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1. Introduction

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

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

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

The process of policy making has been scientifically informed by thorough review of secondary sources and an elaborate consultative process with the youth and all stakeholders who have already been taken on board at the design phase of the policy for genuine ownership and prospective coordination to implement a gigantic enterprise – the empowerment of youth in the Sindh.

Under guidance of the Provincial Minister for Youth Affairs, Mr. Faisal Subzwari, the Sindh Youth Policy has been formulated by input of 844 youth representative and 72 organizations from across the province. A total of a total of ten (10) consultative meetings and three (3) Focus group Discussions were held in Hyderabad, Mirpurkhas, Dadu, Karachi, Sukkur, Khairpur, Larkana, Kashmore, Thatta and Tharparkar. This also reflected the inclusion of geographic and youth-group diversity i.e. female and male, rural and urban, literate and illiterate, and the most vulnerable youth from workshops, differently-abled youth, transgender and the youth from religious seminars. Furthermore, the activists from civil society organizations, young lawyers and journalists also took part in formulation of the Youth Policy.

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

The Sindh Youth Policy Document has been organized on the following lines:
Set the policy context;

Identify key challenges to youth in the Sindh;

Envision mandate of the Policy; its vision, mission, core values principles and its target and priority youth and spell out responsibilities of the province and the youth, their entitlements and what it means by youth development;

Devise short, medium and long-term strategies against stipulated goals and objectives to empower youth in the Sindh and designing an action plan with clear targets and monitoring and evaluation procedures;

Specify the institutional mechanism for implementation of the Youth Policy;

Lay out monitoring and evaluation mechanism, and

Summarize salient features of the Sindh Youth Policy at end of the document.

1.1. Policy Context

Youth is classified as a period during which a person prepares himself/herself to be an active and fully, responsible member of the society. It is a period of transformation from family dependant childhood to independent adulthood and integration in the society as a responsible citizen. It is a transition phase between a world of rather secure and standard biological development to a world of choice and/or risk where individuals have to choose and plan their own orientation and social integration. ‘Age’ is a one useful and tangible indicator to characterize the transition to adulthood. Other key markers may include the increasing maturity of young people as defined differently by different cultures; the age limit of child benefits; the end of full-time compulsory schooling; the voting age, and the minimum age for standing for elections.\(^1\) Having considered all these indicators, the Pakistani government regards ‘Age’ as a working definition of youth because of its tangibility. According to the Pakistani official standards, young people between 15-29 years of age are considered as youth, while the United Nations regards youth as those falling between the age brackets of 15-24 years.

The Sindh youth policy also subscribes to the officially adopted definition of youth in Pakistan—persons between 15-29 years of age.

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The Sindh Youth Policy comes at a time of youth bulge and its apparent dynamic pressures on provincial and national resources that have taken forms of negative drivers of the situation - a volatile security situation, poverty and growing urban-rural divide in the Sindh.

Youth of the province need programmatic and policy support for their social, economic and political regeneration. The Youth Policy responds to key challenges and proposes actions to mitigate youth inactivity, hopelessness and exclusion.

1.1.1. Significance of the Sindh Youth Policy

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

The Government has responded to needs of macro-level youth development planning in the province. In absence of such a framework the investment plans on youth may go astray with potential over-lapping of resources and lack of a provincial policy direction.

<table>
<thead>
<tr>
<th>Stakeholders</th>
<th>Input Resources</th>
<th>Services</th>
<th>Support Opportunities</th>
<th>Systems</th>
</tr>
</thead>
<tbody>
<tr>
<td>government, donors and public interest and youth groups</td>
<td>policy &amp; programming, investment &amp; activism</td>
<td>health, education, employment, and civic resource generation</td>
<td>youth, family and development outcomes</td>
<td>&amp;</td>
</tr>
</tbody>
</table>

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

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

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

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

1.1.2. Youth Bulge and the Demographic Transition in Sindh

At an annual growth rate of 1.34 percent and 253.8 population density per KM, the calculated population of Sindh province in 2012 is 35764593 in 2012. Out of them youth (15-29 years) comprises of 26.9 percent of the total Sindh population; of which male are 14.62 percent and female 12.28 percent. Rural youth population is 12.28 and urban is 14.62 percent of the total population. The percentage of the youth population is suggestive that the province is also passing through youth bulge like other parts of Pakistan, where rural youth population is more as compared to urban youth population. Nationally, the youth make up 30.4 percent of the total Pakistani population estimated in mid-2012 while 65.1 percent population is less than 29 years of age.

<table>
<thead>
<tr>
<th>Age Group</th>
<th>All Areas</th>
<th>Rural</th>
<th>Urban</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Years</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15-19</td>
<td>11.77</td>
<td>6.78</td>
<td>4.99</td>
</tr>
<tr>
<td>20-24</td>
<td>8.74</td>
<td>4.79</td>
<td>3.95</td>
</tr>
<tr>
<td>25-29</td>
<td>6.39</td>
<td>3.05</td>
<td>3.34</td>
</tr>
</tbody>
</table>

Source: Computation from primary data of Labour Force Survey, Pakistan 2008-09

It is further to note that youth of the province, partly due to surging youth population, is facing daunting challenges ranging from physical and psychological insecurities, frustration, malnutrition, food insecurity, unemployment to name a few. Such challenges might mobilize youth into violence or the province might miss the demographic opportunity. This demographic dividend is expected to rise till 2040 and the province has immense youth potential. It is very critical to recognize youth as a group and strategic actors in the national development planning. The need of the hour is to harness and channelize the potentials of youth for the prosperity and sustainable development of the province and Pakistan.

