif University Khairpur, Sukkur IBA and SZABIST Larkana.				
Collaborating Media Organizations	Pakistan Television Corporation, Business Plus and Sindh TV Special thanks are due to Mr. Taranjeet Singh and Ms Ayesha Tammy Haq who dedicated TV programmes on the formulation of Sindh Youth Policy.				
Participating organizations					
Action Aid Pakistan	Ahung	Aurat Foundation	Awareness Pakistan	Awareness Voluntary Organization	DAI – EDACE
Engro Foundation	Goth Seengar Foundation	Habib University Foundation	Hope	Human Rights Commission of Pakistan	Institute of Social Research and Development
Irtiqa	Maroora Coordination Council	Network of Organizations working for People with Disabilities Pakistan (NOWPDP)	Pakistan Institute of Labour Education and Research (PILER)	School of Leadership	Sami Foundation
Self Help Society Shikarpur	Shirkat Gah	Sindh Ombudsman	Sindh Technical Education and Vocational Training Authority (STEVTa)	Strengthening Participatory Organization (SPO)	Small and Medium Enterprise Development Authority (SMEDA)
Social Policy and Development Centre (SPDC)	Swerā Welfare	The David and Lucile Packard Foundation Pakistan	UNFPA-Sindh Office	Urban Resource Centre (URC)	
Sectoral Input to the Youth Policy Draft					
Mr. Saleem Butt, Minister for Youth Affairs, Government of Azad Jammu and Kashmir		Dr. Lal Chand, MNA		Syed Sardar Shah, MPA	
Senator Aajiz Dhamrah		Ms. Mehtab Akbar Rashdi, MPA		Barrister Zamir Ghumro	
Dr. Fazlullah Pechuho, Secretary, Education & Literacy Department, Government of Sindh		Dr. Abdul Rahim Soomro, Secretary, Social Welfare Department, Government of Sindh		Mr. Mudassar Iqbal, Special Secretary (Home), Government of Sindh	
Prof Saeed Ahmed Siddiqui, Chairman, Sindh Board of Technical Education		Dr. Khalid Hussain Shaikh, Additional Secretary (Health), Government of Sindh		Mr. Imran Atta Soomro, Additional Secretary (Home), Government of Sindh	
Dr. Masroor Ahmed Sheikh, Director, STEVTa		Dr. Iqbal Panhwar, Bahria University		Mr. Karim Bux Siddiqui; Secretary BBS Human Resource Research and Development Board	
Mr. Shakeel Abro; Regional Coordinator AHAN Sindh		Mr. Qadeer Baig; Country Head Rutger WFP			

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Technical reviewers of the Sindh Youth Policy Draft	
Dr. Kaiser Bengali, Economist	Dr. Khalida Ghaus, Managing Director SPDC
Ms. Sadia Atta Mehmood, Programme Technical Analyst, UNFPA	Dr. Huma Baqai, Director Communication and Public Affairs, IBA



Department of Sports & Youth Affairs
Government of Sindh, Pakistan