



# SINDH YOUTH POLICY

**YET TO BE APPROVED BY COMPETENT AUTHORITY**



# VISION

TO CREATE AN ENABLING ENVIRONMENT IN LINE WITH PARAGRAPH 4, 8, 12, 16 & 18 OF PREAMBLE OF CONSTITUTION OF ISLAMIC REPUBLIC OF PAKISTAN, 1973 READ WITH ARTICLE-2A & ARTICLE-25 OF THE SAID TEMPORAL BIBLE FOR THE YOUTH IN SINDH, BY PROVIDING THEM FAIR AND EQUITABLE, OPPORTUNITIES TO REALIZE THEIR FULL POTENTIAL IN ENVIRONMENT BEFITTING TO REVERED VALUES OF GENUINE REPUBLIC CONSISTENT TO LOFTY, CHERISHED AND SHARED VALUES OF INDUS CIVILIZATION FOR A DEVELOPED AND PROSPEROUS TODAY'S PAKISTAN AND POSTERIOR GENERATIONS.

# MISSION

TO RAISE YOUTH WHO ARE OR NOT (UNFORTUNATELY) ECONOMICALLY ACTIVE, SOCIALLY ALIGNED AND POLITICALLY ENGAGED IN THE SINDH PROVINCE AND WHO POSSESS USEFUL COMPETENCIES AND TOLERANT VALUES TO BECOME VALUABLE CITIZENS OF PAKISTAN

### **Message from the Honourable Governor**

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 18<sup>th</sup> 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.

**Dr. Ishrat-ul-Ebad Khan**

### **Message from the Honourable Chief Minister**

Our Government is reaching the end of its present tenure with a sense of deep comfort that we are able to present our youth with a comprehensive policy. 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 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 in 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) and Bargad – Organization for Youth Development – for framing a benchmark instrument for youth of the province.

**Syed Qaim Ali Shah**

**Message from the Honourable Special Assistant  
to the Chief Minister Sindh on Youth Affairs**

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 18<sup>th</sup> 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 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 have organized completion of the whole youth policy. Special thanks are also due to our partners, United Nations Fund for Population (UNFPA) and Bargad who have provided us technical and financial support for carrying out the Sindh Youth Policy.

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

**Ehsan-Ur-Rehman Khan Mazari**  
**M.N.A**  
**&Special Assistant**  
**to the Chief Minister Sindh on Youth Affairs**

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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 Dr. Ishrat-ul-Ebad Khan and kind leadership of the Honourable Chief Minister Syed Qaim 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 indepth process. We have succeeded in formulating an excellent policy document coming out of a thorough consultative process with 844 youth, representatives of youth organizations, 45 media persons, and activists from 51 organizations from across the province who took part in 10 consultative meetings and FDGs. Furthermore the draft document was shared for review with senior representatives of 21 government, civil society and corporate organizations along with individual reviews from 3 renowned experts and sectoral input from 7 administrative secretaries or their representatives. 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 Ms Rafia Haleem, Additional Secretary, and Mr. Saleem Ahmed Siddiqui, Deputy Secretary, Youth Affairs Department.

I am indeed indebted to United Nations Population Fund (UNFPA) and Bargad – Organization for Youth Development – for providing technical and financial support to initiate and formulate this important Policy. Mr. Rabbi Royan Country Representative, Mr. Yu Yu Deputy Representative and Ms. Sadia Atta Mehmood of UNFPA, and Ms. Sabiha Shaheen, Executive Director of Bargad 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 and Dr. Shahbaz Israr Khan 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!

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 to create an enabling environment for the youth, by providing them equitable opportunities to realize their full potential in a safe, secure, conducive and congenial environment, working for the developed and prosperous Pakistan, being the present potential of the nation which will unfold its human resource capital with proper systems, structures and processes for youth empowerment.

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.

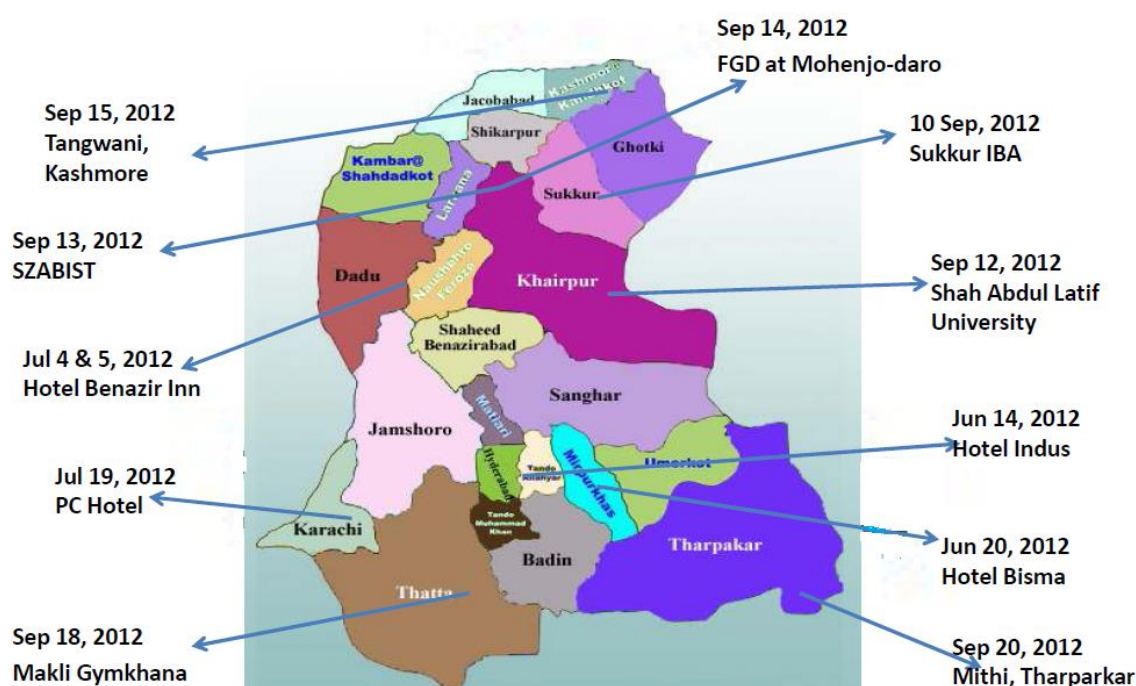
The draft document was then shared with representatives of stakeholders during a mega-consultation and individually with senior experts and government officials for their review and creating synergies among multi-stakeholders of the youth development work.