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

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

1.1.3. Shifting Youth Affairs from Centre to the Provinces

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

The passing of the National Youth Policy in 2009 was a milestone achievement in the history of public policy regarding youth development in Pakistan. The national policy outlined 15 principles and devised a national action plan for comprehensively investing on Pakistani youth. The policy also underscored a new realization of the growing number of so many youth amidst us – the reality of youth bulge. However the national arrangement took a radical shift with devolution of the federal youth ministry under the Constitution (Eighteenth Amendment) Act 2010 and transfer of powers to the provinces for their exclusive authority over subject of youth affairs. The first legitimacy of a provincial youth policy comes from this constitutional change.

According to the new constitutional arrangement under the devolution plan, international affairs, foreign aid and inter-provincial matters would now be overseen by the federation while legislation powers regarding youth, youth organization forum and youth centers have been delegated to the provinces. Economic Affairs Division (EAD) in Islamabad would handle international aspects/agreements and aid coordination. National Internship Programme and National Volunteer Movement would be the responsibility of the Establishment Division and the Islamabad Capital Territory (ICT)/Interior Division would run youth centres and hostels in the ICT.


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

1.2. Achievements of the Sindh Government regarding Youth Development

Sindh government has formally instituted the best governance structures and human resources for youth development work as compared to other provinces of Pakistan. Its focal point is the Department of Youth Affairs - Government of the Sindh, which is responsible for youth development in the province and for youth mainstreaming into all levels of policy and programming. It has also demonstrated prototype models of both internal and external partnership to empower youth and is practically linked up with other government, non-government and private sector stakeholders in the Sindh. Recently, the department has particularly focused on pivotal components of youth development like leadership, entrepreneurship, skills development etc. through various programmes and projects in collaboration with different national and international partners.

The Government of Sindh has also launched a mega initiative, titled “Benazir Bhutto Shaheed Youth Development Programme (BBSYDP)”, for addressing the issues of poverty and unemployment through human resource development in the province. The programme aims to provide opportunities for short-term employment and skill development to approximately 100,000 semi-literate and educated unemployed youth in Sindh for a period varying between 3 months to one year. The unemployed youth will be offered various skill development opportunities and job oriented certification courses to adapt to local and international job markets. This will help contain poverty and improve the socio-economic conditions of common citizens. In addition, the public and private sector business efficiency will increase through a well-placed, developed and skilled workforce.

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

a) Youth Development Centers are in the making in Karachi, Hyderabad, Larkana and Benazirabad. Physical progress of 34%, 67%, 20% and 65% have respectively been made to build these state of the art centre. They will serve as the hub of youth activities locally.

b) Training Courses of different sectors have also been implemented by the Department of Youth Affairs. The fields of these training courses were the banking sector, insurance sector, taxation sector, Central Superior Services Examination (CSS), hotel management diploma, basic cricket education, hockey coaches and the football coaches training course. The Department was duly supported by the following prestigious institutions for these trainings: Institute of Bankers Pakistan, Pakistan Re-Insurance Company Limited, Institute of Chartered Accountant of Pakistan, SZABIST Larkana, University of Karachi,
Shah Abdul University, Khairpur Sindh University, Hyderabad Campus, Beach Luxury Hotel and Pakistan Institute of Tourism and Hotel Management, Pakistan Cricket Board, Pakistan Hockey Federation, Pakistan Football Federation. 343 youth graduated from these valued training course.

c) The first-ever Youth Folk Song Festival was also held at Larkana in collaboration with Arts Council of Pakistan.

d) Youth Empowerment Spaces (YES) facilitates Pakistani youth to aspire for a healthy and productive life. In its pilot phase YES is being implemented in Karachi, Matiari and Jamshoro. The programme supports youth to enhance their awareness about their environment grow personality, connect with each other for learning and development and use technology as an empowering tool. The activities under this programme include YES Youth Forum; YES Sports talent Nurturing Camps; Career Awareness and Planning Workshops; Facilitate the Young Facilitator; Youth Leadership and Personal Development Programme; Brain heart Emotional Intelligence for Living Workshops. YES also organized a National Song Competition titled as “YES Awaz-e-Pakistan Inter-Sindh University National Song Competition 2012” on 25th April, 2012 at the Arts Council of Pakistan in which students from various Universities of Sindh took part. YES has launched another programme with the name ‘Connect’ where 700 youth have utilized the following facilities: IT Lab, Study Hall and Library, Discussion Room, Brain Games, Gymnasium, Career Guidance. Total number of beneficiaries under this programme is 2406.

e) Inspiring Pakistani Youth to Reach Excellence through Counseling and Training in Sindh (INSPYRE) offers Skill Courses in the field of MS Office Automation, Textile Designing, Basic Fashion Designing, Fashion Designing Level-I, Fashion Designing Level-II, Dress Ornamentation, Web Designing, Call Centre Agent Training, Retail Store Operation, 3D Studio Max, Basic Cutting & Stitching, Digital Photography Fundamentals, Character Animation Fundamentals, Personal Development etc. the number of beneficiaries under the programme are 4894 so far and VII cohorts have been trained.

f) Inspiring Leadership Empowerment and Development in Youth Collectivism and Togetherness (i-LEAD) programme focuses on promoting a healthy lifestyle, leadership and personal development in youth through sports education and community service. iLEAD has established partnerships with 5 colleges and 25 schools in Karachi and Hyderabad. iLEAD has also developed a curriculum titled “Nurturing Healthy Minds and Bodies” and has organized sports weeks, summer camps, sports festivals, coaching camps etc for youth. The beneficiaries under this programme are 11566.

