



Nauru National Youth Policy 2008 – 2015:  
*A Vision for Quality of Life - Bitune Eterō dōgit Itsimor  
Omo.*

Directorate of Youth Affairs  
Department of Education  
Republic of Nauru

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**Foreword** - *Honourable Baron Divavesi Waqa, Minister for Education, Youth, Vocational Training and Health, Republic of Nauru.*

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Ekamawir Omo.

As a tribute to the young people of Nauru, I have the privilege as Minister responsible for youth development to present on behalf of the Government of the Republic of Nauru, the **Nauru National Youth Policy 2008-2015: A Vision for Quality of Life - Bitune eterō dōgit Itsimor Omo**. This Policy replaces the previous youth policy adopted in 1998 as a guide for youth development in Nauru over the last ten years.

The National Sustainable Development Strategy (NSDS) adopted in 2005 presented a key challenge for Nauru in its implementation. The NSDS called for the formulation of Corporate Plans and Sector Plans that will clearly define objectives and strategies that support the NSDS vision and goals. This Policy is a response to that challenge on behalf of the young people of Nauru and supports the aspirations of the NSDS in working towards a better quality of life for every Nauruan.

This Policy is a living document that sets the foundation for the development of our young people over the next decade and beyond. The Policy further supports one of the key strategies of the NSDS – *fostering a cultural change towards self-reliance*. It is intended that success in implementing this Policy will help young people make the transition from a feeling of dependence to a spirit of self-reliance.

The hard realities of life in Nauru in the past few years had driven us to develop some innovative solutions to addressing youth issues. Therefore, with its aim of achieving self-reliance for sustainable quality of life for young people in Nauru, this Policy is about giving young people a good sense of direction for the future. Accordingly, the Policy clearly defines the key priority areas in youth development needing immediate attention and outlines recommended strategies for addressing these key priority areas.

I am mindful that the responsibility for the Directorate of Youth Affairs in implementing this Policy is very challenging so we have devised some strategies for strengthening the Directorate and guiding its work. These strategies are highlighted in the accompanying document to this Policy – the **RONYOUTH Pathway 2015**. This document portrays the various implementation and monitoring mechanisms and includes investing in Directorate staff capacity development initiatives including improving their planning and programme management skills and strengthening monitoring and evaluation methods. This will ensure effectiveness in converting the Policy into practical programmes.

Effective Policy implementation will also require stronger partnerships between the Directorate, civil society, the private sector and other government agencies. Above all, young people need to play an active role in the implementation of the Policy. In this regard I therefore urge every young Nauruan to take ownership of this Policy and actively participate in its implementation. In this way, they can reap the benefits of this vision and achieve better quality of life.

With GOD’S WILL FIRST, we shall succeed. God bless the young people of Nauru.

# **1. Introduction**

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## **1.1 The Policy Framework**

This National Youth Policy outlines the vision of the Republic of Nauru for her young people for the period 2008 to 2015. The policy outlines relevant and challenging programmes aimed at addressing emerging issues affecting the young people of Nauru.

In response to the prevailing difficult conditions within which the young people are raised, the general focus of this policy is to guide the young people of Nauru in developing their full potential by providing them with more opportunities to play constructive and active roles in national development as well as community and family affairs.

The Policy is centred on five core strategies which outline the key programmes designed to address the emerging issues affecting the young people of Nauru. This is supported by an implementation plan, the RONYOUTH Pathway 2015, which outlines how the Policy will be implemented and how progress can be effectively monitored.

The key issues that form the core focus of this policy were identified during the nationwide consultations conducted jointly by the Directorate of Youth Affairs of the Ministry of Education and the Nauru National Youth Council in late 2007 and early 2008.

Technical support for the consultations and policy design was provided by specialists from the Secretariat of the Pacific Community (SPC), UNESCO (Apia Office) and the Pacific Parliamentary Assembly on Population and Development (PPAPD).

## **1.2 Definition of Youth**

For the purpose of this Policy, 'Youth' is defined as all those people, males and females between the age of 15 and 34 years.

Whilst the definition is intended to indicate the above specific target group for the effective implementation of the Policy and focusing of programme delivery, it must be acknowledged that in Nauruan society those outside this age group are welcome to actively participate by providing advice and guidance in implementing the activities under the policy.

# **2. Background**

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## **2.1 Country Profile**

Nauru is a coral island located in the central Pacific, 60 Km south of the equator. It belongs to the region of Micronesia and its nearest neighbor Banaba (Ocean Island) in the Republic of Kiribati, 330 Km to the east. Nauru is bordered to the south-west by the Solomon Islands and to the north

and north-west by the Marshall Islands and the Federated State of Micronesia. Its total land area is 21.1 square Km. Nauru is 6 km in length (from the north-east to the south-west) and 4 km in width (from the north-west to the south-east), and its circumference measures 19 km.

Nauru's population and environment are largely, if not entirely, affected by its phosphate deposits. The country consists of one main island, divided into 14 small districts of various sizes and varying numbers of inhabitants. Due to phosphate mining, at least three-quarters of the island is deemed uninhabitable and unsuitable for any kind of livelihood. In general, the distribution of the population is effected by the situation of businesses and commerce. Therefore, most people are distributed along the southern part of the island because of its accessibility to shopping centres and employment bodies. The two main employers are situated in the southern parts of Nauru: the RonPhos Corporation and the public services sectors.

The resident population in 2002 consists of 5,040 males and 4,832 females. A higher presence of males (+208) than females translates into a sex ratio of 104, which means there are 104, males for every 100 females. The sex ratio for the Nauruan population in 2002 stands at 101, with about equal numbers of males (3,807) and females (3,765). The non-Nauruan population, in contrast, comprises more males (1,233) than females (1,067), reflected in a sex ratio of 116.

The resident population consists of 7,572 indigenous Nauruans and 2,300 non-Nauruans, mainly I-Kiribati, Tuvaluan and Chinese. The population count reflects an increase of only 146 people from the 1992 census.

