

Government of Pakistan
Ministry of Youth Affairs
Islamabad



National Youth Policy

December, 2008

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“Youth is our future

Youth is our asset”

1. *The present Government promised, “the youth of Pakistan gainful employment, hope and opportunity”. It is a defining moment for the country when the present democratic government is at the helm of affairs.*

2. *Youth had played an acknowledged role in the creation of Pakistan. The founder of Pakistan (Quaid-e-Azam Muhammad Ali Jinnah) had always reposed great trust in the young people as the agents of future prosperity of Pakistan. The youth continued to be vibrant and active and eager to play significant role in the progress and prosperity of the nation. Pakistani Youth is brimming with ambition, enthusiasms, dynamism and commitment to rise. However, Pakistan does not have hitherto, any comprehensive National Youth Policy though the subject had been pondered over since 1989. Various Ministries and Departments have some programmes dealing with various facets of the life of the youth but there has been a lack of integrated, well synchronized policy with a futuristic vision. This policy document is meant to fill this vital gap.*

3. *Pakistan’s population profile is changing. The proportion of working age population is increasing and offering a window of opportunity to turn this demographic transition into a “demographic dividend”. This “demographic dividend” provides a great opportunity to steer the energies of youth for Pakistan’s economic growth and well being.*

4. *The period of life which the youth represents is the most productive and useful period by virtue of the nascent energies they are endowed with by nature. The young people aspire for full participation in the life of a society. If appropriate opportunities are made available to put their natural endowment to creative, productive and useful channels, Pakistani Youth is indeed capable of working wonders.*

5. *Given the importance of Youth to Pakistan’s future development, it is necessary to provide means and environments in which this invaluable human resource attains the optimal growth potential, equipped with the requisite character strength and motivation to participate in the main stream of the practical life. The youth, as it discovers the world of practical life with curiosity, is also impressionable and, therefore, vulnerable to many diverse influences. It is necessary to mature and steer the development of youth in line with Islamic values, the ideology of Pakistan and the norms and aspiration of Pakistani society and culture. To achieve this objective, a number of challenges being faced by the youth have to be addressed and opportunities opened up to them to unleash their energies.*

6. *The National Youth Policy has been prepared to mainstream the youth, harness the talent and energies of youth and address the challenges being confronted by today’s youth. This is a dynamic document which will be suitably adjusted as more experience is gained and the realities on ground change with time. A number of Ministries and Organizations are already working in various areas related to youth. This policy aims at integrating their programmes and provides overall sense of direction consistent with the needs of the*

country. Efforts have been made to build on the existing programmes and avoid the tendency to reinvent the wheel.

7. To formulate the policy extensive consultations have been done with various stake holders. The Policy was circulated to all the members of the Parliament. Comments were invited from various Ministries of the Federal Government, Provincial Governments, FATA, Northern Areas, AJK, Youth Parliament, civil society, international donors, universities, eminent young people, chambers of commerce and consultants. The draft policy was also placed on the web-site of the Ministry of Youth Affairs.

8. The Ministry of Youth Affairs will essentially play a catalytic and coordinating role for implementation of the policy besides undertaking specific programmes and projects to supplement the overall efforts. The success of this Policy will depend upon the commitment and zeal of all the stakeholders whether in public or private sector. This is an investment which will pay rich dividends to humanity in general and Pakistanis in particular for all times to come and it is hoped that all the stakeholders will rise to this immense opportunity. The Ministry of Youth Affairs is confident of the capabilities and the talent of the Pakistani Youth and expects that they will do their best to build a strong, prosperous, sustainable and vibrant Pakistan.

Dated: December, 2008.

*(Shahid Hussain Bhutto)
Minister for Youth Affairs*

Definition of Youth

Youth is defined 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 dependant childhood to independent adulthood and integration in the society as a responsible citizen.

Various countries use different age groups for defining the population of youth. For Pakistan the population in the age group of 15-29 years is taken as the young population. This age group is consistent with the definition of youth taken by the Commonwealth.

2. Demographic Context

According to the Population Labour Force Survey 2006, the population of youth in the country was 41.81 million which represented about 27% of the total population of the country.

Statistics on youth population extracted from the Survey are given in annexure-I. Salient characteristics of the youth population are:-

- (i) Proportion of males and females is about 50% each.
- (ii) Approximately 67% of the young population lives in the rural areas.
- (iii) About 63% of the young population (26.27 million) is literate. Out of the 37% illiterate population (15.57 million) about 65% (10.13 million) are females.
- (iv) About 49% (20.32 million) of the population constitutes labour force while 51% (21.51 million) is “out of labour force”. The “out of labour force” population comprises of 6.89 million students and 14.03 million (including 13.82 million females) as house holds.
- (v) The labour force is engaged in:-
 - a) Agriculture (about 37% of L.F.).
 - b) Manufacturing (about 17%),
 - c) Wholesale, retail trade and restaurants etc. (about 15% of L.F.).