g) Career Counseling Project has also been launched to facilitate youth enabling them to discover and understand their self and career options to make informed career plans and decisions. The project will target faculty from selected institutes and they will reach to a
broader number of students to extend the beneficiaries in graduate schools, intermediate colleges and secondary schools.

h) Youth Exchange programmes were also implemented mainly to promote, cultural harmony and to broaden the vision and exposure of youth, whereby they were sent to Punjab and Gilgit Baltistan. One delegation from Baluchistan was also hosted. One youth delegation from China was facilitated as well. International youth exchange programme is soon to be launched.

i) Reproductive Health is an important area of youth development. The Department has also given considerable attention to reproductive health issues. With technical assistance from UNFPA many seminars were held to aware the youth especially the female youth in educational institutions of Karachi and Hyderabad.
2. Key Challenges to Youth in Sindh

2.1. Economic Challenges

One of the key issues faced by the youth is economic empowerment. Data reveals that it is deeply linked with the over-all economic and poverty profile and trends of labour force development of the country and is not just youth-specific. However, as a glaring youth-specific trend in Pakistan, the possibility of unemployment rate is much higher for better-educated youth, and the initial earnings of better educated youth are not much different from those of less-educated youth (compared with wages for adults with similar education levels).

The list of economic challenges to youth may include unemployment, underemployment, working long hours under informal, intermittent and insecure work arrangements; working below their potential in low-paid, low-skilled jobs without prospects for career advancement; being trapped in involuntary part-time, temporary, casual or seasonal employment; and frequently working under poor and precarious conditions in the informal economy.

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

According to national statistics, unemployment rate among youth is 2-3 times higher as compared to adults. 51.4 percent youth (15-29 years) is out of the labour force and only 8 percent youth is self-employed which might be indicative of lack of entrepreneurship skills among youth.

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5 Ibid.
There is also a sheer size of the uneducated youth in Pakistan (32 percent) with no vocational and life skills that end up in elementary occupations or remain either unemployed or inactive.\(^7\) As the 9th largest country in the world with respect to size of its labor force, Pakistan faces immense challenges in the employment sector.

In Pakistan, the number of unemployed people increased from 1.94 million to 2.1 million (in 2010/2011) and vulnerability is more among youth and particularly female in Pakistan. For instance, Employment-to-Population ratio (2011) for Pakistan (50.4) is higher as compared to youth’s (39.6). Almost six people out of ten are in situation of vulnerable employment situations, where female vulnerability is 78.3 percent and youth vulnerability is 63 percent (2010/2011).\(^8\)

<table>
<thead>
<tr>
<th>Percentage distribution of total population and that of 15-29 years age and over by age sex area</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sindh (Overall)</strong></td>
</tr>
<tr>
<td><strong>Years</strong></td>
</tr>
<tr>
<td><strong>Years</strong></td>
</tr>
<tr>
<td>15-19</td>
</tr>
<tr>
<td>20-24</td>
</tr>
<tr>
<td>25-29</td>
</tr>
</tbody>
</table>

| **Sindh (Rural)**                          |
| **Years** | **Total Population** | **Civilian Labour Force** | **Out of Labour Force** |
| **Years** | **Total** | **Male** | **Female** | **Total** | **Male** | **Female** | **Total** | **Male** | **Female** |
| 15-19     | 16.2      | 9.92     | 6.28      | 8.86     | 7.23     | 1.63      | 7.34      | 2.7      | 4.65      |
| 20-24     | 10.6      | 5.92     | 4.68      | 6.68     | 5.38     | 1.29      | 3.93      | 0.54     | 3.39      |
| 25-29     | 8.78      | 4.09     | 4.69      | 5.46     | 3.95     | 1.52      | 3.32      | 0.15     | 3.17      |

| **Sindh (Urban)**                          |
| **Years** | **Total Population** | **Civilian Labour Force** | **Out of Labour Force** |
| **Years** | **Total** | **Male** | **Female** | **Total** | **Male** | **Female** | **Total** | **Male** | **Female** |
| 15-19     | 16.49     | 8.96     | 7.53      | 3.99     | 3.6      | 0.39      | 12.5      | 5.36     | 7.14      |
| 20-24     | 13.56     | 7.32     | 6.23      | 6.6      | 5.82     | 0.78      | 6.96      | 1.5      | 5.46      |
| 25-29     | 8.95      | 4.36     | 4.59      | 4.68     | 4.25     | 0.43      | 4.27      | 0.11     | 4.16      |

In Sindh province similar national trends are also evident. Youth faces high unemployment trends and the number of unemployed people has been risen (in 2010-2011) from 0.57 million to 0.70 million. A large number of youth is out of labour force data, with a high degree of gender disparity. Female inactivity in the province was very high (91.5 percent) in 2006-07.