During the consultative process, as many as **844 youth representative** and **72 organizations** from across the province participated.

A total of a total of **ten (10) consultative meetings** and **three (3) Focus group Discussions** were held in the following locations:

Hyderabad	Mirpurkhas	Dadu	Karachi	Sukkur
Khairpur	Larkana	Kashmore	Thatta	Tharparkar

## Consultative Meetings Map



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;
- 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;
- Specify the institutional mechanism for implementation of the Youth Policy;
- 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	
<ul style="list-style-type: none"> <li>• Establishment of a Youth Development Commission;</li> <li>• Centralized Information-System on Youth Development and a Job Data base;</li> <li>• Formation of a Job Bank;</li> <li>• Establishment of Institute Placement Bureaus through IT interface;</li> <li>• Establishment of Youth Venture Capital Fund.</li> <li>• Annual Provincial innovation competitions and formation of Small Incubation Centres at the Universities and campus-market links.</li> <li>• Entrepreneurship training of 15,000 youth at universities and another 15000 to be trained by the private sector</li> <li>• A crash programme of technical education to the unemployed youth</li> <li>• Research and mapping studies on youth bulge.</li> <li>• Construction of 5 youth development centers.</li> <li>• Youth-led mass awareness campaigns.</li> <li>• Essay writing</li> <li>• Devise models of elected student councils</li> <li>• exposure trips</li> </ul>	<ul style="list-style-type: none"> <li>• Mapping of skills (modern, cultural and traditional) and job market analysis.</li> <li>• Hassle-free loans to 10,000 youth.</li> <li>• Sindh Internship programme.</li> <li>• Certification of Skills of 20,000 illiterate youth</li> <li>• Establishment of local crafts-based youth enterprises;</li> <li>• 'Youth Ambassadors'</li> <li>• 10 percent quota ensured for female youth in the job market.</li> <li>• Life-skill programme in at least 500 schools</li> <li>• 10,000 youth benefited from 20 leadership Programmes.</li> <li>• two percent quota for minority, differently-abled and other vulnerable youth groups;</li> <li>• Engaging 20,000 youth in community service</li> <li>• Formation of 100 active peer groups and networking;</li> <li>• Engaging 20,000 youth in community service and as volunteers within five years;</li> <li>• Re-activation of Boys Scouts and Girls Guides at the school level.</li> <li>• Mentoring of youth on disaster management and emergency services</li> <li>• Inter-provincial youth exchange programmes hosted by local colleges and universities. Special travel packages for group tourism.</li> <li>• Encouraging the private sector to invest on tourism publishing, group tourism and affordable hotels.</li> <li>• 30 youth-led mass campaigns for inter-faith and intra-faith harmony and against hate speech.</li> </ul>

## 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 an 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.<sup>1</sup> 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 overlapping of resources.

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<sup>1</sup>European Union. “Youth - Investing and Empowering”, EU Youth Report, Commission Staff Working Document, Brussels: 27 April 2009.

Mapping of Youth Development					
Stakeholders	Input Resources	Services	Support Opportunities	Systems	&
government, donors and public interest and youth groups	policy & programming, investment & activism	health, education, employment, and civic resource generation	youth, family and development outcomes		

The Youth Policy is informed by emerging need to combine youth work spread over various sectors i.e. youth, labour, health, population, sports, finance, 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 1.34 percent and 253.8 population density per KM. the calculated population of Sindh province in 2012 is 35764593 in 2012.<sup>2</sup> According to official projections, youth (15-29 years) comprises of 26.28 percent of the total Sindh population; of which male are 13.77 percent and female 12.51 percent. Rural youth population is 12.31 percent and urban is 13.97 percent of the total population. The percentage of the youth population is suggestive that the province is also passing through youth bulge like other parts of Pakistan, where rural youth population is more as compared to urban youth population. Nationally, the youth make up 29.75

<sup>2</sup> World Gazetteer. "Pakistan: Administrative Divisions (population and area)", Accessed on October 2012.

percent of the total Pakistani population (57.5 million in numbers) estimated in 2015 while 63.22 percent population (121.21 million) is less than 29 years of age.<sup>3</sup>

Percentage Distribution of Youth Population in Sindh by Age, Gender and Area									
Age Group	All Areas			Rural			Urban		
Years	Total	Male	Female	Total	Male	Female	Total	Male	Female
Total	100								
<b>15-19</b>	11.22	6.23	4.99	5.23	3.07	2.16	5.99	3.16	2.83
<b>20-24</b>	8.46	4.42	4.04	3.84	2.01	1.83	4.62	2.41	2.21
<b>25-29</b>	6.6	3.12	3.48	3.24	1.53	1.71	3.36	1.59	1.77
<b>Total Youth Population</b>	<b>26.28</b>	<b>13.77</b>	<b>12.51</b>	<b>12.31</b>	<b>6.61</b>	<b>5.7</b>	<b>13.97</b>	<b>7.16</b>	<b>6.81</b>

Source: Compiled from Labour Force Survey 2014-15, Pakistan Bureau of Statistics, Government of Pakistan

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

This demographic dividend 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 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.