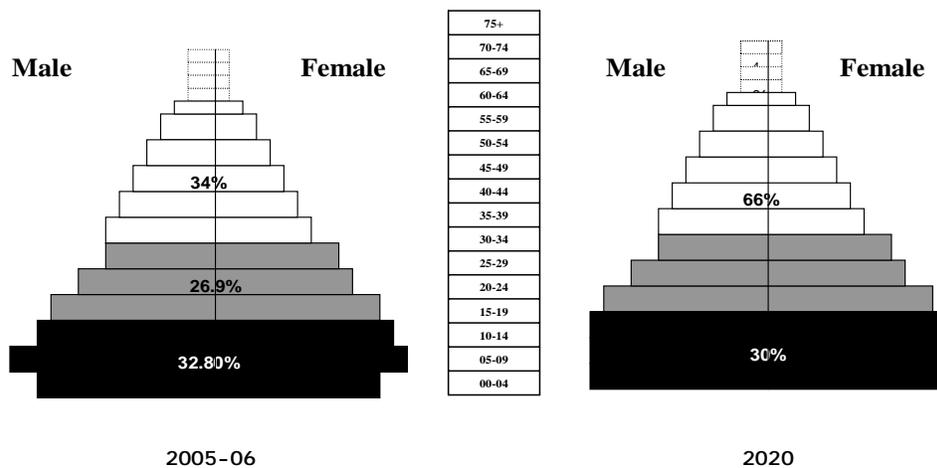
- d) Community, social and personal services (about 11% of L.F.).
- e) Construction (about 7% of L.F.) and;
- f) Transport, storage and communications (about 6%).

3. Future Projections

Future projections prepared by National Institute of Population Studies (NIPS), Islamabad show that the population of youth in 2018 would be around 57.9 million with about (50% each) of male to female population. Thus there will be a net addition of about 16 million young people.

Projections prepared by the National Institute of Population Studies (November, 2006) as depicted in the figure below show that the proportion of the population in the age group 15-29 will increase while the proportion for the population below 15 years will decrease. This implies that the working and energetic population of Pakistan will increase in the medium term thus providing an opportunity to convert this “demographic dividend” to economic dividend.

Population Pyramid, 2005-06 & 2020



4. The Challenges

The challenges ahead are to:-

- (i) groom and guide the youth of Pakistan to live in peace and harmony following the cardinal principles given by the founder of the nation; **Unity, Faith and Discipline.**
- (ii) convert the demographic increase in the population of youth (demographic dividend) into an economic dividend by engaging the youth in economic activities, enabling gainful engagements in income generation (domestically and abroad) to propel the growth of Pakistan in the 21st century. .
- (iii) Provide an environment to facilitate the youth in exploiting their full potential.
- (iv) Address the gender imbalance in the access to facilities and economic opportunities between male and female young population.
- (v) Provide and facilitate education and youth literacy programmes for those who have missed childhood education.

The National Youth Policy has been prepared to address the above challenges in concert with the economic and social sector policies of Pakistan.

STRUCTURE OF THE POLICY DOCUMENT

The document is structured such that it first lays down “Principles of National Youth Policy” followed by “Plan of Action” for each principle stated in the Policy and an “Institutional Implementation Plan” to implement the Policy.

PRINCIPLES OF THE POLICY

The thrust of the National Youth Policy is to inculcate a sense of pride of being Pakistanis, good citizenship, interregional harmony, building well rounded personalities and to prepare the youth for income generation in their practical life. The Principles of National Youth Policy are:

1. **Reinforce sense of Pride, Awareness and Motivation.**

- (a) Reinforce the sense of pride by creating awareness about our history, heritage and achievements.
- (b) To expose youth to works and examples of high achievers in the world in various walks of life and to instill a passion to excel and achieve excellence.
- (c) Develop amongst the youth an international outlook, a desire to compete, an insight into other cultures and desire to learn lessons from achievements and errors of others.

2. **Promote National Integration**

Promote:

- i. National integration and harmony,
- ii. Mutual friendship,
- iii. Tolerance, understanding and values.
- iv. Social interactions.

3. **Enabling Prospects of Income Generation for the Youth. (Harnessing the Youth Dividend).**

Consistent with the policies of the Government for rapid economic growth which will create opportunities of income generation for Pakistani Youth, following specific measures be taken:

(a) **Skill Development**

Undertake target oriented programmes for development of new and enhancement of existing skill to cater for the need of the youth in the specific area/regions (e.g. coastal, agriculture, industrial, urban, rural areas etc.). These programmes will also envisage training for foreign job markets where Pakistani youth can find jobs.

(b) **Entrepreneurships**

Assist and support the youth in establishing self-employment businesses and start up of new companies/ventures.

(c) **Micro Finance**

Provide financial resources for small scale income generation ventures.

(d) **Internship and Job Counseling**

Enhance internship programmes and provide job counseling in collaboration with corporate sector and universities etc.

4. **Address Issues of Marginalized and Vulnerable Groups of Youth**

Eradicate disparities related to access to social and economic opportunities and resources for youth development by adopting rights base approaches.

5. **Support Character Building**

Inspire the youth with:

- i. Islamic values,
- ii. Ideology of Pakistan, aspiration for Pakistan,
- iii. Sense of good citizenship, high standards of morality,
- iv. Discipline,
- v. Respect for basic human values, laws and religions.
- vi. Educate, motivate and guide against extremism, terrorism, antistate and inhuman activities.

6. **Promotion of Sports and Recreation:**

Patronize sports and recreation activities, sports competition, expansion of sports facilities at all administrative levels on sustainable basis with special emphasis for young females.

7. Academic and Intellectual Development.

- (a) Take steps to promote scholarship, enhance availability and access to academic material, participation in conferences and undertake talent forming programmes.
- (b) Special emphasis be given to mainstreaming of youth studying in Madrassas.
- (c) Youth will be given representations in Think Tanks, policy formation and implementation fora.