Howsoever, unemployment rate among youth in Sindh (5 percent) is lower as compared to other provinces of Pakistan and it is further lower among the graduates (3.6 percent) of the province.\(^9\)

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

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\(^9\) Labour Force Survey, Pakistan, 2008/09
### Percentage distribution of employees by wage group, major industry division & sex 2008-09

<table>
<thead>
<tr>
<th>Major industry division</th>
<th>Both sexes (100)</th>
<th>Male (100)</th>
<th>Female (100)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture, hunting and forestry</td>
<td>4.49</td>
<td>4.33</td>
<td>6.43</td>
</tr>
<tr>
<td>Fishing</td>
<td>0.95</td>
<td>1.03</td>
<td>-</td>
</tr>
<tr>
<td>Mining and quarrying</td>
<td>0.05</td>
<td>0.05</td>
<td>-</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>24.84</td>
<td>25.57</td>
<td>15.72</td>
</tr>
<tr>
<td>Electricity, gas and water supply</td>
<td>3.14</td>
<td>3.39</td>
<td>-</td>
</tr>
<tr>
<td>Construction</td>
<td>11.56</td>
<td>12.41</td>
<td>0.98</td>
</tr>
<tr>
<td>Wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods</td>
<td>11.29</td>
<td>12.06</td>
<td>1.62</td>
</tr>
<tr>
<td>Hotels and restaurants</td>
<td>2.03</td>
<td>2.19</td>
<td>0.06</td>
</tr>
<tr>
<td>Transport, storage and communication</td>
<td>8.56</td>
<td>9.03</td>
<td>2.64</td>
</tr>
<tr>
<td>Financial intermediation</td>
<td>2.69</td>
<td>2.77</td>
<td>1.68</td>
</tr>
<tr>
<td>Real estate, renting and business activities</td>
<td>1.52</td>
<td>1.58</td>
<td>0.76</td>
</tr>
<tr>
<td>Public administration and defense compulsory social security</td>
<td>10.3</td>
<td>10.75</td>
<td>4.63</td>
</tr>
<tr>
<td>Education</td>
<td>12.17</td>
<td>9.39</td>
<td>46.93</td>
</tr>
<tr>
<td>Health and social work</td>
<td>2.56</td>
<td>2.07</td>
<td>8.67</td>
</tr>
<tr>
<td>Other community, social and personal service activities</td>
<td>3.28</td>
<td>2.98</td>
<td>7.01</td>
</tr>
<tr>
<td>Activities of private households as employers and undifferentiated Production Extraterritorial organizations and bodies</td>
<td>0.58</td>
<td>0.4</td>
<td>2.85</td>
</tr>
</tbody>
</table>

Source: Computation from primary data of Labour Force Survey, Pakistan 2008-09

The economic health of youth in the Sindh province is also spatially determined with severe locational deviations. According to a survey by the UNDP (2007-08), four types of economic groups exist in the rural areas of Sindh, namely: only-agriculture, agriculture-cum-livestock (mixed), only-livestock and off farm activities (employed/self employed). Of these groups, the rural economy is largely based on mixed agriculture and livestock farming where 60 percent of farmers belong to this group. In Sindh, 32 percent are associated with only-agriculture and the remaining work as labour. The empirical findings reveal that 54 percent of the people of Pakistan were in multiple deprivations (headcount, poverty gap, and poverty severity) in the year 2005-06. Rural incidence was about 69 percent, while 21 percent of urban population faced extreme poverty. Sindh has lower multi dimensional poverty indices as compared to other provinces but there is a stark difference between urban (13.6) and rural indices (78.21), which shows that rural areas of Sindh are in extreme poverty and facing multiple deprivations. The districts of Tharparkar, Thatta, Badin, Jacobabad, Ghotki, Mirpurkhas, Sanghar and Shikarpur are the most deprived districts of Sindh. The poor have low access to safe drinking water and sanitation facilities and have lack of physical infrastructure, agriculture extensions, more shocks to local economies, low paid and seasonal non farm incomes. Rural poverty is found to be strongly correlated with lack of asset in rural areas especially holding of land. About 75 percent

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households own no land and there is increased sharecropping in rural Sindh and highly skewed patterns of landownership.\textsuperscript{13}

The devastating floods, 2011, had drastic impact on economy of the province, according to World Bank and Asian Development Bank report, 27,000 sq. Km area damaged in Sindh province out of the total 27,370 sq. Km. affecting 1.9 million people across Sindh and Balochistan. In addition, law and order situation in Karachi has very negative impact on socio-economic environment of the province.

\textbf{2.2. Social Challenges}

When socially empowered, youth bring dividends not only to themselves youth but also their families, communities and the country at large. Social empowerment indicates positive youth development and leads to greater self-realization; competencies and life-skills; entrepreneurship and labour force development; social capital; youth networks; community service and volunteerism; sharing of information; use of leisure time and group mobility; peer to peer support; sports; cultural youth activities; participation of youth in projects and programmes as active agents of change, and; networking between local, national and international youth actors. While, negative social factors can greatly impede skills and capabilities of youth to fully develop and utilize their potential or can even mobilize them to violence.

The forms of social empowerment leading towards youth development can be mentioned as:

- Youth population and health issues
- Education for youth development
- Rights of minority, Differently-abled and other vulnerable youth groups
- Youth activism and volunteerism
- Sports, youth mobility and group tourism
- Living with cultural diversity- pluralism, peace and harmony

\textbf{2.2.1. Population and health issues} for youth are more than their traditional designation. Contemporary health practitioners see health not as mere absence of disease. Rather it is established that the health encompasses aspects of physical, mental, and social well-being and operates within overall population, development and environment needs of the country. When this holistic view of health is denied, the youth become vulnerable to physical, mental and social insecurities and set-goals, dreams and aspirations are disrupted. Youth, therefore, need adolescence and youth health rights for positive development and to fight their insecurities.

Data reveals that such insecurities have negative impact on youths’ social, economic and political development. Adolescence and youth health rights like information and counseling of adolescents in the areas of gender relations and equality, violence against adolescents, responsible sexual behavior, responsible family planning, family life, reproductive health, sexually transmitted diseases, HIV infection and AIDS prevention are important to ensure. It is important to note here that Pakistan has endorsed ICPD (International Conference on Population and Development), which has shifted the emphasis of population planning from reaching the demographic targets to promoting human rights and sustainable development. The ICPD upholds the need to meet holistic health needs of the youth; protection, survival and development of children and youth by elimination of early marriages; access to information, education and communication activities and services in reproduction rights; family planning; prevention of sexually transmitted disease; and equal gender opportunities.