<sup>3</sup> National Institute of Population Studies, Planning & Development Division, June 2010 as cited in Pakistan Economic Survey 2014-15



The passing of the National Youth Policy in 2009 was a massive achievement in the history of public policy regarding Youth Development in Pakistan. The national policy outlined 15 principles and devised a national action plan for comprehensively investing on Pakistani youth.<sup>4</sup> 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.

## **1.2. 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 lay-out 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

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<sup>4</sup> 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.

was created in 2007. In 2012, the dedicated efforts on youth development were further consolidated by bifurcation of the department and a separate Youth Affairs Department was created.<sup>5</sup> 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 has 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.

Recently, 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 has also launched a mega initiative, titled ‘Benazir Bhutto Shaheed Youth Development Programme (BBSYDP)’ which has been addressing the issues of poverty and unemployment through human resource development in the province. The programme aims to provide opportunities for short-term employment and skill development to approximately 100,000 semi-literate and educated unemployed youth in Sindh for a period varying between three months to one year. The unemployed youth will be offered various skill development opportunities and job oriented certification courses to adapt to local and international job markets. This will help contain poverty and improve the socio-economic conditions of common citizens. In addition, the public and private sector business efficiency will increase through a well-placed, developed and skilled workforce.

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

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<sup>5</sup>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.

- a) Youth Development Centers are being established in Karachi and five other locations in Hyderabad, Larkana, MirpurKhas, Khairpur and Benazirabad. Having started in 2010, and to be completed in 2013, 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 has been 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 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, Sukkar, Sanghar, Khairpur and Mirpur Khas 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.

## 2. Key Challenges to Youth in Sindh

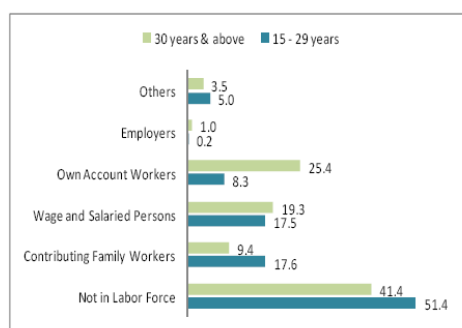
### 2.1. Economic Challenges

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.<sup>6</sup> 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).<sup>7</sup>

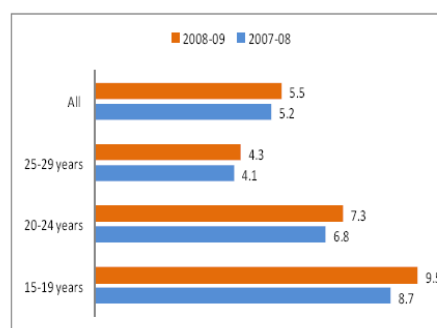
The list of  
economic

Economic Classification of Labour Force by Age (%)



Source: Economic Survey of Pakistan 2008-09

Youth Unemployment Rates (%)



Source: Economic Survey of Pakistan 2008-09

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 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.<sup>8</sup>

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.

<sup>6</sup>Hou, 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.

<sup>7</sup> Ibid.

<sup>8</sup> 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](http://www.ilo.org/public/english/dialogue/actemp/downloads/projects/youth/tackling_ye_guide_en.pdf)

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.<sup>9</sup> As the ninth largest country in the world with respect to size of its labour force, Pakistan faces immense challenges in the employment sector.

In Pakistan, the number of unemployed people increased from 1.94 million to 2.1 million (in 2010/ 2011) and vulnerability is more among youth and particularly female in Pakistan. For instance, Employment-to-Population ratio (2011) for Pakistan (50.4) is higher as compared to youth's (39.6). Almost six people out of 10 are in situation of vulnerable employment situations, where female vulnerability is 78.3 percent and youth vulnerability is 63 percent (2010/2011).<sup>10</sup>

In Sindh province similar national trends are also evident. The youth faces high unemployment trends and the number of unemployed people has risen (in 2010-2011) from 0.57 million to 0.70 million. A large number of youth is out of labour force data, with a high degree of gender disparity. Female inactivity in the province was very high (91.5 percent) in 2006-07. However, the unemployment rate among youth in Sindh (5 percent) is lower as compared to other provinces of Pakistan and it is further lower among the graduates (3.6 percent) of the province.<sup>11</sup>

As for the percentage distribution of employees by wage group, major industry division and gender 2008-09, 24.84 percent employees are from Manufacturing, 12.17 percent from education and 10.3 percent from public administration and defense compulsory social security.