8. Youth Health

Create awareness about responsible and safe behaviour, provide youth friendly and health care counseling and guidance facilities.

9. Social Volunteerism

Youth will be encouraged to undertake voluntary social service.

10. Incentives for Talented and High Performing Youth

Talented and high performing youth will be given recognition reward and incentive at the national level. Efforts be made to motivate and attract them towards service for the nation.

11. Youth Marriage, Family and Life Skills

Facilitating the youth (above 18 years) in the formation and planning of a healthy family on a sustainable basis.

12. Youth Mentoring

Supporting and guiding the youth in identifying their potentials, overcoming their failures, adopting the traits of good citizens and boosting their morale for high achievements in life.

13. Special Youth

Special consideration will be given to promote the participation of special and handicapped youth in all activities.

14. **Balancing the Gender Imbalance**

Work towards gender equity and provide greater opportunities and decent environment for the female youth to play their role in socio-economic development of the country.

15. **Youth in Prison**

Special Programme for rehabilitation, mentoring, training and education and incentives for youth in prison will be evolved so that their time in the prison is utilized to become good citizens capable of integrating in social economic activities.

PLAN OF ACTION

A number of Ministries and institutions in Pakistan are already engaged in various programmes benefiting the youth. The National Youth Policy aims at creating a youth centric focus by integrating and coordinating the programmes of various Ministries and institutions and providing overall guidance to develop the youth in Pakistan to meet the challenges of the future in building Pakistan. The Plan of Action proposed in pursuance of the Policy, thus, builds upon the existing infrastructure and programmes besides additional programmes and dimensions wherever necessary. The plan of action for each point of National Youth Policy is described below:-

1. Sense of Pride, Awareness and Motivation,:

It is proposed to reinforce a sense of pride of being Pakistani or having association with Pakistan, motivate the youth for achievement of excellence, learn from local, national and international icons and to be aware of the development in the world. Accordingly the Plan envisages:

- (a) Using various means of communication and media, lift the morale of our youth by projecting:
 - i- our national heroes in various walks of lives.
 - ii- the unsung and “small” heroes whose performance is laudable in ordinary lives,
 - iii- richness of our culture, monuments, our traits and traditions,
 - iv- stories of inventions, bravery, culture, traditions of society, justice, landmark projects, adventures and our natural endowments etc.
- (b) Projecting Pakistan’s heritage to our youth through visits and participation in events to see various areas, economic centres, monuments, museums dwellings, cities of historical importance, renowned facilities, universities etc.
- (c) Interaction with high achievers, corporate, leaders, researchers, academicians, social workers and other icons through visits, meetings, seminars, chat programmes, video conferences, other means of communication.
- (d) Enabling interaction with high achievers and icons on the pattern of the initiative taken by Higher Education Commission and Pakistan Science Foundation by arranging interaction with Nobel Laureates.

- (e) Youth be made aware of Pakistan's geographical importance in the economic and geopolitical context of the world.
- (f) Involve youth in national policy formulation.
- (g) Youth may be invited to programmes organized by the President/Prime Minister/Governor/Chief Minister Secretariat and Nazims.

2. **National Integration:**

Promote national integration and harmony amongst the youth from various walks of life in the country. These bonds created at a young age will go a long way to nourish future relationships. Programmes to include:

- **See Pakistan visits:** Participants from all over the country would be invited to come together for organized visits to various areas. The participants will live and get together as they see sites of historical importance, explore the life, history and natural endowments and meet leaders in various walks of life. These programmes will be based on selection of youth on merit from various regions of the country so that the objective of cross cultural learning is achieved.
- **See city tours:** Cause local administration to run special transport on week-ends to conduct city visits to expose youth to different parts of the city they live in.
- **Arrange national youth conventions:** Organize national youth conventions where various cultural, social competitive events are held. Corporations and leading companies will be invited to set up stalls to exhibit their products and business practices giving the youth an opportunity to interact with them and build relations.
- **Arrange country-wide tours and run youth trains:** Provide concession on railway tickets to youth during the period of summer vacations of June to September to promote excursion travel.
- **Arrange in-cities tours:** To enable visits of students in local institutions to venues of interest, museums and monuments etc. For this purpose resources will be made available through Ministry of Youth Affairs to public sector educational institutions, to undertake such activities. Ministry of Youth Affairs will promote these efforts.
- **Arrange interschool, inter college and inter universities debates and conventions etc:** To promote such activities, Ministry of Youth Affairs will provide resources to public sectors.

- **Facilitate student camping/lodging facilities:** in premises of selected educational institutions during summer period to facilitate low cost tours. For this purpose a scheme of “back pack” lodging will be launched in cooperation with educational institutions.
- **Cause or construct youth hostels:** In various cities and tourist spots in the country for providing decent and economical accommodation for youth to facilitate there visits. Also establish relations with the members of international youth associations and travel agents.
- **Mainstreaming the youth from backward and special areas:** Under this programme, young people from backward areas will be invited to live in major cities and get the exposure of city life, exposure for development in the country, visit to major development projects and institutions of learning. Special scholarships will be offered to students from backward and special areas to live in urban universities, colleges, schools and vocational centers. This will provide opportunities for learning and interaction with their contemporaries in urban areas, experience the urban environment and build the bonds amongst the youth and share their value. This is to create inspiration in the youth of such areas to improve their own environments and play constructive role in their areas.
- **Youth Rural Urban Exchange Programmes:** It is proposed to provide opportunities for living and exposure to urban youth of the rural areas and vice versa. This will widen the perspective of the youth.