Moreover, Pakistan is also a signatory to the several international treaties and conventions, including the Convention on the Rights of the Child (CRC), the International Covenant on Economic, Social and Cultural Rights (ICESCR) that commit the country to the rights of young people to information and education, including the Sexual Health and Reproductive Health (SHRH) education. It is also an imperative that the government introduces SHRH education and services for young people in the country to achieve national MDG targets by 2015.

Adolescence and youth health rights are one of the main areas of concern in the province of the Sindh. Poor and rural youth specifically have less information and awareness about their sexual and reproductive rights. Furthermore, there seems to be a perception that adolescence and youthfulness, as a status, is more relevant for boys than for girls, as around the time of puberty, societal expectations and the personal aspirations of male youth and female youth begin to diverge. Youth is often the time when “the world expands for boys and contracts for girls.”

A survey shows that a large youth population is out of schools and is illiterate. This further raises the concern of their awareness about own rights and skills to proceed in their lives as productive, developed and healthy adults. Illiteracy among female youth in Sindh (15-19 years) is 83 percent and 65.8 percent (20-24 years). 81.7 percent of girls never used any contraceptive method which is higher as compared to the national’s (74.1). 16.5 percent female youth (15-24 years) have spouse of 10 or more years older while majority of the girls seeks traditional birth attendants.

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

2.2.2. Early marriage and various forms of physical and customary violence against woman are other key challenges facing the youth. In Sindh a number of discriminatory customary practices do exist. Early age marriages are still prevalent in the province in violation of the Child Marriage Restraint Act 1929, which states that a girl must be 16 at the time of marriage and boy should be eighteen years of age. In the province, 15.5 percent girls are married by the age of 15 and 57.8 percent by the age of 18 years with high pregnancies (87.3 percent, 15-24 years). Early age pregnancies have dire implications on the health of the child. Cases of violence against women are very high in the province. In 2009, 288 cases of murder, 284 cases of honour killing, 160 cases of abduction, 134 cases of domestic violence, 176 cases of suicide, 122 cases of rape/gang-rape, 44 cases of sexual assaults and 10 cases of stove burning, 9 cases of acid throwing and 535 cases of other types of violence occurred in different parts of the province. The practice of marriage with Quran still prevails especially in feudal strongholds of the province.

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

2.2.3. Education for youth development is another challenging area in the province. The aim of education is not only merely limited to literacy rate, primary education enrollment or conventional schooling system. Rather, it is about preparing the youth for life and inculcating skill-sets that can ensure youth employability in the labor market and also ensures social, political and economic empowerment of youth. Furthermore, it promotes norms and trends among youth to take their present and future decisions which can ensure sustainable peace and development.

Lack of quality education in Pakistan is one of the big hurdles to youth development. Pakistan’s low ranking on Global Talent Index indicates poor quality of basic and university education, country inability to develop talent and to foster competition and inappropriate conditions for skilled labour force. The research shows higher unemployment trends in Pakistan for better-educated youth and that initial earning of youth are not much different from those of less educated youth. A youth survey identifies that unemployment is a luxury of middle class

18 ibid
educated youth as they lack the concept of dignity of labour and only prefer white collar office jobs. Moreover, youth generally lacks skills of entrepreneurship and self employment and seems demanding for government jobs. We have often found the educated youth, especially university graduates complaining about the quality and standard of education and so does the employers. A study shows that fresh university graduates are not well prepared for the labor market and lack basic skills needed for employment.\(^{22}\) Employment situation is also problematic for the graduates of religious seminaries (Madressah). Another major flaw in the present education system is lack of connectedness and coordination between educational institutes with employment sector. In the absence of market analysis, youth mentorship and carrier counseling it is difficult to harness potentials of youth population in the province.

To tackle the current challenges, new approaches\(^ {23}\) emphasize upon standardization and equality of the country’s education system and propose to equip youth with required skill-set for their future economic, social and political roles. Such an approach would require a paradigm shift from conventional way of looking at education as requiring skill-set and competencies and to move beyond the formal institutionalized education system of Pakistan. Standardization of education does not mean uniform education system rather it is about determining minimum standards and competencies at various stages of education irrespective of their religious or secular orientation.

Moreover, equity would mean equal opportunity to all marginalized and vulnerable youth groups without any discrimination on the basis of religion, ethnicity, gender or identity. Marginalized youth groups show their concerns about their marginalization in education sector and lack of skills to sustain their lives respectably. In addition to skills sets, peace education and revising the curricula are also important aspects of the debate. There are various studies which identify role of curricula in mobilization and indoctrination for hate-speech and stereo-typing of Pakistani communities and ethnicities.\(^ {24}\) Curricula are very important tool in shaping perceptions and conceptions of youth. Education institutions were exploited in the past by undemocratic regimes to mobilize people, mostly youth, for armed struggles and war hero ship. The old curricula taught in schools of Pakistan still have discriminatory and radical content that breeds hate and intolerance among youth. Some Madressah also promote radical interpretations to mobilize youth into violence. Furthermore, text books and materials also have stereotyping of girls.\(^ {25}\) We need education programmes that can bridge gaps among different sects, ethnic groups and brings harmony and love among youth of the province. Peace education should include formal as well as non-formal education Programmes to include all youth groups of the province. Such

\(^ {23}\) Butt, Iqbal, Hiader and Mehmood, Sadia, Atta., “Policy Brief, Public and Policy Imperatives for Youth Bulge in Pakistan”, Gujranwala, Bargad-Organization for Youth Development
Programmes would need collaborative efforts of public and private sector and can help in *building cohesion and “National Pride as Pakistani.”* among youth of Pakistan.