Current attendance ratios at both primary and secondary age are a low 59%, with primary age attendance only slightly higher than the attendance ratio of children aged 10-19. Slightly more young boys (62% than girls (58% attend school, with a reverse pattern emerging amongst older children and teenagers. Considering the relative smallness of the island, and with communication and transport difficulties hampering accessibility in most pacific Island countries, access alone cannot explain these extremely low attendance ratios. Given the importance of education and training to all facets of social and economic development, these very low attendance ratios is causing alarm amongst parents and policy-makers. If left unattended, they do not augur well for Nauru's future.

In 2002 Nauru's labour force comprised 3,280 out of 4,276 residents 16 years of age or older whom 2,534 persons were employed and 746 were unemployed. This represents a labour force participation rate of 77%. The category 'employed' refers to all persons who had a paid job persons working to earn money and persons working in activities such as farming, planning, fishing and handcrafts for family consumption or for sale during the seven days prior to the census. All residents not undertaking such activities but who were actively looking for a job either for the first time or otherwise, are defined as 'unemployed'. And everyone 16 years and older who attended school or training courses during the reference period, was engaged in housework and caring, or was not engaged in any work (but also did not actively look for work) is referred to as 'not in labour force'.

## **2.2 The Youth Population**

The total population of youth from 15 to 34 years in 2002 stood at 3,485 (about 35% of the total population) as presented in Table 1. (This represents an increase of 722 young people over the 1998 youth population figures.) Of this number, 1,774 (51% of youth population) were males and 1,711 (49% of youth population) were females.

***Table 1 – Nauru’s Youth Population – 1998 & 2002***

<b>Age Groups</b>	<b>1998</b>			<b>2002</b>		
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
15 – 19 yrs	477	438	915	502	508	1,010
20 – 24 yrs	370	348	718	500	461	961
25 – 29 yrs	304	269	573	397	389	786
30 – 34 yrs	283	274	557	375	353	728
<b>TOTAL</b>	<b>1,434</b>	<b>1,329</b>	<b>2,763</b>	<b>1,774</b>	<b>1,711</b>	<b>3,485</b>

Source: Nauru Bureau of Statistics

### **2.3 Development of Youth Services in Nauru**

The Government of the Republic of Nauru established a Division for Youth Affairs within the Ministry of Education in 1991. The Division was responsible for implementing youth programmes in Nauru.

In 1994, the Nauru National Youth Council as a coordinating body for youth development in the Non Government sector in partnership with the Division of Youth Affairs. The National Youth Council consist of representatives of Non Government youth Organisations from the various Churches, sporting organisations and non government community organisations.

Workshops were carried out for young people targeting at the unemployed and the school drop outs such as the Train the Trainers Training courses facilitated by the Commonwealth Youth Programme in 1995, Project Planning Training conducted by the Pacific Youth Bureau in 2002, Young Nauruan Fishermen’s workshop, Nauru Piggery & Poultry farming Workshops, Youth unemployment seminars, National Youth Singing and Dancing Competitions.

Programmes carried out by the Youth Affairs Centre includes the Youth Development programme aimed at young people who have dropped out of school but provided with a second chance programme which is run by the Youth Affairs centre. The Work skills and Work Experience Developmental Scheme aimed at the unemployed young people who have not had the experience and the exposure they would require to gain employment in Government and private businesses.

The Government in 1997 had made changes to re-allocate the Youth Affairs from under the Education Department to its own entity under the Directorate of Youth Affairs. Certain advantage of this new arrangement ensured the continuing progress of ongoing programmes and new initiatives for the young people of Nauru. However, the Ministry was reverted to a Directorate of Youth Affairs in the Ministry of Education during the economic reforms in 2004.

The Directorate of Youth Affairs currently have 7 staff members and has the mandate to operate with a view to improve the mainstreaming of youth concerns and issues across the wide parameters of youth related issues, to achieve a co-ordinated and holistic response to youth developmental needs and aspirations.

## 2.4 Acknowledging Nauru's Traditional Heritage

The young people of Nauru pay tribute to our forefathers who set the foundation for the constitution of Nauru to come into force after the attainment of Independence in 1968 in order to give all the people of Nauru a sense of national identity. We also recognise our cultural heritage and pledge to work towards retaining what is relevant for this day and age while at the same time adapting our lifestyles to connect with the advent of modernisation.

We are proud of the achievements of our forefathers who gave us our rights, and provided the opportunity for us to achieve a spirit of unity.

We all pledge to uphold all they have pioneered, to pave the way for a brighter future for the people of Nauru, to enable them to stride with pride, towards advancement of themselves as individuals and also for the Nation as a whole.

## 3. The Vision

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The overall vision of the National Youth Policy is to pave the way for young people to mobilise their creativity, energy and enthusiasm to improve their quality of life.

*N*auru's vision for the future embraces all young people of various backgrounds as they educate and prepare themselves to make positive contributions to national development.

*A*spirations of our young people need to be acknowledged as they develop a sense of purpose while at the same time promoting avenues for improving their self-esteem and self-reliance.

*U*nity in service to the nation is our aim as young people attempt to achieve their personal and professional goals by utilising the opportunities and resources available to them.

*R*ecognising the importance of maintaining traditional values and norms encourages young people to deserve a sense of pride in their Society.

*U*nderstanding their role in improving prosperity of the nation is the beginning of their journey towards successfully, realising their potentials.

## 4. Principles and Values

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To guarantee the effectiveness and success of a policy for young people, a number of Principles and Values are required in order to provide a general sense of direction and focus. The following values and principles are therefore the underlying themes of this Policy.

## **4.1 Engagement and Participation**

There is a need for young people to have more direct involvement in the planning and implementation of programmes affecting their lives.

They need to gain the necessary experience in making well-informed decisions about their future by taking active roles in the development of society through the sharing of ideas and experiences and learning from the guidance and counsel of those more experienced than themselves.

