



**USAID**  
FROM THE AMERICAN PEOPLE



# RESEARCH PAPER



REVIEW OF SINDH YOUTH POLICY (DRAFT)

September, 2014

This report was made possible with support from the American people through the U.S. Agency for International Development (USAID). The contents are the sole responsibility of Civil Society Support Program and do not necessarily reflect the opinion of USAID or the U.S. Government.

## 1. ABBREVIATIONS AND ACRONYMS

BBSYDP	Benazir Bhutto Shaheed Youth Development Program
CDP	Community Development Program
CM	Chief Minister
CSOs	Civil Society Organizations
EAD	Economic Affairs Division
GoS	Government of Sindh
IDPs	Internally Displaced Persons
i-LEAD	Inspiring Leadership Empowerment and Development
INSPYRE	Inspiring Pakistani Youth to Reach Excellence
M&E	Monitoring & Evaluation
NGOs	Non-Governmental Organizations
NYP	National Youth Policy
P&D	Planning & Development
PYP	Punjab Youth Policy
RSPs	Rural Support Programs
SYP	Sindh Youth Policy
SYVM	Sindh Youth volunteer Movement
ToR	Terms of Reference
UN	United Nations
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
WWF	World Wide Fund for Nature
YES	Youth Empowerment Spaces

## 2. Contents

1.	ABBREVIATIONS AND ACRONYMS.....	2
3.	ACKNOWLEDGEMENT.....	5
4.	EXECUTIVE SUMMARY .....	6
5.	INTRODUCTION.....	7
6.	BACKGROUND.....	8
7.	COMPARATIVE ANALYSIS.....	9
8.	STRUCTURAL & FORMATTING GAPS .....	10
9.	CONSULTATION PROCESS .....	10
10.	LINGUISTIC GAPS.....	11
11.	SECTION WISE GAPS.....	11
12.	INSTITUTIONAL MECHANISM.....	16
13.	MONITORING & EVALUATION FRAMEWORK.....	18
14.	CONCLUSION.....	19

### **3. ACKNOWLEDGEMENT**

I would like to acknowledge the essence of relevant resources/documents available online which were taken as fundamental background material and thoroughly studied while doing this desk research.

I am thankful to the team of Citizens' Voice Project who reviewed the paper multiple times and conveyed their keen feedback that helped me in improving the document to this level.

My thanks and appreciations also go to my few friends of development sector who unconditionally brainstormed this research work and helped me out with their dynamic experiences.

In the end, I would admit that the research work in hand would have not been possible without constant guidance of Civil Society Support Program (CSSP) especially the endless support and facilitation of Mr. Shoukat Sathio.

#### **4. EXECUTIVE SUMMARY**

---

Civil Society Support Program (CSSP) launched “Empowering the Voice of New Generation (EVNG) Youth Development Project with the financial support of Citizen`s Voice Project (CVP). The main objective of the project was to engage the youth and other stakeholders in providing feedback on the Sindh Youth Policy Document. To meet that objective, CSSP carried out this research study by appraising the draft Sindh Youth Policy (SYP) document to initiate a critical debate among all stakeholders. During the task, a comparative analysis of SYP with existing similar policies, especially the Punjab Youth Policy and the National Youth Policy had been made so that the draft policy is appropriately revised and submitted to Government of Sindh for finalization. The paper was aimed at identifying the gaps & flaws in the draft policy document and come up with a set of questions for further deliberations on its significant features. Salient features of other such international policies viz: UN’s World Program of Action for Youth, National Youth Policies of India, Srilanka and Malaysia were also studied to identify similarities of challenges and potential actions.

The paper strives to come with the shortcomings in three categories as structural, linguistic and section-wise content gaps. Additionally, it puts forth broad recommendations while indicating the gaps throughout the paper and proposes robust institutional mechanism for the effective implementation of the policy while reviewing the existing infrastructure and emphasizing upon strengthening of Monitoring & Evaluation system.