2.2.4. **Rights of Minority, differently-enabled youth and other vulnerable youth groups** would portray social issues due to identity or status of certain youth groups. Such groups may include religious minorities, differently abled persons, transgender, youth in workshops and youth in jails.

- Religious minorities are highly excluded and also sometimes faces discrimination in the society. One of the main concerns of the group is education and employment.
- Differently-enabled persons have to be integrated in youth programmes and policies is very necessary. In the province the environment is not friendly for differently abled persons. Mostly, set job quota for the group is not provided to them.
- **Transgender youth** faces severe discrimination in all walks of life. One of the main issues faced by them is mental depression due to the attitude and behavior of the society. Certain lifestyle is imposed on them and they find no way to escape from it. Most of them have to live as beggars or sex workers and are at high risk of sexually transmitted diseases. The Supreme Court of Pakistan has ruled on transgender people’s right to health and inheritance and recently judged that transgender be added as a third gender category on national identity cards. But still the government needs to ensure that transgender youth enjoy equal citizen rights. One of the initial tasks can be running youth-led campaigns for national identification and voter registration.
- Youth in jails in yet another vulnerable group that receives little attention in terms of their social, economic and political empowerment. Special programmes should be developed for youth in jails so that they can be reintegrated into the society and can contribute to the province as responsible citizens.

2.2.5 **Youth activism and volunteerism** plays an important role in engagement of youth in peace building and conflict transformation processes. The literature review also highlights possible role of social capital characterized by resilience, integration and trust in peace building and keeping the social fabric of the society intact.\(^{26,27}\) A mapping study notes that Informal Youth Groups (IYGs)\(^{28}\) are mainly composed of youth and are self-relying and generate resources from their own sources. Instead of indulging in violence, members of IYG’s volunteer and spare valuable

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\(^{28}\) Khan, Shahbaz Israr “Youth Directory 2011-Youth Mapping Study of Punjab and Islamabad Capital Territory”, Bargad-Organization for Youth Development, p. 24, 2011. (IYG is a youth group that is not registered by any agency and does not have organizational structure but meet on regular basis, organize one activity per quarter and have clear vision about their activities).
time and energies for community and youth engagement activities. A policy brief also identifies youth participation and engagement as one of the critical areas of integrated youth development and promotion of peace processes in Pakistan. At college and university level, many literary councils and student-led organizations are working which regularly engage youth in positive youth development activities. Government of Sindh has also initiated several programmes in this regard. However the rural and coastal areas do not have many platforms to engage youth in volunteering activities.

There is need of creating a database of all youth organizations and informal youth groups functioning in the province so that the potentials of these groups can be harnessed and coordinated efforts for youth development can be done. Provision of platforms with equal opportunities to male and female youth of rural and urban areas would be the key to youth development across the province.

2.2.6 Sports is the key for youth development and requires an environment in which youth can express views, pursue their dreams, participate in healthy activities and can play leading roles in their life decisions and projects. Sports also play an important role in sustainable peace and development. Several projects around the world have proved to be successful by involving youth in sports and conflict transformation measures. Youth in Sindh, particularly rural and coastal areas, faces many problems like lack of entertainment and playing activities, lack of ground facilities and less coaching are among few to mention. Unhealthy environment can indulge youth into negative practices like drug addiction and can even lead to suicide.

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

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

2.2.8. Living with cultural diversity- pluralism, peace and harmony is increasingly a key concern of the youth. For the last several years, terrorism and extremism has become nuisance for Pakistan and has pushed country into security crisis and violent conflict dynamics. 35648 people lost their lives from 2003 to July 2011. In 2011 more than two thousand civilians lost their lives in Pakistan, while the highest fatality among civilians, in 2011, was noted in Sindh (1082). It

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29 ibid, p. 24, 2011
was even higher as compared civilian fatalities in FATA (488), Balochistan (542) and the Khyber Pakhtunkhwa (511).\footnote{South Asian Intelligence Review, “Fatalities in Pakistan, Region Wise: 2011” Retrieved from: www.satp.org/satporgtp/countries/pakistan/database/fatilities_regionwise2011.htm October 2012}

Sindh has a very complex and multifaceted conflict dynamics that feeds on social exclusion, economic instability and on religious, social, political, ethnic and sectarian divides. Various studies show that youth bulge increases the probability of violent conflicts in a country, especially when they are excluded and isolated.

In present scenario of the province, it is very important to promote the culture of peace among youth. “A culture of peace is an integral approach to preventing violence and violent conflicts, and an alternative to the culture of war and violence based on education for peace, the promotion of sustainable economic and social development, respect for human rights, equality between women and men, democratic participation, tolerance, the free flow of information and disarmament.”\footnote{Adams, David, “Definition of Culture of Peace”, 2005. Retrieved from: http://www.culture-of-peace.info/copoj/definition.html} By promoting the culture of peace, youth can celebrate cultural diversity-pluralism, peace and harmony and live with differences. Sindh has a very rich cultural heritage and has been the land of oldest civilizations and cultured settlements. Sindhi literature, shrine culture, indigenous sports, arts and music along with a rich reservoir of Urdu literature are considerable peace contributing factors that can be used in conflict transformation strategies and peace building processes in the province.