The economic health of youth in the Sindh province is also spatially determined with severe locational deviations. According to a survey by the UNDP (2007-08), four types of economic groups exist in the rural areas of Sindh, namely: only-agriculture, agriculture-cum-livestock (mixed), only-livestock and off farm activities (employed/self employed). Of these groups, the rural economy is largely based on mixed agriculture and livestock farming where 60 percent of farmers belong to this group. In Sindh, 32 percent are associated with only-agriculture and the remaining work as labour.<sup>12</sup> The empirical findings reveal that 54 percent of the people of Pakistan were in multiple deprivations (headcount, poverty gap, and poverty severity) in the year 2005-06. Rural incidence was about 69 percent, while 21 percent of urban population faced extreme poverty. Sindh has lower multi-dimensional poverty indices as compared to other provinces but there is a stark difference between urban (13.6) and rural indices (78.21), which shows that rural areas of Sindh are in extreme poverty and facing multiple deprivations.<sup>13</sup> The districts of Tharparkar, Thatta, Badin, Jacobabad, Ghotki, Mirpurkhas, Sanghar and Shikarpur

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9Government of Pakistan, Planning Commission, "Pakistan Framework for Economic Growth", 2011. Retrieved from: [http://www.pc.gov.pk/hot%20links/growth\\_document\\_english\\_version.pdf](http://www.pc.gov.pk/hot%20links/growth_document_english_version.pdf)

10 Government of Pakistan, Ministry of Economic Affairs and Statistics, "Pakistan Employment Trends, 2011" Retrieved from [http://www.pbs.gov.pk/sites/default/files/Labour%20Force/publications/Pakistan\\_Employment\\_2012.pdf](http://www.pbs.gov.pk/sites/default/files/Labour%20Force/publications/Pakistan_Employment_2012.pdf), October, 2012

11Labour Force Survey, Pakistan, 2008/09

12 SPDC, "Social Development in Pakistan-Annual Review 2007-08", 2008.

13 Jamal, Haroon, "Estimation of Multidimensional Poverty in Pakistan", SPDC, 2009

are the most deprived districts of Sindh.<sup>14</sup> The poor have low access to safe drinking water and sanitation facilities and have lack of physical infrastructure, agriculture extensions, more shocks to local economies, low paid and seasonal non-farm incomes. 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.<sup>15</sup> Additionally, the devastating floods of 2011 had drastic impact on economy of the province. 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.

## 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 Population and Health issues
- 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. Population and 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 adolescence and youth health rights for positive development and to fight their insecurities.

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 gender relations and equality, violence against adolescents, responsible sexual behavior, responsible family planning practices,

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14 \_\_\_\_ and Amir Jahan Khan, Imran Ashraf Toor and Naveed Amir, "Mapping the Spatial Deprivation of Pakistan", SPDC, Research Report No. 52, April 2003.

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



family life, reproductive health, sexually transmitted diseases, HIV infection and AIDS prevention are important to ensure. It is important to note here that Pakistan has endorsed ICPD (International Conference on Population and Development), 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 children and youth by elimination of early marriages; access to information, education and communication activities and services in reproduction rights; family planning; prevention of sexually transmitted disease; 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 Health and Reproductive Health (SHRH) education. It is also an imperative that the government introduces SHRH education and services for young people in the country to achieve national MDG targets by 2015.

The lack of youth health rights can also be indicated by a large number of out of school and illiterate young population. They need to be aware of their own rights and skills to progress as productive, developed and healthy adults. Illiteracy among female youth in Sindh (15-19 years) is 83 percent and 65.8 percent (20-24 years). 81.7 percent of girls never used any contraceptive method which is higher as compared to the national ration (74.1%). 16.5 percent female youth (15-24 years) have spouse of 10 or more years older while majority of the girls seeks traditional birth attendants.<sup>16</sup>

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

2.2.2. Early marriage and 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 Child Marriage Restraint Act 1929, which states that a girl must be 16 at the time of marriage and boy should be 18 years of age. In the province, 15.5 percent girls are married by the age of 15 and 57.8 percent by the age of 18 years with high pregnancies (87.3 percent, 15-24 years). Early age pregnancies have dire implications on the health of the child.<sup>17</sup> Cases of violence against women are very high in the province. In 2009, 288 cases of murder, 284 cases of honour killing, 160 cases of abduction, 134 cases of domestic violence, 176 cases of suicide, 122 cases of rape/gang-rape, 44 cases of sexual assaults and 10 cases of stove burning, 9 cases of acid throwing and 535 cases of

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<sup>16</sup> ibid

<sup>17</sup> ibid

other types of violence occurred in different parts of the province.<sup>18</sup> The practice of marriage with Quran still prevails especially in feudal strongholds of the province.

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. The aim of education is not only merely limited to literacy rate, primary education enrollment or conventional schooling system. Rather, it is about preparing the 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.

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 conditions for skilled labour force.<sup>19</sup> 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.<sup>20</sup>

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.<sup>21</sup> Employment situation is also problematic for the graduates of religious seminaries (Madressah).

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18Aurat Foundation, "Statistics of Violence against Woman in Pakistan in 2009.", 2009. Retrieved from: <http://www.af.org.pk/PDF/Eng%20Ver%20Report%202009.pdf>, October 2012.

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

20Hou, 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](http://www-wds.worldbank.org/servlet/WDSCContentServer/WDSP/IB/2011/01/24/000158349_20110124102131/SRendered/PDF/WPS5544.pdf), October 2012.

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

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 approaches<sup>22</sup> 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 sets, peace education and revising the curricula are also important aspects of the debate.

There are various studies which identify role of curricula in mobilization and indoctrination for hate-speech and stereo-typing of various communities.<sup>23</sup> Curricula are very important tool in shaping perceptions and conceptions of youth. They must be prepared very carefully and the education institutions 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 youth and other vulnerable youth groups** would portray social issues due to identity or status of certain youth groups. Such groups may include religious minorities, differently 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.

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<sup>22</sup>Butt, Iqbal, Hiader and Mehmood, Sadia, Atta. ,“Policy Brief, Public and Policy Imperatives for Youth Bulge in Pakistan”, Gujranwala, Bargad-Organization for Youth Development

<sup>23</sup> UNDP, ‘Youth and Violent Conflict-Society and Development in Crisis’, 2006, Retrieved from: [http://www.undp.org/cpr/whats\\_new/UNDP\\_Youth\\_PN.pdf](http://www.undp.org/cpr/whats_new/UNDP_Youth_PN.pdf), October, 2012.