3. Enabling Employment (Harnessing the Youth Dividend)

There is a great need to enhance the existing programmes of skill development and vocational training in the country as it has a tremendous potential to provide employment to our youth in rural and urban areas as well as the job market abroad. The plan of action being prepared (and being implemented) in coordination and collaboration with the relevant government divisions/agencies envisages:

(a) Skill Development and Vocational Training

- It is proposed to carry out an assessment of the demand/requirements and capacity of the skills development facilities in the country. In this respect NAVTEC has already prepared a strategy for “Skilling Pakistan” and Federal bureau of statistics is also planning to undertake a demand supply summary for various occupations. Based on the assessment of needs, technical and skill

development programmes will be enhanced. It is proposed that existing schools may be inducted in this programme and a substantial number of schools in public and private sector may start regular evening and weekend programmes for skill development and technical training for which funds would be provided by the Federal and Provincial Governments.

- National and international job market analysis would be carried out to identify the requirements of skills in various target markets and our youth be trained in the relevant fields. Besides, support will be extended to our youth to seek jobs and placements locally and in foreign markets. Overseas Pakistani Division of Ministry of Labour and Manpower is already working in this direction. This programme will be further enhanced.
- Vocational Training Institutes in the country will update curriculum in accordance with current requirements and job-opportunities in the Agriculture/Industrial and Services sectors and prepare a phased expansion programme of such training facilities in rural/urban areas keeping in view regional considerations regarding youth population, prevailing skill-levels, and unemployment. This will be undertaken in coordination with NAVTEC and concerned Provincial Departments.
- Specialized institutions for providing training in area specific needs will be opened e.g. training of agriculture labour, maintenance of agriculture implements, agriculture businesses, agriculture practices in agricultural areas. Similarly training to support tanneries, fans, cutlery, garments industries in relevant industrial areas etc.
- Facilitate placement of youth in appropriate jobs. Establish placement support centres at District Levels.
- Establish and encourage local crafts based youth enterprises for income-generation at village and urban-neighbourhood level and provide professional assistance for marketing of such enterprise products.
- Institute a programme of certification of informally acquired skills by technicians and workers to enable them acquire suitable jobs and financing.

(b) **Entrepreneurship**

- Youth in Pakistan has great inspiration for new ideas but are usually handicapped because of lack of resources to experiment these ideas and develop these to enter the market. To mitigate risks in new ventures, it is necessary that the risk of trying bright ideas be underwritten by entrepreneurs and our talent is given a chance to succeed. For this purpose the programme envisages creation of a youth venture capital fund to support new developments and implementation of new ideas. This fund can be subscribed by government, entrepreneurs, corporations, donors, beneficiaries etc.
- Creation of small incubator offices equipped with all office facilities for young graduates so that they may work in these incubators to polish up their ideas and implement to venture activities. Such incubators may be set up in universities and also by corporate sector for which suitable incentives would be given.
- To facilitate and guide young entrepreneurs regarding procedures for opening of new companies and provide legal advice as needed.
- Arrange entrepreneurship and corporate leadership training programme to enable youth to learn from existing enterprises and the companies. Learn the art of making business plans and selling it to the venture capital and other funds.
- Enhance the outreach of programmes of Small and Medium Enterprise Development Agency (SMEDA).
- Guide and train youth to do business, to innovate and expand business.
- Guide and train small and poor service providers to grow from small occupations into large enterprise.
- Create respect for poor and small entrepreneurship (rag to riches empowerment).
- Arrange youth entrepreneurship competition.

(c) **Micro - Finance**

- Provide financial resources/loans to increase access of poor/low income youths to training institutions and facilitate those seeking self-employment.
- Expansion of micro finance sector in terms of outlets, products and access by the young.
- Create a centralized “Information-System/Data base” on job opportunities for Youth in public and private sector to guide and counsel job-seeking youth.

(d) **Internships, On Campus Job and Job Placements.**

- Expand and improve national internship programme.
- In addition to Government programme, require large public and private organizations, companies and enterprises to provide internship opportunities equal to at least 5% of their sanctioned/approved strength of officers to young people/graduates with stipends equal to or more than the Government programme.
- Require all universities to provide on campus jobs equal to at least 5% of their full time student population.
- Encourage all universities to set up offices for awaiting graduates in job placements. The government may also support programmes for job counseling and placement services.
- New programmes of internships (or shared salaries) in partnership with corporate sector (public and private) with commitments of the latter to provide employment to most of the internees.

4. **Marginalized and Vulnerable Youth.**

Special and proactive measures financing and programmes for mainstreaming e.g.

- a) welfare Centres and facilities to attract marginalized out of school and vulnerable youth from loitering, begging, whiling away time by clinging to shrines etc.

- b) through support of NGOs/Civil Society and support programmes of Ministry of Social Welfare and education for mainstreaming of marginalized and vulnerable youth groups.

5. Character Building

Propagation of True Islamic values, ideology of Pakistan, good citizenship, gender equality, human values and respect for other religions through:

- a) TV/Radio/media programmes and talk shows, debates, essay, competitions and discussions involving the youth and elders.
- b) Films, dramas advertisement and documentaries etc, leading to good moral lessons.