\section*{2.3. Challenges of Political Participation and Civic Engagement}

2.3.1. Political participation and engagement of youth has been traditional limited due to undemocratic regimes which have greatly impeded the democratic processes and ideas of citizenship. Pakistan’s low voters turn out is indicative of low political participation of public in democratic processes. Pakistan’s average voter turnout for the last eight general elections is lowest in South Asia and sixth from the bottom among 169 countries of the world.\footnote{IDEA, “Voters Turnout Data for Pakistan” Retrieved from: http://www.idea.int/vt/countryview.cfm?id=178} Youth of Pakistan and Sindh is no exception to the rule, where most of the youth is politically inactive and have negative perception about the politics, partly because of perceptions of corruption in government institutions or political parties and mainly due to exclusion of youth in political processes and lack of political awareness. There is a greater need to provide youth participatory platforms where youth can involve themselves in decision making processes and can feel a sense of responsibility. Student unions for educated and local bodies for the community youth have proved in the past to be the main sources of massive participation of youth. However, both these institutions are not operating at present. To avoid the past violence, there are now good
recommendations available that backed with research data to lay the foundations of new politics on campuses and to make it violence-free, women-friendly and student centered.\textsuperscript{34} Likewise the incentives like quota for eligible youth (18-29 years) in the local bodies can really boost participation of youth, grooming their leadership competencies and engaging them in decision making process. When such platforms are available, the likelihood of youth violence and undemocratic practices would diminish.

2.3.2. Civic responsibility and citizenship rights are the key pillars for youth empowerment. In this regard, awareness and sensitization of youth is very important so they can practice their citizenship and can ingrain themselves within a state in which they live.

It has been found during the consultative process on formulation of the Sindh Youth Policy that the youth are not aware of their rights and responsibilities which create confusion and obscurity and a sense of exclusion among youth. They demand services and policies but are unaware of the value of their own-selves, their individual freedom and civil, social, economic and political rights. They also have little or no knowledge about the governance system, constitution and laws of the. In the present scenario it becomes vital to clarify youth rights and responsibilities which will stimulate active citizenry among youth and will not only promote culture of democracy but will also contribute to sustainable peace and development in the province.

2.4. Challenges of Governance and Institutional Mechanism in the Sindh

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

At present the key governance issues include:

a) Enrollment of youth groups and organizations with the provincial department for greater mobilization and to channelize all youth-led work in a systemic way;

b) Integration of youth development work from multi-sectoral perspectives. This work is both spread out internally in different provincial departments (i.e. youth affairs, education, population and health, labour, women development, finance, etc..) and externally facilitated by the social and private sector operators;

c) Administrative and procedural arrangements for public private partnership;

d) Monitoring and evaluation of the your work in the Sindh, and

e) Information gap regarding situation of the Sindh Youth.

\textsuperscript{34} Bargad. “National Survey on Student Politics, 2009”.

Prepared by Bargad/UNFPA
3. **Mandate of the Sindh Youth Policy**

The mandate of Sindh Youth Policy 2012 is to create an enabling policy environment for economic, political and social empowerment of the youth and clarify their rights, entitlements and responsibilities. It maps out contextual needs and situation of youth in the Sindh province with the perspective of catalyzing, informing and implementing a comprehensive conception of integrated youth development across the public policy domain.

The policy presents short, medium and long-term strategies and action plan to address needs and situation of the youth. The Government will implement such strategies with public-private partnership and enhanced multi-sectoral ownership. A monitoring and evaluation plan has also been evolved gauge success of the actions undertaken within framework of the policy.

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

The policy also documents achievements of Government of the Sindh regarding youth development.

3.1. **Vision**

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

3.2. **Mission**

➢ To build a youth who are economically active, socially hopeful and politically engaged in the Sindh province, and who posses useful competencies and tolerant values of good citizens of Pakistan

3.3. **Core Values and Principles of the Policy**

*The Sindh Youth Policy seeks to promote the following core values:*
Youth as agents of change and a resource for the nation;
Youth as the positive potential and strength for the national development;
Character, courage, hard work, tolerance and respect for others, team play and perseverance as characteristics of individual youth, and
Respect of human rights and equality as enshrined in the Last Address of the Holy Prophet Muhammad (SAW); as adopted in the Universal Declaration of Human Rights 1948; and as Fundamental Rights endorsed by the Constitution of Pakistan 1973.

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

I. Diversity and Inclusion: Sindh Youth Policy recognizes and acknowledges the diverse backgrounds of youth within its jurisdiction and would includes them in its actions without biases of age cohorts, gender, religion, ethnicity, location, sexual orientation, disability or any other forms of discrimination. The Policy shall discourage prejudices against others among the youth. Moreover, it would encourage affirmative and equity-oriented actions that would create equal opportunities especially for the vulnerable communities. This principle is informed by the values of human dignity and respect for the human rights as enshrined in the Constitution of Pakistan.

II. Integration: The Policy shall integrate multi-sectoral perspectives to ensure greater and coordinated impact to empower youth in the Sindh. As a catalyst framework, it combines the efforts of different key role players such as government, civil society, private and business sectors.

III. Holistic: The Policy would include all aspects of youth life and responds to their economic, social and political needs: so that they gain necessary knowledge, skills, and experience to ensure their smooth transition into practical life.

IV. Accessibility: Male and female youth of diverse backgrounds would access resources and services crucial to their integrated and holistic development.

V. Transparency: Institutions and organizations involved in youth empowerment within framework of the Policy would operate in a transparent and accountable manner. This would be done through oversight work and tracking progress of the Policy actions on regular basis.