The paper also stresses upon the need of developing productive linkages with reputable NGOs like Rural Support Programs (RSPs), especially in relation to the promotion of youth volunteer movement. It suggests that the revised draft of the policy must be discussed within concerned government and non-government organizations so that all get equal opportunity to contribute in finalization of the policy. Besides, it is imperative that Youth Affairs Department shall prioritize the identified areas of action, in consultation with major stakeholders and allocate appropriate financial resources accordingly, so that the implementation of the SYP becomes logically practical.

The research paper also proposes that the policy be reviewed every 5 years or as may be found essential, in order to enable Government of Sindh to take stock of key achievements, reflect upon the challenges and refocus the priorities for youth development.

## 5. INTRODUCTION

Youth Affairs Department, Government of Sindh, formulated Sindh Youth Policy in year 2012 with the support of Bargad – an organization of youth development and UNFPA. The policy preparation went through a consultative process involving a number of youth groups of men and women from rural and urban areas and by inviting literate & illiterate young people, disabled youth, transgender, youth from religious seminaries and the most vulnerable youth. Additionally, the activists from Civil Society Organizations (CSOs), young lawyers and journalists also took part in formulation of the Youth Policy. The consultative meetings and focus group discussions were held in Hyderabad, Mirpurkhas, Dadu, Karachi, Sukkur, Khairpur, Larkana, Kashmore, Thatta and Tharparkar.

In the consultation process, a total of 844 youth from diverse backgrounds participated, which included 582 male and 263 female youth. The youth categories included rural youth (355), urban youth (380), literate (557), semi-literate or illiterate (123), vulnerable (66), minority (155), students (466), seminary affiliates (61) and (267) others which comprised activists, young lawyers, teachers, women activists and differently-abled youth<sup>1</sup>.

The Sindh Youth Policy (SYP) aimed at empowering the youth of the province in three dimensions i.e. socially, politically and economically. Assessment of the key challenges faced by youth in the province established the rationale for Sindh Youth Policy in addition to the prevalent youth bulge and its apparent dynamic pressures on provincial and national resources that have taken forms of negative drivers of the situation - a volatile security situation and poverty and growing urban-rural divide in Sindh. The policy devised an institutional mechanism and subsequently developed an action plan, further dividing it into short, mid and long term strategies along with tangible targets. The policy also indicated possible financial resources to be arranged for five years. Moreover, the policy was formulated as an example of integrated multi-sectoral strategy document and public-private partnership in the public policy making in the province and to transform the youth bulge into a dividend for Sindh and Pakistan.

**Youth Definition:** 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 a period of transformation from family dependent childhood to independent adulthood and integration in the society as a responsible citizen. It is a transition phase between a world of rather secure and standard biological development to a world of choice and/or risk where individuals have to choose and plan their own orientation and social integration. *'Age' is a one 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 contesting elections. Having

---

<sup>1</sup><http://sindhyouthpolicy.pk/process.html> (accessed on 12 June 2014)

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 also subscribes to the officially adopted definition of youth in Pakistan– persons between 15-29 years of age.*

Further, SYP defines youth groups as “persons from 15 to 29 years of age may include male & female, rural & urban, literate & 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. Additionally, gender equality and equity issues and rights of the vulnerable youth groups are suggested to be ensured through allocation of 15 % quota for female youth and 2 % quota for minority, differently-abled and other vulnerable youth groups in the job market.

**Youth Bulge:** The projected estimates of Sindh province population were 35.764 million in 2012. Out of total Sindh population, the youth (15-29 years) comprised of 26.9 % (9.620 million), of which male were 14.62 % and female were 12.28 %. The given percentage of the youth population was suggestive that the province was passing through youth bulge like other parts of Pakistan. Nationally, the youth make up 30.4 % of the total Pakistani population.