This will provide the necessary conditions for them to play a direct role in improving their quality of life and to take responsibility for the consequences.

## **4.2 Striving for Peace and Unity**

The recognition by society of young people's rights, responsibilities and obligations is a demonstration of the necessary commitment towards ensuring that young people know their rightful place in Society.

They need to learn how to exercise their rights in a peaceful and civil manner so they can grow in peace as nation builders. It is important that this learning process commences in the early stages of life with guidance from within the home environment, the community network and the formal education system.

This will then establish a strong foundation upon which the young people can set future directions for themselves for the development of a culture of peace and democracy.

## **4.3 A Positive Development Approach**

This Policy recognises the young people of Nauru as assets to their communities. To assist with the building of a better society, young people will need to continuously develop their skills, talents, and potentials as they move forward towards advancement in the world of LIFE and WORK.

This can be made possible through investing adequate resources into their training in a wide variety of skills necessary to enable them to make positive and constructive contributions to national development.

# **5. Rights, Responsibilities and Obligations**

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## **5.1 Rights of Young People**

PART II, Article 3, Subsections (a), (b) and (c) of the Constitution of Nauru provides for the protection of fundamental rights and freedoms of every individual, subject to respect for the rights and freedoms of others and the public interest.

The policy stresses the importance of our young men and women as contributors to national development by recognising and promoting their rights as citizens of Nauru as they prepare to face their responsibilities and meet their obligations in the sphere of LIFE and the world of WORK.

This involves having the right to:

- education at all levels and format such as, formal and non-formal education, vocational education or tertiary education;
- counsel and proper guidance from adults, especially parents who are responsible for the caring, nurturing and well-being of their children and in providing them with a sense of self-respect, responsibility as active and productive members of society; and
- practical support from the adult population and the social infrastructure in developing their skills and potential thereby guaranteeing their general well-being.

## **5.2 Responsibilities and Obligations of Young People**

The policy encourages young people to actively participate in positive steps towards the peaceful elimination of discrimination in the areas of cultural development, religious beliefs and practices, gender issues, race relations and ethnicity, and the rights of disabled people with regard to equal opportunities.

It also encourages them to demonstrate and maintain acceptable behaviour and good quality attitudes and actions in their daily lives in accordance with the cultural values and norms of society. This will contribute positively towards bridging the generation gap, which may exist between young people and their parents and elders.

This involves demonstrating practical actions towards:

- promoting democracy, justice and freedom of expression in a respectful manner and conduct;
- taking initiatives to actively participate in the development process to serve the nation, communities, neighbourhood, families and individuals;
- taking positive moves against crimes and violence and other pressing youth issues that contributes to social problems, such as loss of cultural values and synthetic lifestyles, health and welfare problems, environmental degradation, and other anti-social activities, and
- observing national and local laws to guarantee the maintenance of peace and order with the Nauruan communities and the non-Nauruan communities living in Nauru;
- promoting patriotism and civic and citizenship pride as citizens of Nauru, in the following disciplines of honesty, leadership and respect with the view to ensure that a peaceful co-existence and a purposeful sense of direction for the nation will be attained;

- ensuring that both genders are being equally addressed and treated in the world of LIFE and WORK;
- promoting and protecting the rights of Children in Nauru as stipulated in the Rights of Child Convention; and
- To allow for the promoting and protecting of the rights of the Human population of Nauru as stipulated in the Vienna Declaration on Human Rights.

## **6. Priority Target Groups**

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The prime beneficiaries of the policy, has been identified as all young people between the ages of 15 to 34 years. However, on the basis of current social and economic conditions, the Policy also recognises the following specific target groups as special beneficiaries of the Policy initiatives.

### **6.1 Unemployed Young people**

The full time employment opportunities available in the public and private sectors are less than adequate to cater for the high number of young people coming out of the education system each year.

Young people who are not gainfully employed need to be provided with suitable alternatives to enable them to remain enthusiastic about their lives and situations. They need to be able to maintain their sense of self-worth. In this regard the Policy focuses more on investing in support for income-generation initiatives for young people.

### **6.2 School Drop-Outs and Push outs**

Young people who have not received adequate formal education because they were either, not academically oriented and so have dropped out or as a result of continuous truancy tendencies, they were pushed out because they could not cope with the pressures of formal education.

There is a growing concern about the high number of young people in this category and urgent measures are needed to reduce its negative impact on social and economic development by providing incentives for them to engage in productive activities.

### **6.3 Young people with disabilities**

Young people with special needs normally miss out on opportunities for normal development through their adolescence years because of their long term disabilities.

More efforts need to be exerted to ensure that young people with disabilities are not subjected to social exclusion. They need to be given the opportunities necessary to maximise their achievements in life and enable them to participate more fully in development.

This needs to be tackled with a view to re-integrating them into a more caring and informed social environment.

## **6.4 Night Shifters**

There is a serious concern about the increased number of young people (now known as ‘night shifters’) who roam the streets all night engaging in anti-social behaviour.

It must be recognised that the aspirations of this particular group are not being met, hence their tendency to engage in delinquency.

This particular group needs to be targeted to enable them to re-channel their energies towards a more useful and creative lifestyle.

## **6.5 Juvenile Offenders**

A number of young people aged 13-17 years placed through the justice system have re-offended.

These young offenders cannot be charged as adults in the courts and are therefore either released on probation, committed to the care of a person willing to care for them, placed on good behaviour agreement, ordered to pay fines or placed on community service.

Like the ‘night shifters’ group described in Section 6.4, the needs of this particular group of young people also need to be effectively addressed to enable them to re-channel their energies towards a more productive and worthwhile lifestyle.

## **6.6 Young Women**

They need to be given equal rights as their male counterparts in decision making by taking active roles as equal partners in the economic and political development of the nation.

This will address the imbalance in the availability of opportunities for advancement.