6. Promotion of Sports and Recreation

The plan of action for the promotion of sports and recreational facilities is as follows:

- Distinguished persons such as President, Prime Minister, Ministers, Nazims, leading icons in society, corporate leaders and other known personalities to become patrons of sports organizations in urban and rural areas.
- Arrange competitive sports, trekking, scouting events at all administrative levels. Make tent villages/camping facilities, wherever feasible and necessary.
- Ensure proper media coverage and appreciation of the sports activities.
- Enhance training for various sports through training centers, schools and educational institutions and media.
- Enable expansion of sports facilities, play grounds, proper maintenance and sustenance of the sports facilities. Make Youth Activity Centres (comprising of reading rooms, computers, indoor and outdoor sports etc.) with priority to small towns. This may be done through public sector, public private partnership or through private sector/corporate resources.
- Special emphasis will be given to facilities for females.

7. Academic and Intellectual Development

There is no dearth of hard-working and talented youth of Pakistan. Given the opportunity, they can rise to the highest ranks in academic and intellectual pursuits. Many talented students, however, are handicapped because of lack of financial support, compromise on merit, limited opportunities, ignorance about opportunities and lack of availability or access to books, literature and other academic resources. To promote young academics to pursue excellence and critical thinking, the programmes include:

- Enhancing the availability of scholarships to carry out studies at higher secondary, under graduate and graduate levels in country and abroad. A special emphasis will be given for scholarships at higher secondary and under graduate levels to dovetail with a similar programme being run by Higher Education Commission. A transparent criteria for selection of deserving youth for these scholarships will be prepared and widely publicized.
- In order to reduce the gap of level and quality of education for rural population, it is proposed to launch a special scheme of scholarships for rural youth studying in schools in rural and underdeveloped areas in class 9 to graduation in quality education institutions in urban areas.
- Starting and augmenting programmes for educational loans and “Qarz-e-Hasna” for students who do not get merit scholarships for studies both in Pakistan and abroad. These loans can be advanced by the Governments and banks and well publicized.
- Special funds will be created to facilitate participation of young students and professionals in conferences in-country and abroad. A transparent criteria for selection of deserving youth will be prepared and widely publicized.
- In order to prepare students for getting admissions for the world renowned institutions at under graduate and graduate levels, special tutorials and guidance sessions would be arranged on internet and various local institutions would be encouraged to run trainings on subsidized rates.
- Books and research and development materials and facilities would be made available to the young researchers through internet access, libraries, book banks or book loaning programmes.

- Government will provide support for mainstreaming of youth studying in Madrassas in collaboration with Ministries of Religious Affairs and Education.
- Educational institutions will be advised to provide hostel accommodation to 100% students from far flung and backward areas.
- Support access to information technology including easy access to internet, satellite/televised information technology and audio-visual electronic informative data.
- Youth will be given representation in Think Tanks, policy formulation and implementation for a.

8. Youth Health

- i) Support Ministry of Health:
 - a) in extension and up gradation of facilitation for physical and mental health, public health, preventive health care, population welfare and rehabilitation care.
 - b) undertake awareness, preventive campaigns and programmes against drug abuse, drug addiction, smoking, HIV/AIDS, communicable diseases, nutritional imbalance, hepatitis, accidental injuries, psychological and mental illnesses, maternal mortality, infant mortality and environmental hazards.
- ii) Youth friendly confidential counseling help line would also be established with the help of Ministry of Health.
- iii) Programmes for guidance of youth in adolescence age group would be undertaken.

9. Social Volunteerism

- Youth Volunteer Corps will be promoted to assist in practical work for the Social and Economic Development of the country. Areas of youth volunteer activity will cover all vital sectors related to service to humanity including but not limited to Social Security, Health, Education, Environment, Gender, Sports; disaster/crises management and community uplift. Using existing volunteer activity in the country, the programme will be based on methodology, principles and best practices adopted internationally and acquire necessary foreign professional expertise to establish and help this vital initiative gain initial momentum.

- Pakistan Boy Scouts / Girl Guides Association will be invigorated to activate the work and ethos of these organizations at grass root level in educational institutions and at community – level.
- Encourage young people to undertake social and economic activities in rural areas.
- Youth Volunteer Awards will be instituted to give incentives for volunteerism.
- Encourage youth to participate in communal activities in relation to their community for safety, welfare and mutually beneficial tasks.

10. Incentives for Talented and High Performing Youth.

A merit and competition based **National Youth Award** will be instituted. For this purpose nominations will be solicited from various institutions as well as through national advertisements. These awards will be given in the fields of academics, social work, outstanding achievements of national importance, inventions, innovations, bravery, dedication, profession, Art and Culture etc. An elaborate system of selection on merit will be devised so that the deserving candidates, irrespective of their social background (poor, rich, rural, urban, political, family status etc) are selected. This Award will be made a permanent feature.

11. Youth, Marriage, Family and Life Skills.

- Facilitating the youth (above 18 years) in the formation and planning of family on a sustainable basis.
- Facilitating marriage through providing the necessary financial resources to the needy and accredited counseling services.
- Providing necessary life skills for youth through university and school curriculum and in the non-formal education sector in order to make youth capable of coping with their problems in the early years of marriage. They will be provided training to develop skills in communication, resisting peer undue pressures etc.
- Raising the awareness in youth about marriage law (e.g. minimum age of marriage, nikah nama etc.), reproductive health, Islamic tradition and values in the realm of family.
- Strengthen the institution of family by promoting family values.