- 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 and 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.<sup>24</sup> A policy brief also identifies youth participation and engagement as one of the critical areas of integrated youth development and promotion of peace processes in Pakistan.<sup>25</sup> 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 of these 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 and 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.

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<sup>24</sup> ibid, p. 24, 2011

<sup>25</sup> 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.

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 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 nuisance for Pakistan and has pushed country into security crisis and violent conflict dynamics. 35,648 people lost their lives from 2003 to July 2011. In 2011 more than two thousand civilians lost their lives in Pakistan, while the highest fatality among civilians, in 2011, was noted in Sindh (1082). It was even higher as compared civilian fatalities in FATA (488), Balochistan (542) and the Khyber Pakhtunkhwa (511).<sup>26</sup>

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.<sup>27</sup>

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 student unions for educated and local bodies for the community youth have proved in the past to be the main sources of massive participation of youth. To avoid the bitterness of the past, there are now good recommendations available that backed with research data to lay the foundations of new politics on campuses and to make it violence-free, women-friendly and

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26 South Asian Intelligence Review, "Fatalities in Pakistan, Region Wise: 2011" Retrieved from: [www.satp.org/satporgtp/countries/pakistan/database/fatilities\\_regionwise2011.htm](http://www.satp.org/satporgtp/countries/pakistan/database/fatilities_regionwise2011.htm) October 2012

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

student centered.<sup>28</sup> Likewise the incentives like quota for eligible youth (18-29 years) in the local bodies can really boost participation of youth, grooming their leadership competencies and engaging them in decision making process. When such platforms are available the youth has an opportunity to unfold their leadership qualities.

2.3.2. Civic responsibility and 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. To realize above said lofty ideals Government of Sindh has allocated representation to Youth in tiers of Local Government.

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 of the. In the present scenario it becomes vital to clarify youth rights and responsibilities which will stimulate active citizenry among youth and will not only promote culture of democracy but will also contribute to sustainable peace and development in the province.

## **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) Enrollment of youth groups and organizations with the provincial department for greater mobilization and to channelize all youth-led work in a systemic way;
- b) Integration of youth development work from multi-sectoral perspectives. This work is both spread out internally in different provincial departments (i.e. Youth Affairs, Education, Population and Health, Labour, Women Development, Finance, etc) and externally facilitated by the social and private sector operators;
- c) Administrative and procedural arrangements for public private partnership;
- d) Monitoring and evaluation of the youth work in Sindh, and
- e) Filling information gap regarding situation of the Sindh Youth.

Sindh Government extends great respect to the constitution and judgments of superior courts, however, Sindh Government has firm conviction that Federal Cabinet decision of 1994, presided

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<sup>28</sup>Bargad, "National Survey on Student Politics, 2009".

over by Mohtarma Shaheed Benazir Bhutto, must equally be respected which restored the English language as one of the subjects in public schools which was proscribed rather exterminated all together in the regime of Zia ul Haq in the name of national language. Accordingly Education Department, Government of Sindh is urged upon to implement the above said visionary decision of cabinet headed by Mohtarma so as to create a kind of enabling environment for the youth of Sindh in emerging Global Village and especially poorest of the poor who are incapable of attending much expensive English medium private schools.

### 3. Mandate of the Sindh Youth Policy

The mandate of Sindh Youth Policy 2012 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 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

- To create an enabling environment for the youth in Sindh, by providing them equitable opportunities to realize their full potential in a safe, secure, conducive and congenial environment, working for a developed and prosperous Pakistan.

#### 3.2. Mission

- ❖ To build youth who are economically active, socially aligned and politically engaged in the Sindh province, and who possess useful competencies and tolerant values to become valuable citizens of Pakistan

#### 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 play 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. 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 role players 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. 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.
- VIII. 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.
- IX. 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

- 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 the provincial 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 esteem 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 others' faiths and beliefs in the religious, cultural and social spheres and to different schools of thought.
- 3.5.6. To extend respect to teachers and elders, parents 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 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. Ensuring reasonable allocation of funds for youth development from the provincial government.

### 3.7. Definitions

❖ ‘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, workshop workers, differently-abled youth, religious seminary students, jail inmates, transgender, vulnerable youth group, Internally Displaced Persons (IDPs) and refugee youth.

❖ ‘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.”<sup>29</sup>

❖ ‘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.

❖ ‘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.

❖ ‘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.

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29 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.<sup>30</sup>

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: Stimulation of Employment and Livelihood Opportunities among Youth

<b><i>Objective 1.1.1.: Information &amp; awareness raising of youth about the employment sector</i></b>
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**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.

<sup>30</sup> 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 resources of stakeholders like the ILO, SPDC, STEVTA, Labour Department, and corporate sector, NGOs related to skill development, British Council and Bargad, electronic and print media, the University of Karachi and the University of Sindh.

**Mid-term Strategies:**

- a) Create a centralized Information-System for Youth Development & Job Data base of employment opportunities for youth in partnership of the public and private sector to guide and counsel job-seeking youth, and
- b) Establishment of a job bank.

The Information-System for Youth Development will be a comprehensive resource on who's who and what's what on Pakistan in the field of youth development, while the Job Data base is documentation of information relating to job opportunities for you.

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

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

<p><b><i>Objective 1.1.2: Mapping of skills and demands of multiple sectors in the job market</i></b></p>
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**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.