## **6.7 Single Parents**

An increasing number of young women are having children out of wedlock. This creates a situation where male partners often do not take responsibility for the maintenance of the young child. The young mothers are therefore left to cope with the burden of raising the children with little support. This causes frustrations for the young mothers and leads to psychological and emotional problems.

An effective support system is required to assist them cope with their situations.

## **6.8 Young Married Couples**

Marrying at a young age has its consequences for the young people. For those young couples who are not mature enough to effectively carry the responsibilities of this lifetime commitment, the experience of parenthood at a young age can be traumatic and could lead to great difficulty in maintaining a strong and stable relationship.

An effective support system is required for this group to enable them to perform their roles as young parents effectively.

## **7. Policy Objectives**

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The five objectives of the Policy are:

1. *Develop skills and capacity of young people for self sustenance.*
2. *Facilitate and create income earning and employment opportunities for young people.*
3. *Create and support social development programmes to improve lifestyles of young people.*
4. *Create an enabling and supportive environment for sustainable and effective youth development.*
5. *Contribute to quality and effective youth development programmes.*

## **8. Key Strategies**

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### **8.1 Skills Development – Formal and Informal Education**

**OBJECTIVE**                      *Develop skills and capacity of young people for self sustenance.*

#### **OVERVIEW**

This strategy aims to build the capacity of young people through formal and informal skills development programmes. The skills development programmes will focus on skills that are not provided by the formal education system. This will give alternatives for young people to gain necessary skills to participate in income earning and self-sustaining activities as employees or self-employment.

Skills training programmes will be developed taking into consideration an appropriate learning approach that will be delivered at both national and community levels. Other skills development opportunities in the private, NGO and government sectors will also be utilized. Opportunities to link skills training programmes to work places will be explored and utilized such as apprenticeship.

A component within this strategy will address issues surrounding school absenteeism, high school drop outs, furthering higher/tertiary education and vocational training, and advocating for more trained and qualified teachers. These strategies are directly linked to the 'FOOTPATH' Education Strategy 2007-2012 of the Nauru Ministry of Education.

## STRATEGIES

Outcome	Strategies	Performance Indicators	Responsibility
Young people have developed vocational skills for self sustenance	<p><b><u>Training Programmes</u></b></p> <ul style="list-style-type: none"> <li>○ Develop and implement vocational, formal and informal training schemes for skills development including; Leadership programs, Vocational and Life skills, Sports and Literacy for young adults</li> </ul>	<ol style="list-style-type: none"> <li>1. Needs assessment concerning leadership training for peer education programmes</li> <li>2. Peer Education Programme established and implemented</li> <li>3. Number of training workshops and seminars conducted for youth and community leaders</li> </ol>	<ul style="list-style-type: none"> <li>○ Ministry for Education / Youth Affairs/ Vocational</li> <li>○ Ministry for Health</li> <li>○ Churches</li> <li>○ Communities</li> <li>○ NGOs</li> <li>○ Nauru Media Bureau</li> <li>○ Ministry of Sport</li> <li>○ NOC</li> <li>○ Bureau of Statistics</li> <li>○ Regional / International youth networks</li> </ul>
	<p><b><u>Partnerships for Skills Development</u></b></p> <ul style="list-style-type: none"> <li>○ Develop links with private sector, NGOs and Government for skills development</li> </ul>	<ol style="list-style-type: none"> <li>1. Number of government and non-governmental bodies responsible for youth skills development i.e. work policies, strategies</li> </ol>	<ul style="list-style-type: none"> <li>○ Directorate of Youth Affairs</li> <li>○ Government Ministries / Instrumentalities</li> <li>○ Communities</li> <li>○ NGOs</li> <li>○ Private Sector</li> <li>○ Regional / International youth networks</li> </ul>
	<p><b><u>Student Support</u></b></p> <ul style="list-style-type: none"> <li>○ Incentives for students               <ul style="list-style-type: none"> <li>- Encourage young people to stay in school</li> <li>- Encourage school leavers to continue with higher education and training (i.e. USP, Vocational Training)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Baseline assessment and report on student activities and influences</li> <li>○ Number of incentive initiatives for students to remain in school</li> <li>○ Decrease in school absenteeism</li> <li>○ Decrease in high school drop outs</li> <li>○ Schools with appropriate student support services e.g. career counseling, remedial classes</li> <li>○ Number of students enrolling in tertiary education and vocational training</li> </ul>	<ul style="list-style-type: none"> <li>○ Ministry for Education</li> <li>○ Vocational Training</li> <li>○ Private Sector</li> <li>○ USP</li> </ul>
	<p><b><u>Teachers Capacity</u></b></p>	<ul style="list-style-type: none"> <li>○ Number of teacher</li> </ul>	<ul style="list-style-type: none"> <li>○ Ministry for</li> </ul>

	<b>Building</b> <ul style="list-style-type: none"> <li>○ Training and certification for teachers</li> </ul>	<ul style="list-style-type: none"> <li>○ training programmes implemented</li> <li>○ Number of qualified teachers</li> </ul>	<ul style="list-style-type: none"> <li>○ Education</li> <li>○ Tertiary Institutions</li> <li>○ Bureau of Statistics</li> <li>○ Regional / International youth networks</li> </ul>
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## 8.2 Employment and Income Generation

**OBJECTIVE** *Facilitate and create income earning and employment opportunities for young people.*

### OVERVIEW

Employment opportunity for young people is a long standing and complex issue. This strategy aims to contribute to facilitate and source employment opportunities for young people. The policy recognizes employment in the form of (i) salaried jobs in the work force and (ii) participating in income generating activities.

While it is important to promote and support income generating activities, linkages to market outlets for produces is equally important. This will be done through linkages with other government ministries/departments, national and international avenues for market outlets and strengthening mechanisms for entrepreneurial activities.

Due to the complexity of the youth unemployment, the youth sector will engage in advocating for prioritized youth employment opportunities amongst all stakeholders (government and non-government). This will address the issue of youth unemployment but more importantly, it is a nation-building measure dealing directly with capacity building for these youths as the future workforce and leaders of Nauru.