12. Youth Mentoring

- Strengthening the institution of family to provide guidance to youth.
- Educate parents, senior citizens, teachers, professionals and leaders in the art of mentoring and guiding young people.
- Promoting and encouraging youth counseling centers in universities, hospitals, large enterprises etc.
- Young prisoners will be provided special facilities for mentoring and guidance to improve their lives.

13. Special Youth.

- Special and handicapped youth may be given the same quota in all youth activities as has been approved by the Government in respect of Special Education and Rehabilitation of disabled persons.
- Wheel Chair accesses and special toilets for the disable youth be made compulsory in construction of all future buildings.
- Special quota/opportunity for studying in all educational institutions including those for higher education both at home and abroad.

14. Balancing the Gender Imbalance

The government has already decided that the quota for female candidates for employment in public sector will be 10%. This proportion is proposed to be gradually enhanced. It is proposed to take measures to facilitate and enhance the participation of female youth in all walks of life including but not limited to:-

- a) improving workplace environments in the back drop of suitable legal framework.
- b) providing specific incentives to females to come forward in seeking jobs and entrepreneurship.
- c) specific programme to enhance female education and skill development.

15. Youth in Prison

In coordination with the concerned authorities, special programmes will be undertaken to provide various skills and trainings so that the young prisoners can lead a respectable life upon leaving the prison. Similarly, interactions with senior citizens will be organized to provide mentoring support. Competitive and creative activities will be promoted. The measures and programmes envisaged under this policy will be made available inside the prisons also.

Institutional Implementation Plan

1. National Youth Council

The plan of action cuts across many disciplines. A number of Ministries, Provincial Departments, organizations, NGOs, various International Donors, UN agencies, Philanthropists, corporate bodies, NGOs and CBOs are already engaged in various disciplines envisaged in the plan of action. The implementation of the plan will thus heavily rely on the existing institutions. Essentially it will require these institutions to pay specific attention to youth development by enhancing and augmenting existing programmes, capacity building and increased financing **in consonance with the National Youth Policy**. To guide, create synergy, harmony and increased coordination in programmes of various institutions, **a National Youth Council** will be set up under the chairmanship of the Prime Minister with the following composition:-

1.	Prime Minister	-	Chairman
2.	Governor of NWFP	-	Member
3.	Chief Ministers of Provinces (4)	-	Member
4.	Federal Minister for Youth Affairs	-	Member
5.	Prime Minister of AJK	-	Member
6.	Ministers dealing with Youth Affairs of Provincial Governments and AJK (5)	-	Member
7.	Chief Executive N.A.	-	Member
8.	Secretary Youth Affairs	-	Member
9.	Two member from NGOs/corporate sector	-	Member
10.	Five Youth Representatives* (2 males and 3 females)	-	Member
11.	One senior female from Ministry of Women Development.	-	Member
	Total members :	-	23 Members

The Ministry of Youth Affairs will form its Secretariat. The main function of this council will be to give impetus to harmonious implementation of National Youth Policy, monitoring of performance and to provide overall guidance. The council may meet at least twice a year.

Executive Committee of the National Youth Council. For operational coordination with all stakeholders and leadership an **Executive Committee of the National Youth Council** will be formed under the Minister, Youth Affairs Division with secretaries of Federal Ministries concerned, Provincial Ministers and non official members of National Youth Council. The Executive Committee may meet on bimonthly basis.

* The five youth representatives with prominence in the fields of science and technology/education, social work, sports/culture and entrepreneurship with adequate representation to rural/backward areas, will be selected.

2. Role of Ministry of Youth Affairs.

The Ministry of Youth Affairs will play the role of catalyst, coordinator, enabler and monitor of the implementation of National Youth Policy. It will also undertake a number of youth centric projects, programmes and campaigns in accordance with National Youth Policy. In doing so, the Ministry will largely bank upon the infrastructure and the existing out reach of the specialized Ministries and organizations who are already involved in youth related activities. Funds will also be provided to qualified NGOs for undertaking programmes and projects in various districts to expand the outreach of the youth activities. The Ministry will supplement the existing programmes and develop joint projects. Wherever necessary it will also embark upon a number of activities, studies, seminars/workshops, and programmes of youth development. It will also develop partnership with private sector corporate bodies, philanthropists, NGOs, donors and other national and international bodies to promote cause of youth and sponsor various activities. Jointly financed programmes/events will also be executed where ever feasible in line with the policy. Print and electronic media will be used to enhance the coverage and quick dissemination of programmes. The Ministry of Youth Affairs will be adequately strengthened to undertake the responsibilities of consonance with needs of the National Youth Policy.

3. Implementation of the Policy at the Provincial and District Level.

At present there is no separate department of Youth Affairs at the Provincial level, in AJK, FATA or Northern Areas. Youth affairs are being looked after in conjunction with Culture/Sports/Tourism. In view of the much wider vision given under the Youth Policy, it is recommended that the Provinces may create separate Ministries/Departments for Youth Affairs to perform similar functions as the Ministry of Youth Affairs at the Federal level. It is also recommended that **Provincial Youth Councils** headed by the Chief Ministers of the Provinces be also constituted. Similar councils be also formed in AJK, NA and FATA. The membership of the councils be decided by the respective governments/administrations. The council may meet twice a year. The council may review performance of Departments/Districts in respect of each policy area and plan of action.