## 6. BACKGROUND

The historical and recognized management of the youth affairs in the national public policy sphere was not very old in the country because the first national youth policy was formulated in year 2009 which furnished an institutional framework to the youth development. Earlier; four draft policies were attempted in 1989, 1993, 2002 and 2004 which could not be recognized as such. The National Youth Policy 2009 was a breakthrough in the history of youth development in the country. It had 15 principles and created a national action plan to be carried out for the prosperity of Pakistani Youth while highlighting the significance of youth affairs.

However; the subject of youth affairs was later on devolved and shifted to the provinces under the Constitutional 18<sup>th</sup> Amendment Act 2010 with exclusive authority over the subject of youth affairs. The first legitimacy of a provincial youth policy came from this constitutional change. The new devolved plan described the arrangement that the international affairs, foreign aid and inter-provincial matters were to be looked after by the federation whereas provinces were responsible for the legislation, organization of youth forums and youth centers. The international agreements and aid coordination were to be handled by Economic Affairs Division (EAD) at federal level.

The Sindh Youth Policy that is under review took inspiration and direction from the technical input of the ground-breaking national policy document (2009) and its earlier drafts. The SYP focused particularly on provincial issues and appears to be considerate of the National Youth Policy and other relevant international Conventions.

Above all, SYP is in complete harmony with the article 25A and other related provisions of the constitution of Pakistan which ensured the equality of all citizens of Pakistan without violating the said article.

**Article 25A is stated as under:**

*Equality of Citizens*

- (1) All citizens are equal before law and are entitled to equal protection of law
- (2) There shall be no discrimination on the basis of sex
- (3) Nothing in this article shall prevent the states from making any special provision for the protection of women and children

*Right to Education*

The state shall provide free and compulsory education to all children of the age of 5 to 16 years in such manner as may be determined by law.

Through this Youth Policy, Government of Sindh had made an effort to resolve the urgent needs of the youth population to implement a set of actions and programs to empower the youth and provide opportunities to become productive members of the society.

The Sindh Youth Policy document had been organized by setting up the policy context and detailing key challenges of youth of Sindh. The vision, mission, core values and principles were also enlisted in it which also spelled out the responsibilities. Short, medium and long term strategies were devised against stipulated goals and objectives. Besides, an action plan was designed with clear targets in the draft Sindh Youth Policy. The Monitoring & Evaluation mechanism and procedures were also established in addition to specifying institutional mechanism for implementation of the policy.

Policy draft remained in custody of the Department of Youth Affairs since it was produced in 2012 and for certain reasons neither could be shared with other relevant government departments & organizations nor presented to the provincial assembly for its consideration.

## **7. COMPARATIVE ANALYSIS**

In order to identify the gaps & flaws in Sindh Youth Policy, this paper has critically reviewed it to develop questions for generating debate on the essential aspects of its strengths and weakness. For this purpose, a comparative analysis of SYP with other available policies, especially of Punjab and the National youth policy has been made so that the draft policy is revised and submitted to GoS for finalization. In addition, this comparative study is also intended to provide some food for

thought to different stakeholders in Sindh for improvement of the Provincial Youth Policy. The study also submits some broad recommendations while indicating the gaps throughout this paper. While working on the task, salient features of other similar international policies viz: UN's World Program of Action for Youth, National Youth Policies of India, Srilanka and Malaysia were also reviewed to identify the possible similarities of challenges and potential actions.

In general, it is found that both Youth Policies of Sindh & Punjab are an approximate reflection of each other especially in formulation of the strategic action plan. However, for unknown reasons the policy document of Punjab is developed more professionally meeting all standard requirements of such a manuscript. Although SYP is consistent with PYP in terms of the outcomes/outputs included in the Action Plan, the overall policy formulation/report does not meet the required standards.

## **8. STRUCTURAL & FORMATTING GAPS**

Overall quality of the Sindh policy document does not meet the acceptable standards of reporting, especially when compared with Punjab Youth Policy 2012 and the National Youth Policy 2009.