### STRATEGIES

Outcome	Strategies	Performance Indicators	Responsibility
Employment opportunities available and utilized by young people	<b>Income Generation</b> <ul style="list-style-type: none"> <li>○ Establish small income generating activities e.g. handicraft, fishing projects, food security</li> </ul>	Number of small income generating businesses established and managed by young people	<ul style="list-style-type: none"> <li>○ Chief Secretariat Office</li> <li>○ Ministry for CIR &amp; Business</li> <li>○ Ministry for Foreign Affairs &amp; Trade</li> <li>○ Ministry for Finance/Economic Planning</li> <li>○ Ministry for Culture/Tourism</li> <li>○ RonPhos</li> <li>○ Eigigu Holding</li> </ul>

			<ul style="list-style-type: none"> <li>○ Corporation</li> <li>○ Private Sectors</li> <li>○ Communities</li> <li>○ NGOs</li> <li>○ NFMRA</li> <li>○ Landowners</li> <li>○ Regional / International youth networks</li> </ul>
	<p><b><u>Market Research and Development</u></b></p> <ul style="list-style-type: none"> <li>○ Secure local and international market outlet for products</li> </ul>	Number of established marketing outlets supplied by local entrepreneurs	<ul style="list-style-type: none"> <li>○ Ministry for CIR &amp; Business</li> <li>○ Ministry for Foreign Affairs &amp; Trade</li> <li>○ Ministry for Finance/Economic Planning</li> <li>○ Ministry for Transport / ICT</li> <li>○ Ministry for Culture/Tourism</li> <li>○ Private Sectors</li> <li>○ Communities</li> <li>○ NGOs</li> <li>○ Landowners</li> <li>○ Regional / International youth networks</li> </ul>
	<p><b><u>Employment Prospects</u></b></p> <ul style="list-style-type: none"> <li>○ Advocate for youth employment in private, NGO and Government sectors</li> </ul>	Quota is allocated for youth employment and/or trainees in all government and non-government sectors.	<ul style="list-style-type: none"> <li>○ Directorate of Youth Affairs</li> <li>○ Government Ministries/Instrumentalities</li> <li>○ Tertiary &amp; Vocational Institutions</li> <li>○ RonPhos</li> <li>○ Eigu Holding Corporation</li> <li>○ Private Sectors</li> <li>○ NGOs</li> <li>○ Communities</li> <li>○ Regional / International youth networks</li> </ul>

### 8.3 Social Development

**OBJECTIVE** *Create and support social development programmes to improve lifestyles of young people.*

## OVERVIEW

This strategy encompasses social development programmes including health and sports. This strategy aims to address the lack of social development programmes for youth development, poor health particularly sexual health and alcohol and substance abuse related health issues, mental illness and sports.

It is identified that awareness raising programmes using peer education model is an important approach for targeting these sensitive issues at a level that is relevant and effective to the youth population.

Sport is currently the strongest program available for youths. However it is recognized that further support for ongoing sports activities and programmes in partnership with sports groups is an important measure for strengthening and coordinating these activities.

## STRATEGIES

Outcome	Strategies	Performance Indicators	Responsibility
Improved social development programmes for better lifestyles	<b><u>Youth Outreach</u></b> <ul style="list-style-type: none"> <li>○ Establish and implement Youth outreach programme (link with peer education programme for awareness raising on social issues)</li> </ul>	<ul style="list-style-type: none"> <li>○ Needs assessment concerning leadership training for peer education programmes</li> <li>○ Peer Education Programme established and implemented</li> <li>○ Number of training workshops and seminars conducted for youth and community leaders</li> </ul>	<ul style="list-style-type: none"> <li>○ Ministry for Education / Youth Affairs</li> <li>○ Ministry for Health</li> <li>○ Churches</li> <li>○ Communities</li> <li>○ NGOs</li> <li>○ Ministry of Sport</li> <li>○ NOC</li> <li>○ Nauru Media Bureau</li> <li>○ Bureau of Statistics</li> <li>○ Regional / International youth networks</li> </ul>
	<b><u>Programme Development</u></b> <ul style="list-style-type: none"> <li>○ Create social development programmes in consultation with youth</li> </ul>	Number of social development programmes implemented	<ul style="list-style-type: none"> <li>○ Directorate of Youth Affairs</li> <li>○ Ministry for Health</li> <li>○ Ministry for Sport</li> <li>○ Churches</li> <li>○ Communities</li> <li>○ NGOs</li> <li>○ Regional / International youth networks</li> </ul>
	<b><u>Good Practice Models</u></b> <ul style="list-style-type: none"> <li>○ Support sharing of lessons learned and youth initiatives for social development</li> </ul>	Number of awareness raising programmes on social issues	<ul style="list-style-type: none"> <li>○ Directorate of Youth Affairs</li> <li>○ Ministry for Health</li> <li>○ Ministry for Sports</li> <li>○ Ministry for</li> </ul>

			Women ○ Nauru Police Force ○ Nauru Media Bureau ○ Churches ○ Communities ○ NGOs ○ Regional / International youth networks
	<b><u>Healthy Lifestyles</u></b> ○ Develop innovative means of raising youth awareness on health issues and providing options for safe practices such as condom availability and access	Number of health awareness programmes and condom outlets	○ Directorate of Youth Affairs ○ Ministry for Health ○ Ministry for Sports ○ Ministry for Women ○ Nauru Media Bureau ○ Communities ○ NGOs ○ Regional / International youth networks
	<b><u>Mental Health</u></b> ○ Increase youth awareness on mental health and design activities to address care and support for young people with mental illness	1. Baseline and Needs assessment for mentally ill 2. Number of health educators trained in mental health 3. Number of programmes for mentally-ill youths and care-givers	○ Directorate of Youth Affairs ○ Ministry for Health ○ Nauru Media Bureau ○ Bureau of Statistics ○ Communities ○ NGOs ○ Regional / International youth networks
	<b><u>Sports &amp; Recreation</u></b> ○ Support ongoing sports programmes for young people in partnership with sports groups	Number of sports programmes supported	○ Directorate of Youth Affairs ○ Ministry for Health ○ Ministry for Sports ○ NOC ○ Communities ○ NGOs ○ Regional / International youth networks

## 8.4 Supportive Environment

**OBJECTIVE** *Create an enabling and supportive environment for sustainable and effective youth development.*

### OVERVIEW

This strategy aims to provide a component that sustains and supports youth initiatives and positive changes undertaken by young people. Youth development efforts cannot be sustained when the environment in which young people live in is not conducive to sustain initiatives taken by young people.