Executive Committee of Provincial Youth Council should also be formed on the pattern recommended for the Federal Government.

4. Agencies/Departments Responsible for Implementation of the Policy in Coordination with the Ministry of Youth Affairs.

A list of Ministries/Departments responsible for the implementation of the policy in coordination of the Ministry of Youth Affairs is at **Appendix-A**. Essentially, they will arrange programmes, events and projects in pursuance of this policy at their respective levels.

5. Role of NGOs.

The NGOs are expected to play a very important role in carrying forward the objectives of the National Youth Policy. Wherever feasible, the NGOs with track record of activities related to Youth Policy will be invited to submit their

proposals through a competitive process for carrying out activities/projects in accordance with the National Youth Policy. Those NGOs, who submit their proposals which are accepted, will be provided finances from PSDP. The NGOs which contribute, partially or wholly for the activities/projects from their own resources will be given preference.

6. Role of Media.

All public and private media are expected to play an important role in various initiatives envisaged under the policy. They will be persuaded to undertake Youth programmes of prime times and start Youth Channels, if possible. Media would be advised to allocate prime time for youth programmes on regular basis while PTV may set up a specific youth channel.

7. National Youth Fund.

It is also proposed to create a National Youth Fund with the support of international donors, corporate bodies, banks, philanthropists and some seed money from the government to support the National Youth Policy. To begin with the fund will support the following activities:-

- i. National Youth scholarships for mainstreaming of youth from backward and special areas and rural urban exchange programme.
- ii. Youth internship.
- iii. Development of Youth Centres/Academies where ever building and space is made available by local communities/NGOs/administrative authorities.
- iv. Specific programmes for handicapped youth.
- v. Youth seminars, studies on youth related topics conventions etc.
- vi. Youth magazine to be published by Ministry of Youth Affairs on quarterly basis.
- vii. Youth competitions in entrepreneurships, innovation, sports, essays, debates, leadership, exhibitions, fairs.
- viii. Youth entrepreneurship, ventures fund and incubators.
- ix. Scholarships for undergraduate students for education abroad in the world best universities to be selected on merit through GRE/SAT/TOEFEL Programmes.
- x. Merit scholarships for studies at undergraduate level in Pakistan.
- xi. Other activities as approved by the Board of Governors.

It is proposed that the campaign for fund raising may be initiated by the President/Prime Minister.

The fund is proposed to be managed by a Board of Governors comprising of five largest subscribers to the fund from corporate sector, philanthropists, banks etc, a representative of international donors, seven youth representatives (from the four provinces, AJK, NA, and FATA) and two nominees of the Federal

Government. A Managing Director will be appointed with a small Secretariat to manage the fund. Its detailed charter, rules and organizational structure be finalized by the Board of Governors within three months of approval of this Policy.

8. Youth Programmes through Corporate Sector

Social responsibility is a cardinal principle of all good corporate bodies. Usually various programmes and allocation of funds are envisaged in corporate programmes. Besides seeking donation of funds from corporate bodies for the National Youth Fund, and undertaking joint public private programmes, it is proposed that they may be requested to undertake various programmes under their own management and control. For this purpose various programme packages will be developed by the Ministry of Youth Affairs and offered to various Corporations and Companies. The Corporations and Companies may implement these programmes with suitable modifications under their banner in consultation with the Ministry of Youth Affairs. It will secure the twin objectives of promoting Company/Corporation's image and at the same time efficient implementation of their programmes without the bureaucratic rigmarole.

9. Honorary Youth Ambassadors and Councilors Abroad.

A large number of Pakistan's youth lives abroad and is engaged in the fields of education, services, commerce, industry and labour. They are exposed and influenced to various cultures and schools of thoughts in the communities they inhabit. Pakistanis have formed societies and fora in various countries but there is no forum specifically for Pakistani youth where they deliberate about future strategies and progression of Pakistan in the modern world, communicate and network with each other and undertake youth activities. To fill this gap, it is proposed to organize the Pakistani youth living abroad as follows:-

i) City Youth Council.

City Youth Council will be formed in each major city comprising of 10 councilors representing different occupations amongst the youth living in the city. These occupations may include students, businessmen, traders, entrepreneurs, labour and shopkeepers etc. Each Youth Council may be headed by an Honorary Youth Councilor.

ii) Central Youth Council

A Central Youth Council may be formed at the country level comprising of the Honorary Youth Councilors and nominees of the Government with a total strength of 15 members from the youth living in the country. The Central Youth Council may be headed by an Honorary Youth Ambassador.

Agencies/Departments Directly Responsible for Implementation
Of the Policy in Coordination with Ministry of Youth Affairs*.