**Mid-term Strategies:**

- a) Provincial, national and international market analysis;
- b) District-wise mapping of modern, cultural and traditional skills, and
- c) Mapping of skills of youth.

The department will mobilize technical and financial resources of stakeholders like the ILO, SPDC, STEVTA, Labour Department, and corporate sector, NGOs related to skill development, British Council and Bargad, electronic and print media, the University of Karachi and the University of Sindh.

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

**Targets:** Mapping of skills and job market analysis completed.

***Objective 1.1.3: Provision of Hassle free loans for business***

**Short-term Strategies:** These will include negotiation with micro-finance institutions and existing government programmes to:

- a) Provide financial resources/loans to increase access of poor/low income family youth to training institutions and facilitate those seeking self-employment, and
- b) Expansion of micro finance sector in terms of outlets, products and access by youth.

At the mid-term and long-term levels the programme will be scaled up and its outreach expanded.

**Targets:** Hassle-free loans disbursed to 10,000 youth in five years.

***Objective 1.1.4: Internships, 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 job 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: Gender equity & equality and promotion of rights of the vulnerable youth groups***

**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, and
- b) Reservation of 2 % quota for minority, differently-abled and other vulnerable youth groups.

At mid-term and long-term level these youth and other stakeholders will be sensitized about gender equality and equity issue and rights of the vulnerable youth groups.

**Targets:** 15 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: Promotion of Entrepreneurship Skills and Opportunities**

**Short-term and Mid-term Strategies:**

The following initiatives will be undertaken:

- a) Establishment of Youth Venture Capital Fund;
- b) Support and promote annual innovation competitions among youth and fund best business and social entrepreneurship ideas;
- c) Establishment of small Incubation Centres at the Universities and academia-market liaison;
- d) Facilitation and guidance of young entrepreneurs;
- e) Arranging entrepreneurship training programmes, and
- f) Enhance outreach Programmes of Sindh Small Industries Corporation (SSIC).

To make this happen, the Department will work closely with other government bodies, large organizations, companies, state owned enterprises and universities.

Youth Venture Capital Fund is 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. Furthermore, the Incubation Centres with small office facilities for students are another such effort to display useful work done at the universities and proposing them to the market.



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 SSIC with large organizations, companies and enterprises, national and international markets.

**Long-term Strategy** of this objective is to establish dignity of work and promoting personal initiative rather than looking for a smaller public sector to accommodate an increasing population of youth.

**Targets:** Youth Venture Capital Fund established. Five provincial innovation competitions organized. Small Incubation Centres at the Universities and academia-market links formed. 15,000 youth trained at universities, while the enterprises and the companies provide entrepreneurship training programmes to another 1,500 youth.

### **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, 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 organizations.

**Long-term Strategy** of this objective is to develop and implement strategies for decent and productive work for youth.

## **Development Goal 2: Social Empowerment of Youth**

### **Strategic Objective 2.1: Education for youth development**

#### **Short-term and Mid-term Strategies:**

- a) Comprehensive programme on learning outcomes and skill-sets/competencies for students to standardize quality of education in public/private and Madressah schooling;
- b) Teaching aid material and resource development on learning out-comes and assessment techniques;
- c) Curriculum review studies and mechanism to discourage hate-speech and stereotyping of communities in the public/private and Madressah schooling;
- d) Ensure regulatory mechanism for standardizing and quality of education and to promote integration and social cohesion through in public/private and Madressah schooling;
- e) Life-skill programme at the schooling level;
- f) Enhancing Job-skills and aptitude centers/career counseling/placement services;
- g) Leadership programme and participatory student councils on campuses;

- h) Introduction of service learning and community service programmes;
- i) Scholarship programmes to include the marginalized areas, and
- j) Promoting the culture of peer education.

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 programme are meant to enhance coping competencies of the school-going youth. 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.

Service learning 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, JAAG Pakistan, ShirkatGah and educational institutions.

**Long-term Strategy** of 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; life-skill programme in at least 500 schools; job-skills and aptitude centers/career counseling/placement services in all public universities; participatory student councils on all public campuses; 10,000 youth benefited from 20 leadership Programmes; Successful completion of 10 service learning and community service Programmes benefiting 5,000 youth and reaching out to 50,000 community youth; scholarship programmes, and 100 active peer groups formed and networking done.

## Strategic objective 2.2.: Youth Population and Health for a Better Youth Future

### Short-term and Mid-term Strategies:

- a) Harnessing the potential of youth bulge and demographic transitions through researches on the impact of youth bulge in Sindh; Devising sectoral strategies; organizing youth debates, and youth-led mass awareness campaigns on youth bulge in Sindh;
- b) 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;
- c) Promotion of adolescence and youth health rights through establishing a “Youth Helpline” for counseling of adolescents on their health and reproductive issues; 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 literacy of 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, and initiating life-skill programmes for children and youth; and
- d) Consolidation of pro-youth legislative measures on early marriage and violence against women by ensuring strict implementing of existing laws against forced and early marriages and violence against woman; youth debates and essay writing competitions on forced and early marriages, and involvement of religious scholars and print and electronic media in this thematic campaign.

The indicative list of collaborators for this objective would include Bargad – Organization for Youth development, 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, UNWOMEN, Aurat Foundation, ShirkatGah, NDMA and educational institutions.

**Long-term Strategy** of this objective is to address youth population and health issues in a holistic manner and set systems, processes and actions in function for a better youth future in Sindh.