This strategy covers religious, culture and tradition, families (Parents), community services/support, infrastructure and facilities for youth and law and order. This strategy will ensure that youth participate in decision making ensuring that youth concerns and views are address by the community, Churches, NGOs and different government ministries. While a supportive environment is crucial for sustainable youth development it is also important to focus on young people with disability and mental illness to ensure that their needs are catered for by the community at large.

### STRATEGIES

Outcome	Strategies	Performance Indicators	Responsibility
Supportive environment established for youth development	<p><b><u>Spiritual Development</u></b></p> <ul style="list-style-type: none"> <li>○ Promote and raise young people’s awareness on Christian values and principles and support parents to provide guidance and discipline</li> <li>○ Create avenues and opportunities for young people to be involved in decision making</li> </ul>	<ol style="list-style-type: none"> <li>1. Number of Activities implemented by Churches</li> <li>2. Number of young people in church committees???</li> <li>3. Number of activities developed with young people</li> </ol>	<ul style="list-style-type: none"> <li>○ Churches</li> <li>○ Community</li> <li>○ NGOs</li> <li>○ Ministry of Education</li> </ul>
	<p><b><u>Cultural Development</u></b></p> <ul style="list-style-type: none"> <li>○ Advocate for the establishment of Culture &amp; Tourism policy</li> <li>○ Build capacity of youth to participate in planning &amp; implementation of</li> </ul>	<ol style="list-style-type: none"> <li>1. Reviewed Culture &amp; Tourism policy</li> <li>2. Number of young people involved in planning and implementation of Culture and Tourism programmes</li> </ol>	<ul style="list-style-type: none"> <li>○ Directorate of Youth Affairs</li> <li>○ Ministry of Home Affairs</li> <li>○ Department of Tourism</li> <li>○ Ministry of Education</li> </ul>

	culture and tourism programmes		
	<p><b><u>Youth with Disability</u></b></p> <ul style="list-style-type: none"> <li>○ Advocate for and establish Home-based care through training for care givers</li> <li>○ Advocate for increased Government subsidies and rehabilitation programmes</li> </ul>	<ol style="list-style-type: none"> <li>1. Number of Trainings conducted for care-givers</li> <li>2. Number of rehabilitation programmes implemented for youth with disability</li> </ol>	<ul style="list-style-type: none"> <li>○ Disability Centre</li> <li>○ Ministry for Health</li> <li>○ Communities</li> <li>○ NGOs</li> </ul>
	<p><b><u>Youth &amp; Mental Health Advocacy</u></b></p> <ul style="list-style-type: none"> <li>○ Advocate for and establish Home-based care and community support for youth with mental illness</li> <li>○ Advocate for increased Government subsidies and rehabilitation programmes</li> </ul>	<ol style="list-style-type: none"> <li>1. Number of training for care-givers (mental illness)</li> <li>2. Number of rehabilitation programmes implemented for youth with mental illness</li> </ol>	<ul style="list-style-type: none"> <li>○ Ministry for Health</li> <li>○ Communities</li> <li>○ NGOs</li> <li>○ Youth and Youth groups</li> <li>○ Churches</li> </ul>
	<p><b><u>Parental Guidance</u></b></p> <ul style="list-style-type: none"> <li>○ Develop and implement training and workshops for parents on parenting skills and alternative disciplinary actions</li> <li>○ Establish and support counseling services for young parents</li> </ul>	<ol style="list-style-type: none"> <li>1. Number of parental skills trainings</li> <li>2. Counseling services set up and utilized by parents</li> </ol>	<ul style="list-style-type: none"> <li>○ NGOs</li> <li>○ Communities</li> <li>○ Ministry of Home Affairs</li> <li>○ Nauru Media Bureau</li> <li>○ Ministry of Health</li> <li>○ Churches</li> </ul>
	<p><b><u>Infrastructure &amp; Youth Facilities</u></b></p> <ul style="list-style-type: none"> <li>○ Improve infrastructure and facilities for youth activities</li> <li>○ Negotiate with landowners to avail space for development of youth “spaces”</li> <li>○ Establish a research and information center</li> </ul>	<ol style="list-style-type: none"> <li>1. Infrastructure and facilities for youth established</li> <li>2. Research and information center operational</li> </ol>	<ul style="list-style-type: none"> <li>○ Landowners</li> <li>○ Donor Communities</li> <li>○ Utilities Section</li> <li>○ National Sports Project</li> </ul>
	<p><b><u>Community Support</u></b></p>	<ol style="list-style-type: none"> <li>1. Community by-laws</li> </ol>	<ul style="list-style-type: none"> <li>○ NGOs</li> </ul>