S.No	Policy Principle	Federal Level Agencies/Department Ministries/Department	Provincial Level Agencies/ Department	District Level Agencies/Department
1	Reinforcement of sense of Pride, Awareness and Motivation	<ul style="list-style-type: none"> • M/O Youth Affairs (Coordinator) • M/O Culture • M/O Education • M/O Women Development • M/O Information & Broadcasting • M/O Science & Technology • M/O sports 	<ul style="list-style-type: none"> • Youth Departments • Sports Department • Department of Education • NGOs • Universities 	<ul style="list-style-type: none"> • District Nazims • DCOs • District Sports Officers • District Education Officers (To inculcate the sense of pride in the growth right from school level)
2	National Integration	<ul style="list-style-type: none"> • M/O Youth Affairs • M/O Religious Affairs • M/O Education • M/O Information & Broadcasting • M/O Tourism • M/O Law, Justice & Human Rights. 	<ul style="list-style-type: none"> • Youth Departments • Department of Social Welfare • Department of Tourism • Department of Education • NGOs • Universities 	<ul style="list-style-type: none"> • District Nazims • DCOs • District Education Officers • District Sports Officers
3	Enabling prospects of Income Generation for Youth (Harnessing the Youth Dividend).	<ul style="list-style-type: none"> • Ministry of Youth Affairs (Coordinator) • M/O Education • CDA / other Local Agencies • M/O Industries • M/O Tourism • Ministry of Finance and Financial Institutions • M/O Labour & Manpower • Establishment Division 	<ul style="list-style-type: none"> • Youth Departments • Department of Labour & Manpower • Department of Planning & Development. • Financial Institutions • Education Department • Skill Development Council • NGOs 	<ul style="list-style-type: none"> • District Nazims • DCOs
4	Addressing Issues of Marginalized and Vulnerable Groups of Youth.	<ul style="list-style-type: none"> • Ministry of Youth Affairs • Ministry of Education • Ministry of Religious Affairs • M/O Special 	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> •

		<p>Education & Social Welfare</p> <ul style="list-style-type: none"> • Human Rights Commission (HRC) 		
5	Character Building	<ul style="list-style-type: none"> • M/O Religious Affairs • Ministry of Youth Affairs • M/O Education • M/O Information & Broadcasting • Academy/Training Centers/Universities 	<ul style="list-style-type: none"> • Youth Departments • Department of Religious Affairs • Department Education • Training Centers/ Universities • NGOs 	<ul style="list-style-type: none"> • District Nazims • DCOs • District Education Officers
6	Promotion of Sports & Recreation	<ul style="list-style-type: none"> • Ministry of Youth Affairs (Coordinator) • M/O Education • M/O sports • NGOs 	<ul style="list-style-type: none"> • Youth Departments • Sports Department • Department of Information & Broadcasting. • M/O Education • NGOs 	<ul style="list-style-type: none"> • District Nazims • DCOs • District Education Officers • District Sports Officers
7	Academic & Intellectual Development	<ul style="list-style-type: none"> • Ministry of Youth Affairs (Coordinator) • M/O Education • Higher Education Commission 	<ul style="list-style-type: none"> • Youth Departments • Department of Education • Universities • NGOs 	<ul style="list-style-type: none"> • District Nazims • DCOs • District Education Officers
8	Youth Health	<ul style="list-style-type: none"> • M/O Environment • M/O Narcotics Control • M/O Tourism • M/O Health • M/O Information & Broadcasting • NGOs 	<ul style="list-style-type: none"> • Youth Departments • Department of Health • Environment Department • Department of Narcotics Control • Department of Information & Broadcasting. • NGOs 	<ul style="list-style-type: none"> • District Nazims • District Health Officer • DCOs
9	Youth Volunteerism	<ul style="list-style-type: none"> • Ministry of Youth Affairs (Coordinator) • National Volunteer Movement • Boy Scouts Association • Girls Guide Association • NGOs 	<ul style="list-style-type: none"> • Youth Departments • Boy Scouts Association • Girls Guide Association • Universities/ Colleges Directorate • NGOs 	<ul style="list-style-type: none"> • District Nazims • DCOs

10	Incentive for Talented & High Performing Youth	<ul style="list-style-type: none"> Ministry of Youth Affairs (Coordinator) M/O Education M/O Women Development Higher Education Commission NGOs 	<ul style="list-style-type: none"> Youth Departments Education Department Sports Department NGOs 	<ul style="list-style-type: none"> District Nazims District Education Officer. DCOs
11	Youth Marriage, Family and Life Skills	<ul style="list-style-type: none"> M/O Education M/O Religious Affairs M/O Special Education & Social Welfare NGOs 	<ul style="list-style-type: none"> Youth Department NGOs 	<ul style="list-style-type: none"> DCOs
12.	Youth Mentoring	<ul style="list-style-type: none"> Ministry of Youth Affairs (Coordinator) M/O Narcotics Control M/O Education M/O Religious Affairs 	<ul style="list-style-type: none"> Youth Departments NGOs 	<ul style="list-style-type: none"> District Nazims DCOs
13	Handicapped Youth	<ul style="list-style-type: none"> Ministry of Health Ministry of Social Welfare and Special Education NGOs 	<ul style="list-style-type: none"> Provincial Youth Departments Provincial Education Departments Provincial Social Welfare NGOs 	<ul style="list-style-type: none"> District Nazims DCOs.
14	Gender Imbalance	<ul style="list-style-type: none"> Ministry of Women Development Planning Division Establishment Division. NGOs 	<ul style="list-style-type: none"> Services of General Administration Departments. P&D Department NGOs. 	<ul style="list-style-type: none"> DCOs.
15	Youth in Prison	<ul style="list-style-type: none"> Ministry of (a) Interior (b) Education (c) Social Welfare and NAVTEC. 	<ul style="list-style-type: none"> Provincial Ministries concerned 	<ul style="list-style-type: none"> Administration of jails/prisons.

* Note: This table notes the entities directly responsible for implementation. However, this does not absolve various Ministries, Organizations and agencies from their collective responsibilities to pursue the cause of the youth.