### **Standard Report Writing:**

Vision and mission shall clearly be differentiated;

- i. Vision shall ideally be a one statement like Sindh Vision 2030 "Aspiring towards a Healthy, Productive and Prosperous Nation". This may look like a slogan indeed.
- ii. A mission shall be a strategic statement towards achieving the set Vision.

### **Excessive Narration:**

A lot of text is narrated especially under "Key Challenges to Youth in Sindh" section of the document. This shall come in a concise form providing most relevant & specific information/data and avoiding redundant information.

## **9. CONSULTATION PROCESS**

In view of being a cross-sectoral policy document, it is found that the Sindh Youth Policy required some more widespread consultation with the rural youth and other government departments. For instance, the issues and action plan focusing the areas of agriculture seem to be ignored at large in a country where major share of the economy associated with it. Either the consultations for SYP were not held properly or the feedback of all stakeholders was not brought into the policy document effectively. Furthermore, contributors' input is not formally acknowledged which could confirm the involvement of stakeholders in the process.

## 10. LINGUISTIC GAPS

The policy document is poorly drafted with numerous language faults, in some cases blunders, which required a fine editing in its complete length & breadth. For reference purposes, examples are given as under. Underlined text refers to the flaw.

- Page-16; para 2: The devastating floods, 2011, had drastic impact on economy of the province, according to World Bank and Asian Development Bank report, 27,000 sq. Km area damaged in Sindh province out of the total 27,370 sq. Km. affecting 1.9 million people across Sindh and Balochistan.
- Page-16; section 2.2; para 1: when socially empowered, youth bring dividends not only to themselves youth but also their families.
- Page-19; para 1: in the absence of market analysis, youth mentorship and carrier counseling it is difficult to harness potentials of youth population.
- Page-20; para 3; 2<sup>nd</sup> bullet: Differently-abled persons have to be integrated in youth programs and policies is very necessary.
- Page-22; section 2.3.1: political participation and engagement of youth has been traditional limited due to undemocratic regimes.
- Page-23; section 2.3.2: they also have little or no knowledge about the governance system, constitution and laws of the. (the sentence is abruptly ended here).
- Page-25; principle I: acknowledges the diverse backgrounds of youth within its jurisdiction and would includes them in its action.
- Page-31; objective 1.1.4 (b): Encouraging large organization, companies and enterprises to provide at least 5% internship opportunities to youth – vague sentence 5% of what?
- Page-38; strategic objective 3.1(g): to promote pro peace, woman friendly and student centered action on campuses.
- Page-40; 1<sup>st</sup> para: Incomplete sentence: to ensure youth participation in the province the help of youth from community organizations and local administration.

## 11. SECTION WISE GAPS

**Challenge of Governance and Institutional Mechanism:** This Section stated that there is information gap regarding situation of the Sindh Youth. In such scenario, it is indeed essential to immediately conduct a baseline so that the set targets can be tracked systematically. A separate section should be dedicated to documenting the situation of young people in the province. This may include parameters like: demographic situation, education & training status, employment & unemployment status, social exclusion and marginalization and health & well-being and so on. Such baseline study will also help devising a workable & an effective action plan and may be incorporated in the short term strategic plan.

**Stakeholder Mapping:** The need of Sindh Youth Policy was necessitated by the convergence of perceptions & workable understanding points among multiple stakeholders for the resolution of youth issues. In many ways, various departments of the government are already investing in youth based initiatives, such as education, health, population and agriculture department, but it can be presumed that the cumulative effect of youth-oriented schemes could not be estimated both in terms of short term gains and long term outcomes. This occurs solely because of the fact that we had to devise an integrated policy and coordinated implementation mechanism among multiple stakeholders in the public sector. Provincial Youth Policy with this approach had the potential to institutionalize the youth empowerment initiatives into the government structures.