	<ul style="list-style-type: none"> <li>○ Community interventions; develop and enforce community by-laws for youth discipline</li> <li>○ Support group for families affected by alcohol</li> <li>○ Support for youth initiatives and activities and youth participation in decision making at community level on youth issues</li> </ul>	<p>developed and enforced</p> <ol style="list-style-type: none"> <li>2. Number of support groups</li> <li>3. Number of youth in community committees</li> </ol>	<ul style="list-style-type: none"> <li>○ Communities</li> <li>○ Ministry of Home Affairs</li> <li>○ Churches</li> </ul>
	<p><b><u>Legislative Support Measures</u></b></p> <ul style="list-style-type: none"> <li>○ Parliamentarians legislate for the establishment and implementation of the Nauru National Youth Policy 2008-2015</li> <li>○ Parliamentarians legislate for the formal establishment and strengthening of the Nauru National Youth Council and Constitution</li> </ul>	<ol style="list-style-type: none"> <li>1. NYP endorsed by Parliament in 2008</li> <li>2. Nauru National Youth Council Bill prepared and enacted in 2008</li> </ol>	<ul style="list-style-type: none"> <li>○ Legislature</li> </ul>
	<p><b><u>Law &amp; Order</u></b></p> <ul style="list-style-type: none"> <li>○ Advocate for Law enforced for illegal and underage activities such as consent (marriage) age, sexual activities and underage drinking</li> <li>○ Advocate for the development and implementation of a No-drop policy for child abuse and domestic violence</li> <li>○ Establish Community Policing to increase interaction and partnership between youth and police</li> </ul>	<ol style="list-style-type: none"> <li>1. Actions taken by police to address illegal underage activities</li> <li>2. No-drop policy developed and implemented</li> <li>3. Community Policing Programme set up and functioning</li> </ol>	<ul style="list-style-type: none"> <li>○ Nauru Police Force</li> <li>○ Ministry for Justice</li> <li>○ NGOs</li> <li>○ Communities</li> <li>○ Churches</li> </ul>

## 8.5 Cross-cutting Initiatives

**OBJECTIVE** *Contribute to quality and effective youth development programmes.*

### OVERVIEW

This strategy will contribute to enhancing strategies 1 – 4. The components stated under this strategy will address personal development of young people, focusing on building skills and knowledge to enable young people to be articulate, participate in community and national development and build self-esteem and confidence. Opportunities for young people in different sectors need to be publicly advertised to ensure that all young people have a chance to participate. This calls for accountable and transparent practices in selecting and awarding of opportunities. Abuse of power to discriminate and misuse resources allocated for youth activities need to be addressed by undertaking legal actions to prevent such practices.

Development of youth programmes to achieve the objectives of this policy will be improved by incorporating lessons learned from other Pacific Island Countries. Exchange programmes and participating in regional and international youth programmes will enable young people to learn and apply what they have learned.

Gender considerations must be considered in all aspects of programme development, implementation and monitoring and evaluation of youth programmes. This is to ensure that both young men and women's issues are addressed appropriately.

### STRATEGIES

Outcome	Strategies	Performance Indicators	Responsibility
Enhanced youth development	<b><u>Personal Development</u></b> Establish a Personal Development Programme (PDP) for youth which will include; community service activities, work experience schemes for young people and self confidence.	1. Number of Personal Development Program developed and implemented	<ul style="list-style-type: none"> <li>○ Ministry for Education / Youth Affairs</li> <li>○ Communities / community groups</li> </ul>
	<b><u>Public Awareness Programmes</u></b> Public information to ensure equal opportunity for youth development	1. Transparent and Accountable system developed and utilized	<ul style="list-style-type: none"> <li>○ Ministry for Education / Youth Affairs</li> <li>○ Nauru Media Bureau</li> </ul>
	<b><u>Accountability</u></b> Develop and implement transparent and accountable system for reporting of funds and	1. System for reporting established and implemented	<ul style="list-style-type: none"> <li>○ Ministry for Finance</li> <li>○ All Government Ministries / Instrumentalities</li> </ul>

	opportunities for young people		<ul style="list-style-type: none"> <li>○ Ministry for Justice</li> </ul>
	<p><b>Best Practice</b> Applying lessons learned from other pacific countries to improve quality of youth programmes</p>	1. Number Strategies adopted from PICs	<ul style="list-style-type: none"> <li>○ All Government Ministries / Instrumentalities</li> <li>○ Communities / community groups</li> <li>○ Regional / International youth networks</li> </ul>
	<p><b>Gender Mainstreaming</b> Mainstreaming gender in all youth programmes</p>	1. Number of young men and women participating in youth programmes/activities	<ul style="list-style-type: none"> <li>○ Ministry for Education / Youth Affairs</li> <li>○ Women’s Department</li> </ul>

## 9. Policy Implementation Plan

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### 9.1 Coordination and Cooperation

The Policy calls for a concerted effort by all the governmental, non-governmental, and community organisations towards ensuring that a spirit of cooperation is present during the implementation of the Policy. This will promote sharing of resources and expertise while at the same time eliminating duplication of efforts while fostering cooperation and coordination. The implementation, monitoring and evaluation of this Policy will ensure that the aspirations of young people will be realized.

For this Policy to be effectively implemented; there is a need for partnership and collaboration with other stakeholders to fund and implement the different components of this strategy. Monitoring, reviewing and evaluating this Policy will assist in making the Policy and its strategies relevant and responsive to the changing needs of young people.

#### a) *Directorate of Youth Affairs*

The implementation of the Policy will be coordinated by the Directorate of Youth Affairs (DYA) of the Ministry of Education. The DYA will work in close collaboration with the Nauru National Youth Council (NNYC), other Government Agencies and Departments as well as Youth Groups, Non Governmental Organisations and Faith-based Organisations with interest in youth development in the community. This will include the delivery and evaluation of the programmes and services as outlined in the Policy Implementation Plan.

To ensure effective implementation of the Policy, the work of the DYA is guided by the **RONYOUTH Pathway 2015**<sup>1</sup> document. This document outlines in detail the key

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<sup>1</sup> The “**RONYOUTH Pathway 2015**” is published as a separate document.

activities to be implemented together with the performance indicators, reporting and policy review requirements as well as the human, financial and technical resources required to support the policy implementation.

As part of its responsibility, the DYA will advocate for the inclusion of a youth component in the National Sustainable Development Strategy; create partnerships with government ministries, NGOs, communities, churches, regional and international organisations in supporting the development of youth programmes and securing funding for implementation of policy initiatives; and secure capacity building opportunities for youth workers, National Youth Council officers and Directorate of Youth Affairs staff.