**Targets** would include research and mapping studies on youth bulge; Construction of 4 Youth Development Centres; Youth led mass awareness message to 10,000 youth; ensuring number of grounds as per requirement of the population of the districts, and organization of 5 mega sports arranged in the province; policies adopted and consolidate to address holistic health needs; 10 Essay writing competitions arranged with public and private institutions on forced and early marriages, and awareness among 10,000 youth created.

### **Strategic Objective 2.3: Promotion of Youth Volunteerism and Community Service**

#### **Short-term and Mid-term Strategies:**

- a) Community service would be made complimentary to promote volunteerism;
- b) Re-activation of Boys Scouts and Girls Guides at the school level;
- c) Mentoring of youth on disaster management and emergency services will be ensured at the school level;
- d) Building of new youth hostels;
- e) Inter-provincial youth exchange programmes hosted by local colleges and universities;
- f) Special travel packages for group tourism;
- g) Encouraging the private sector to invest on tourism publishing, group tourism and affordable hotels;
- h) Encouraging young entrepreneurs to promote local festivals with a view to its fundraising potential, and
- i) 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) Youth-led mass campaigns for inter-faith and intra-faith harmony;

- b) Supporting strict implementation of laws against hate speech through youth-led mass campaigns;
- c) Inclusion of peace education in the school curricula;
- d) Involve public interest groups including academicians and students in the screening of literature and text books to celebrate cultural and religious diversity of Sindh;
- e) Encourage public and private sector to promote local arts, Sufi festivals and music;
- f) Link business and management schools with entrepreneurial projects of local languages, arts and music, and
- e) Devise strategies to promote local festivals with business potential.

**Long-term Strategies:** Behavioral change in youth-living with cultural diversity.

Target: a) 30 youth-led massive campaigns b) Laws against hate speech implemented, c) Peace education introduced in the curricula.

## **Development Goal 3: Political Empowerment of Youth**

### **Strategic Objective 3.1: Political Participation and Engagement of Youth**

**Short-term and Mid-term Strategies:**

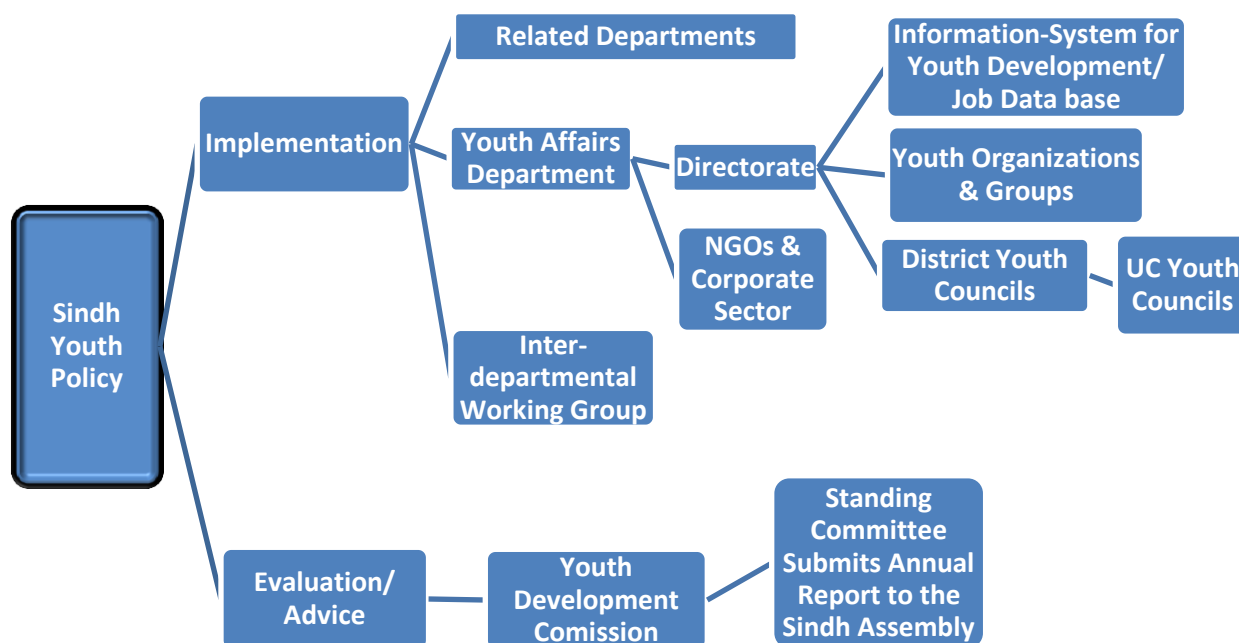
- g) Devise models of elected student councils to promote pro-peace, woman-friendly and student-centered actions on campuses;
- h) Reservation of 5% quota in the elected local bodies for the eligible youth (18-19 years);
- i) Youth capacity building regarding political system of Pakistan through exposure trips to the parliament, Sindh Assembly and other public offices;
- j) Youth-led campaigns to run voter registration campaigns;
- k) Training of youth on youth rights, election monitoring and use of ICTs to influence elected and non-elected officials of the Government;
- l) 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.

## 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 Youth Councils at the district and Union Council levels to ensure youth participation in the province the help of youth from community organizations and local administration.

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 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.