To achieve the above mentioned objectives of integrated youth policy, a stakeholder mapping exercise must be undertaken at the outset to determine the number of stakeholders, the scope of their activities and the impact they have on youth engagement & development. Finally, an overarching framework needs to be developed in order to align stakeholders and to provide guidance on key issues.

**Information & awareness raising of youth about employment sector:** Linking job market with academia is found to be missing in achieving this objective. The short-term strategy should include workshops of job providers (government, corporate and NGO sector) in the universities of all disciplines. With regard to the resource mobilization, only University of Sindh is indicated among all other public & private universities of Sindh which may also be considered and approached for the purpose.

**Education for Youth Development:** In addition to the interventions included in the action plan under education for youth development, one very fundamental and vital element of character building of young people is found nearly missing or given less importance. *Character Building* of youth shall begin at primary level of education for which teachers' training programs should be designed so that they are enabled to groom the ethics of the children and are capable of developing a learning attitude within them till they reach at the age of youth. Such training programs should be started on pilot basis at the outset and later on scaled up with desired changes. Government and educational institutions should formulate and implement such

educational programs which should promote and strengthen reverence for all human rights & fundamental freedoms and enhance the values of peace, solidarity, tolerance, responsibility and respect for the diversity and rights of others.

A number of reports on education confirm the deteriorating situation of education system in Sindh, especially at the primary levels. Without improving the quality of our teachers, quality education for all will remain a dream. In the current scenario, it is imperative to provide extensive training to the teachers to enable them to provide quality education to their pupils. 'An important quality in a teacher is her/his ability to motivate her/his students and make education their passion', says Zubaida Mustafa – an eminent writer and educationist.

**Library Culture:** Policy shall emphasize to incorporate establishing libraries in schools, colleges and towns by involving youth councils in their management.

**Computer Labs:** Establishment of computer laboratories in higher secondary schools & colleges on priority basis shall be incorporated in the medium term action plan.

**Promoting Human Rights Education:** Government should ensure compliance to the United Nations articles of "The Universal Declaration of Human Rights" in schools and educational institutions in order to make youth aware of their civil, cultural, economic, political and social rights, as well their societal responsibilities, and in order to develop harmonious inter-community relations, mutual tolerance and respect, equality between women & men, and tolerance for diversity. Government should develop human rights education strategies targeted at youth, taking particular account of the human rights of women and minorities.

**Agriculture based Training and Entrepreneurship:** As reported in the draft policy document that according to a survey by the UNDP (2007-08), 4 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 & livestock farming where 60 percent of farmers belong to this group. Rural youth is nearly 50% of the total 27% young population of the province. Hence; policy should give due attention to the productive engagement & development of rural youth.

**Brain drain:** One of the key challenges faced by the province and not discussed here is the migration trend of qualified youth to other countries for work and/or for permanent residency. Due to a lack of appropriate employment opportunities, qualified graduates are attracted towards overseas job opportunities and hence are compelled to leave the home country that is unable to provide an environment where they could thrive and serve the province and country. **A total of 2,765,789 citizens have proceeded abroad for employment opportunities over the last five years according to the latest figures released by the Ministry of Overseas Pakistanis and Human Resource Development.** In an earlier report, the Ministry of Overseas Pakistanis had

stated that 5,873,539 Pakistanis have emigrated from 1981 to 2012, out of which a staggering 41,498 professional and technical workers left in 2012 alone<sup>2</sup>.

**Population & Health Issues:** This issue is more inclined towards Adolescence while discussing the challenges and devising the strategic plan. Malnutrition is another challenge across all sections of young population. Around 27% of the total population seems to be ignored, especially in the rural areas, which constitutes 12.28% of the total young population. Action plan requires to pay due consideration to the nutrition programs for youth.

**Sports:** Sports activities should independently be emphasized in the action plan so that it can acquire special attention during implementation of the plan. In this connection, a separate objective may serve the purpose. Sports is defined as “all forms of physical activity that contribute to physical fitness, mental well-being and social interaction, such as play, recreation, organized or competitive sport, and indigenous sports and games.” This particular gain from sports activities is missing and need to be detailed in the relevant section. Victory of Street Child Football Team of Pakistan, most of its members from Karachi, is a classic example to quote. Manifestos of political parties should categorically elaborate their youth development agendas and plans.