***b) Nauru National Youth Council***

Due to the importance of a partnership between Government and the non-government sector in the implementation of the policy, the Nauru National Youth Council need to be given a special place in this vision for young people.

This will strengthen the Councils capacity to play a leading role in youth development in the country. This will also add strength to the implementation, monitoring and evaluation process of the National Youth Policy.

To achieve this desire, the Nauru National Youth Council needs to be recognised as the peak Non Governmental Organisation for Youth development in Nauru as prescribed in the Article 3 of the Nauru National Youth Council Constitution.

As with the DYA, the work of the NNYC in terms of assisting with the implementation and monitoring of the Policy will also be guided by the **RONYOUTH Pathway 2015**. At the same time, the NNYC shall conduct its business in accordance with its Constitution.

***c) Other Key Stakeholders***

As highlighted in Section 9.1 (a) and the **RONYOUTH Pathway 2015**, other Government Agencies and Departments as well as Youth Groups, Non Governmental Organisations and Faith-based Organisations are key partners in the successful implementation of the Policy. These organisations that are already conducting activities recognized in this Policy are encouraged to continue their ongoing initiatives. Those organisations that have been identified as key partners in the implementation of new initiatives proposed by this Policy are encouraged to take up the challenge.

## **9.2 Monitoring and Evaluation**

Effective monitoring and evaluation of the implementation of the Policy is necessary in order to check efficiency and effectiveness as well as success and failure. It is important that evaluation is conducted on an ongoing basis so that assessments and modifications can be made as required. The Policy also needs to be promoted regularly at national events and gatherings and also at regional and international levels.

To accommodate for ongoing changes in the youth situation in the nation, it is desirable that some degree of flexibility is allowed on the implementation of the policy to enable it to be responsive to the emerging needs and aspirations of young people.

In this regard, the following mechanism for monitoring and evaluation is proposed.

**a) *Reporting of Activities***

All stakeholders conducting activities related to the Policy priority areas are requested to produce reports on these activities. These reports should be structured according to the template provided in the RONYOUTH Pathway 2015 and are to be submitted to the DYA upon completion of the activity.

**b) *Quarterly Updates for the Minister responsible for youth***

At the end of each quarter the DYA prepares a quarterly update for the Minister of Youth Affairs on the progress of the implementation of the Policy. In addition to this quarterly update the DYA may provide additional reports as required by the Minister.

**c) *Annual Reports to capture all activities conducted during the year.***

At the end of each year the DYA collates an annual report capturing all Policy initiatives conducted during the year together with the financial statements of the DYA. These reports are to be structured in accordance with the template RONYOUTH Pathway 2015 and are to be widely circulated to all stakeholders as well as donors who supported the implementation the Policy.

**d) *Independent Policy Review and Evaluation***

As part of assessing the impact of the Policy on the target groups an independent review of the Policy implementation is to be carried out every two years with the first review scheduled for early 2010. The DYA is responsible for commissioning and facilitating the review as well as seeking financial and technical resources required for the successful conducting of the review. The final review report is to be tabled at a national youth forum to be organized for the purpose of discussing the outcomes of the review and deciding on the way forward in terms of Policy implementation.

**e) *Reporting of youth activities against regional and international mandates***

The DYA will also have primary responsibility for reporting of youth activities against regional and international mandates such as the Pacific Youth Strategy 2010, Pacific Youth Charter, and the Pacific Plan.

## **10. Conclusion**

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This Policy is designed to assist young people make the transition from the dependence of childhood to the independence of adulthood as smoothly as possible.

Throughout its implementation it is envisaged that young people are able to see themselves not only as beneficiaries of the Policy initiatives but also as assets to promote national development.

Participating in the development and implementation of this Policy is a major learning experience for all the young people involved.

To guarantee a more secure future for our young people and for society at large, ongoing programmes would need to be refined and enriched in order to maximise the use of the limited available resources to achieve the best possible results. This will also ensure that the programmes are in tune with the prevailing social and economic conditions of the time.

## 11. Acknowledgements

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Special thanks are extended to the Directorate of Youth Affairs, the Nauru national Youth council, the Government Departments of the Republic of Nauru and its Agencies, Non-Government, Faith-based and Community Organisations, and to all individuals who contributed to the development of this National Youth Policy.

A very special thanks to the National Youth Policy Development Committee who put so much effort, time and energy towards ensuring that the Policy is formulated in accordance to the wishes of the young people of Nauru.

### NATIONAL YOUTH POLICY DEVELOPMENT COMMITTEE

Name	Designation	Organisation
1. Mr. Preston D. Itaia	Assistant Director	Directorate of Youth Affairs
2. Rev. Roger Mwareow	Senior Youth Officer	Directorate of Youth Affairs
3. Mr. Trent Depaune	Project Officer	Directorate of Youth Affairs
4. Mr. Horatio Cook	Assistant Youth Officer	Directorate of Youth Affairs
5. Mrs. Phylomena Gadaraoa	Typist	Directorate of Youth Affairs
6. Ms Delphy Scotty	Clerical / Typist	Directorate of Youth Affairs
7. Ms Greta Harris	President	Nauru National Youth Council
8. Mr. Bryan Star	Vice President	Nauru National Youth Council
9. Mrs. Ann Hubert	Secretary	Nauru National Youth Council
10. Mr. Rioli Deduna	Assistant Secretary	Nauru National Youth Council
11. Mr. Roxen Agadio	Environment Officer	Commerce, Industry Resources
12. Hon. Dominic Tabuna MP	Member of Parliament	Constituency of Yaren
13. Ms Natalia Pereira	Pacific Youth Program Worker	UNESCO, Apia
14. Ms Rose Maebiru	Human Development Advisor (Youth)	Secretariat of the Pacific Community
15. Mr. Tangata Vainerere	Coordinator	Pacific Parliamentary Assembly on Population and Development – Secretariat of the Pacific Community

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