The Commission will consist of:

- i. Chairperson, Chief Minister Sindh or his nominee
- ii. Chief Secretary, Government of Sindh or his nominee
- iii. Secretary, Youth Affairs Department as its ex-officio Secretary
- iv. Elected members of National and Provincial Assemblies
- v. Member of the provincial assembly's Standing Committee on Youth
- vi. Representatives of youth
- vii. Representatives of youth organizations
- viii. Representatives of civil society organizations
- ix. Representatives of Corporate bodies/Private Sector entities
- x. Renowned academics nominated by the Higher Education Department after seeking approval of the Chief Minister Sindh
- xi. Media representatives
- xii. Religious/ social figures

The Commission will:

- a) 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;
- b) Monitor achievement of strategies and the progress of implementation of the youth policy;
- c) Support the Department to build public-private partnerships;
- d) Ensure adequate resources to achieve the mission, including assisting in fund raising for youth development in Sindh, and
- e) 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**

- 5.4.1. The Department will devise a full proposal with defined indicators for monitoring and evaluation of the youth development work.
- 5.4.2. 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 in

Provincial Assembly and convey it to the government for its submission for discussion and approval in the Provincial Assembly.

## 6. Salient 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 15,000 youth at universities, while the enterprises and the companies would provide entrepreneurship training programmes to another 15,000 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. 1,000 youth will be trained in relevant fields and 500 youth placed in the foreign markets;
- Research and mapping studies on youth bulge. Construction of 5 youth development centers. Youth-led mass awareness campaigns for 10,000 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 10 Essay writing competitions in collaboration with public and private institutions on forced and early marriages, and creation of thematic awareness among 10,000 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 10,000 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 of 20,000 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. 15,000 youth would benefit from this programme.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 at least 500 schools; job-skills and aptitude centers/career counseling/placement services in all public universities. Participatory student councils on all public campuses.10,000 youth benefited from 20 leadership Programmes. Successful completion of 10 service learning and community service Programmes benefiting 5000 youth and reaching out to 50,000 community youth; scholarship programmes. Formation of 100 active peer groups and networking;
- Engaging 20,000 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
- 30 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 anddevise strategies to promote local festivals with business potential.

## Annexure 1: Summary of Participation - Consultative & Review Process for the formulation of Sindh Youth Policy

<b>Locations of consultative meetings</b>	<i>Hyderabad Khairpur</i>	<i>Mirpurkhas Larkana</i>	<i>Dadu Kashmore</i>	<i>Karachi Thatta</i>	<i>Sukkur Tharparkar</i>
<b>Participation by gender</b>	<i>Total 844</i>	<i>Male 582</i>	<i>Female 262</i>		
<b>Age groups</b>	<i>15-19 years 114</i>	<i>20-24 years 335</i>	<i>25-29 years 195</i>	<i>beyond 29 years 116</i>	<i>didn't respond 84</i>
<b>Coordinators</b>	Mr. Saleem Ahmed Siddiqui, Deputy Secretary, Youth Affairs Department Mr. Mian Khuram Shahzad, Programme Coordinator, Bargad – Organization for Youth Development				
<b>Facilitating and support organizations</b>	South Asia Partnership SAP-Pk - Sindh Chapter Civil Society Support Programme, Hyderabad Latif Development Organization, Kashmore Search Organization, Tharparkar Sindh Radiant Organization, Thatta Voice of New Generation (VNG) Sindh				
<b>Participating organizations</b>	<div style="display: flex; flex-wrap: wrap;"> <div style="flex: 1; min-width: 200px;"> 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) </div> <div style="flex: 1; min-width: 200px;"> Pakistan Organization PYND Roshan Samaj 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 </div> <div style="flex: 1; min-width: 200px;"> Awaz Taraqiyati </div> </div>				

	<p>Helper Development Organization</p> <p>Indus Social Development Organization</p> <p>Jaggrata</p> <p>Latif Development Organization</p> <p>Mehran Social Welfare Organization</p> <p>Nari development Organization</p> <p>Noujawan Sindh SamajiSangat (NSSS)</p> <p>Sujag Organization</p> <p>Sukaar Foundation</p> <p>Thatta Youth Development Organization (TYDO)</p> <p>Village Community Development Organization (VCDO)</p> <p>Young SamajiTanzeem</p> <p>Youth Association for Development (YAD)</p> <p>Youth Parliament of Pakistan</p>
<b>Collaborating Educational Institutions</b>	<p>University of Sindh Jamshoro and Mirpurkhas Campus, Shah Abdul Latif University Khairpur, Sukkur IBA and SZABIST Larkana.</p>
<b>Collaborating Media Organizations</b>	<p>Pakistan Television Corporation and Business Plus</p> <p>Special thanks are due to Mr. Taranjeet Singh and Ms Ayesha Tammy Haq who dedicated TV programmes on the formulation of Sindh Youth Policy.</p>
<b>Participating organizations of the review meeting on Sindh youth policy draft</b>	<p>Ahung</p> <p>Aurat Foundation</p> <p>Awareness Pakistan</p> <p>Awareness Voluntary Organization</p> <p>Habib University Foundation</p> <p>Hope</p> <p>Human Rights Commission of Pakistan</p> <p>Institute of Social Research and development</p> <p>Irtaqa</p> <p>Network of Organizations working for People with Disabilities Pakistan (NOWPDP)</p> <p>Pakistan Institute of Labour Education and Research (PILER)</p> <p>School of Leadership</p> <p>ShirkatGah</p> <p>Sindh Ombudsman</p> <p>Sindh Technical Education and Vocational Training Authority (STEVTA)</p> <p>Small and Medium Enterprise Development Authority (SMEDA)</p> <p>Social Policy and Development Centre (SPDC)</p> <p>Swera Welfare</p> <p>The David and Lucile Packard Foundation Pakistan</p> <p>UNFPA-Sindh Office</p> <p>Urban Resource Centre (URC)</p>
<b>Sectoral Input to the youth policy draft</b>	<p>Mr. Saleem Butt, Minister for Youth Affairs, Government of Azad Jammu and Kashmir</p> <p>Dr. Lal Chand, MNA</p>

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

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