**Political Participation and Engagement:** The document under section 2.3.1 stated that most of youth is politically inactive and that youth lack political awareness. However; the actual situation in Sindh province may relatively be different. The need of the time is to provide them with proper guidance so that their energies are utilized in the best possible manner. The role of Student Unions in the past has been praised in the policy document; however, no action plan is worked out in that regard. Revival of student unions can once again prove to be an effective instrument in political training of youth.

**Competitive Grants for Youth Groups:** With a view to develop a sense of constructive competition, departments may encourage youth through provision of competitive grants for community based small youth development initiatives. In this connection, Community Development Program (CDP) of the P&D Department of GoS can be linked with the youth development strategy.

**Protection from Exploitation:** The policy is silent on specific preventive measures to protect children, adolescents and youth from neglect, abandonment and all types of exploitation and abuse, such as abduction, rape and incest, pornography, trafficking and other violations. Particularly, SYP needs to emphasize upon ensuring protection of young women from sexual harassment. In this connection, the policy needs to be integrated with “The protection against harassment of women at the workplace act 2010’ and other related laws.

---

<sup>2</sup><http://tribune.com.pk/story/649347/brain-drain-2-7m-pakistanis-have-exited-country-in-last-5-years/> (accessed on 8<sup>th</sup> July 2014)

**Drug Abuse and Rehabilitation:** For youth currently abusing drugs and alcohol, the SYP should adopt an inter-sectoral approach of covering awareness & information dissemination, counselling and rehabilitation measures.

**Environmental Conservation:** Youth involvement in environmental conservation has also not been given due consideration in the draft policy. Youth shall be engaged in tree plantation and other such campaigns at mass level. Nature Clubs can be established in school and colleges for the awareness raising and betterment of the surrounding environment. Earlier in year 2010, Sindh Ministry of Environment had announced a program to set up nature clubs in schools. Such opportunity with the Environment department may be explored to materialize the idea. Engagement of school teachers and students in improving the deteriorating environmental conditions can prove to be an effective model. WWF-Pakistan can also be approached for such initiative as they are already running Green School Program in the province.

**Culture & Heritage:** Exposure specific to culture and heritage is not as such reflected in the draft policy. SYP may also establish or strengthen programs to educate young people in preserving cultural heritage of their own and other societies in the region and in the world. Policy should institute travel and exchange programs and youth camps to equip the youth with a better understanding of cultural diversity. The United Nations Educational, Scientific and Cultural Organization (ENESCO) can be approached to facilitate such exchange programs.

**Promotion of Youth Volunteerism:** Strategic Objective 2.3(a): Community service should be made mandatory to promote volunteerism. This can be achieved on the lines of Punjab Youth policy by launching Sindh Youth Volunteer Movement (SYVM). In this regard, partnerships with some reputable NGOs like RSPs can prove to be a successful strategy.

One of the key Terms of Reference (ToR) of Youth Councils may be to volunteer in mass campaigns like voter registration, polio eradication and emergencies like; floods & other disasters etc.

**Strategic Action Plan:** The SYP action plan is well worked out by framing it in the logical sequence of goals, objectives and activities; however, framing the proposed actions in a 5 year plan seems to be unrealistic. At the same time, implementation of the 5 year action plan is divided into 3 categories as short, medium and long term implementation strategy which needs to be rationalized by tagging each action with a realistic timeframe. Presently, the allocated timeframes seem to be too ambitious.

In fact, a separate time-bound action plan – may be for 5 to 7 years – based on the overall strategic plan may be developed which shall pursue progress towards meeting the specific goals and objectives. Conclusively, the available 5 year action plan needs to be rationalized in relation to its realistic implementation. Short-term action plan may be restricted only to achieving the targets for

already ongoing youth development programs and other steps required for strengthening the institutional mechanism for implementation of the overall strategic plan of the Sindh Youth Policy. Most of the actions given in the existing plan require roll out strategy for on-ground implementation as they seemed to be very broad and generic in nature.

The policy narrative should be careful enough in differentiating the strategic goals, objectives and targets and must not lump them all together, hence creating misunderstanding during its implementation. For instance, the long term strategy under strategic objective 2.4 of the draft policy stated “behavioral change in youth living with cultural diversity” which is in fact not a strategy but an impact of various actions and should be specified in the performance management plan. A similar example can also be referred to under strategic objective 3.1.

**Short-term Action Plan:** As a matter of realistic planning, the short term (at least for 18 to 24 months) action plan should be restricted to the following interventions:

- Registration of existing youth groups
- Formation & registration of youth councils at district and UC levels
- Information system/database
- Arrangements for establishment of proposed institutional mechanisms
  - o Constitution of inter-departmental working group
  - o Establishment of Sindh Youth Development Commission or Authority
- Implementation of already ongoing youth development programs

**Networking and Productive Linkages:** This should be emphasized for possible resource mobilization from within and outside country for the effective implementation of the policy initiatives.

**Responsibility Matrix:** As also given in the National Youth Policy, a responsibility matrix for implementation of SYP would be a useful instrument in preparing the yearly action plans, successful networking, resource mobilization and monitoring.

## **12. INSTITUTIONAL MECHANISM**

With a view to establish an efficient, inclusive and informed institutional mechanism for implementation of Sindh Youth Policy, Youth Affairs Department has envisioned a comprehensive institutional setup to execute operations of the Department. However, the proposed setup will require a legal cover through legislation.

**Existing Institutional Infrastructure:** At present a Youth Affairs Department and a dedicated Youth Affairs Directorate look after the youth affairs in the province.

### **Proposed Institutional Setup**

**Youth Councils:** The Department aims at establishing Youth Councils at District and Union Council levels to ensure youth participation.

The department affirms to ensure coordination, transparency and economy of resources and government youth liaison. In view of the proposed strategic plan, it is concluded that without having appropriate setup at divisional and district levels, effective government – youth liaison would not be promising. To start with, short term strategy may include setting up at least division level infrastructure so that the institutional support is available at grass root level for close & effective coordination.

**Inter-departmental Working Group:** The Department anticipates to constitute an Inter-departmental Working Group for establishing smooth operational link among various government departments and bodies engaged in youth development. It will be appropriate to have head of this working group nominated by the Chief Secretary instead of a representative of his office.

**Sindh Youth Development Commission:** The Department also envisages establishing a Sindh Youth Development Commission consisting of representatives from widespread stakeholders. Legal and other related dimensions may be looked into while deciding to set up a Commission or Authority which can be in utmost benefit of the young population.

Women Development Department may be treated as a key stakeholder department and shall be given due representation at all levels of institutional infrastructure.

It is essential to fix criteria for taking members from youth, CSOs, corporate bodies, academia, media and from among religious leaders. Young people with exceptional talent & achievement from across the province may be considered for the membership of this commission/authority.

**Youth Venture Capital Fund:** may be taken as an Endowment Fund which can be established as one-time seed money by the Sindh Government and run through public-private partnership in collaboration with national and international development agencies. Sindh Youth Affairs Directorate may administer the Fund to support the youth development projects under the Youth Development Authority.

**Public-Private Partnership:** Youth Affairs Department, Government of Sindh must take appropriate measures to develop productive partnerships with the private sector from the civil society and the corporate sector and positively engage them in policy implementation.

The only significant difference between Punjab and Sindh Policy implementation mechanism is the designation of Advisor to the CM on youth development.

**Achievements of Sindh Government:** So far GoS has formally instituted the governance structures and human resources for youth development work wherein the focal point is the Department of Youth Affairs, which is responsible for youth development in the province and for

youth mainstreaming into all levels of policy and programming. Recently, the department has particularly focused on pivotal components of youth development like leadership, entrepreneurship, skills development etc. through various programs and projects in collaboration with different national and international partners. Some major programs included Benazir Bhutto Shaheed Youth Development Program (BBSYDP), Establishment of Youth Development Centers, Folk Song Festivals, Youth Empowerment Spaces (YES), Inspiring Pakistani Youth to Reach Excellence through Counseling and Training in Sindh (INSPYRE), Inspiring Leadership Empowerment and Development in Youth Collectivism and Togetherness (i-LEAD), Career Counseling project and Youth Exchange programs.

#### **Budget Allocation trends of Youth Affairs & Sports Department:**

Year 2014 – 15	Rs. 1152 million (288 for youth affairs and 864 for sports)
Year 2013-14	Rs. 1400 million (400 for youth affairs and 1200 for sports)
Year 2012-13	Rs.758 million (358 for youth affairs and 400 for sports)

In addition to the above mentioned ongoing schemes, this year Rs. 57.6 million has been allocated for new schemes which included female youth business support centers, Sindh youth internship program, youth connections & development learning resources centers, digital entrepreneurship, career counselling for youth, Industrial Institute linkages and skilled youth job fair & youth activity centers in Sindh.

The above budget figures do not include the budgetary allocations of other government departments for youth development programs.

### **13. MONITORING & EVALUATION FRAMEWORK**

A successful M&E system requires that the organization be committed and capacity be built to carry it out meaningfully. This involves government making the appropriate budget allocations, boarding required skilled human resources and taking action to ensure the commensurate institutional empowerment. The youth of the province as primary stakeholders and beneficiaries of this policy must play an active role in the overall M&E process. This will be attained through commissioning impact assessments, customer satisfaction surveys, and opinion polls targeting the youth population.

**Third Party Evaluation of the On-going Programs:** In order to assess the program design and its success ratio, Youth Affairs Department may also commission a 3<sup>rd</sup> party evaluation of those programs which are already in progress for at least 3 years. This would help government in finding out the outcomes of those programs and also identifying gaps, if there are any, to make corrections in the program design and implementation strategy.

## 14. CONCLUSION

- Draft SYP must be shared with concerned government and non-government organizations along with other key stakeholders for their input on the draft policy so that all get equal opportunity to contribute to finalization of the policy. Besides, Youth Affairs Department should also prioritize the identified areas of action, in consultation with major stakeholders and allocate appropriate financial resources accordingly, so that implementation of the SYP becomes logically practical. While prioritizing the areas of action, youth groups of girls and young women may be treated separately – being the disadvantaged young group.
- SYP shall be reviewed every 5 years or as may be found essential, in order to enable Government of Sindh to take stock of key achievements and challenges, and refocus the priorities for youth.
- Research and policy studies, comparative studies on issues and trends concerning youth of the province are essential to the continuous expansion and development of the global body of knowledge on relevant theories, concepts and methods. International, regional and national research centers and institutions concerned with youth-related issues should also be urged to consider the possibility of establishing cooperative relationships to ensure the effective implementation of Sindh Youth Policy.
- Organizations, particularly those involved in education, employment, juvenile justice, youth development, health, hunger, ecology, environment, and the drug abuse, should positively be considered for partnerships that can support Government of Sindh in implementation of the policy.
- This research paper is developed for understanding the different aspects of the Sindh Youth Policy by reviewing the existing policies of other provinces including the Youth Policy of Punjab Province and National Youth Policy. The paper is an effort to enable the various stakeholders to suggest the best possible strategies to the Government of Sindh to revise and finalize the draft policy. This paper will be discussed at all relevant fora and the recommendations will be communicated to the Government of Sindh so that the Sindh Youth Policy is appropriately revised and finalized in the utmost benefit of the youth of the province.