VI. Participation and engagement: Service providers would design policies, strategies and programmes for and with youth by sharing information, creating opportunities and involving them in decision making as active participants in their own development. Youth should own the outcomes of the development process and should view human rights as a fundamental basis for human development. They would be treated as equal partners in development programmes.
VII. **Social cohesion:** The Policy would promote inclusion of young people as significant part of societal structures by supporting their democratic and nation-building activities. It would further consolidate organized actions, group formation and platforms of youth to promote procedural and law-abiding initiatives of the youth.

VIII. **Social protection:** The Policy and its various youth development interventions would seek facilitate youth wellbeing by putting in place measures that seek to protect and address the needs of youth and reduces their vulnerability.

IX. **Youth Service and volunteerism:** The Policy gives great value to youth service activities which are not only beneficial to the communities but also boost self-image of the youth and develop their sense of patriotism and abilities through learning, service and volunteerism.

### 3.4. **Responsibilities of the province**

3.4.1. It is responsibility of the each department and authority of the Province, and of each person performing functions on behalf of a department or authority of the Province, to act in accordance with the Sindh Youth Policy when it’s in jurisdiction of that particular department, authority or the person.

3.4.2. The adherence to any clause of the policy may be regarded as being subject to the availability of resources. It is however recommended that costing and resource plan should be prepared within 6 months after approval of the policy.

3.4.3. Department, authority or the concerned person of the Province is responsible to first determine whether their applicable actions are in accordance with the policy. In case if an extra-jurisdiction dispute arises over validity of the policy clauses a multi-sectoral platform the Sindh Youth Commission would be the responsible authority to decide upon the nature of observation.

3.4.4. It is also a pre-requisite that the government would submit before the Sindh Assembly and yearly report on the observance and implementation of the provincial youth policy and the Provincial Assembly should, within a reasonable time, discuss such report for finding solution to the problems faced by the youth of the province.

### 3.5. **Responsibilities of the youth**
The policy urges the youth to fulfill their responsibilities, as are enunciated below:

3.5.1. To contribute to social, family and self development.

3.5.2. To demonstrate respect for human dignity irrespective of caste, creed, colour, gender, ethnicity or class background.

3.5.3. To esteem gender equality by words and actions.

3.5.4. To maintain peace and harmony, observe fundamental duties and respect the fundamental rights and freedoms guaranteed under the Constitution of Pakistan to all sections of the people.

3.5.5. To respect others’ faiths and beliefs in the religious, cultural and social spheres and to different schools of thought.

3.5.6. To extend respect to teachers and elders, parents and the family, in conformity with our cultural norms and traditions.

3.5.7. To promote appropriate standards of ethical conduct in individual and social life.

3.5.8. To maintain honesty and integrity of character and be committed to fight against all forms of corruption, social evils and practices.

3.5.9. To preserve and protect the environment.

3.6. Youth entitlements

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

3.6.1. Appropriate education and training which enables youth to be socially useful and economically productive;

3.6.2. Equal employment opportunities for all groups of youth without any bias or discrimination;

3.6.3. Positive participation at district and provincial level in decision-making bodies relating to policy and governance issues or for youth development.

3.6.4. Adequate access and facilities of sports, physical training at institutions and recreational opportunities.
3.6.5. Ensuring reasonable allocation of funds for youth development from the provincial government.

3.7. Definitions

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

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

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

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

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

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35 Pittman, Karen. ‘Forum for Youth Investment,’ 1993, p. 8
4. Sindh Youth empowerment Strategies and the Five Year Action Plan

Having examined the key challenges to youth and clarifying its mandate, the Youth Policy of Sindh resolves to positively transform the youth bulge as a dividend for the province and Pakistan. For that to happen, strategies have been devised to respond effectively to empower its youth population. The strategies and the provincial action plan are built around four main areas of change: (i) economic, (ii) social and (iii) political empowerment and the (iv) matching governance system and institutional mechanism.

The functional principle of these strategies has been to integrate and capitalize upon strengths of all existing youth programmes and services in the framework of the Sindh Youth Policy for better concerted efforts, recognition of efficient actions and financial affordability that will also avoid over-lapping of technical and financial resources amidst different youth development operators in the province. Hence, it would also underscore the catalyst and facilitative role of the Department rather than being a direct implementer in all tasks devised in the strategies and the action plan ahead.

For the purpose of the clarity, the Sindh Youth Policy has divided its strategies into three frequencies: (i) short-term, (ii) mid-term, and the (iii) long-term. These are defined respectively as actions to be completed within 1 year, 1 to 3 years and 3 to 5+ years. Internal monitoring of the actions will be done on quarterly basis, while evaluation will be external and made after 1.5 and 3 years in case of mid-term strategies and additionally after 5 years where a long-term strategy is assessed.

**Development Goal 1: Economic Empowerment of Youth**

**Strategic Objective 1.1: Stimulation of Employment and Livelihood Opportunities among Youth**

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

**Short-term Strategies:** The short-term strategies would include demand generation among youth and other stakeholders on the need for information through formation of peer groups; survey on job and employment trends; organization of seminars and conferences and running media campaigns.

36 The fourth and last area of change, ‘the matching governance system’, has been separately dealt as a chapter in this policy document for elaboration. See, pp 38-40.
During this phase, the department will mobilize technical and financial resources of stakeholders like the ILO, SPDC, STEVTA, Labour Department, and corporate sector, NGOs related to skill development, British Council and Bargad, electronic and print media and the University of Sindh.

**Mid-term Strategies:**

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

b) Establishment of a job bank.

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

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

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

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

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

**Mid-term Strategies:**

a) Provincial, national and international market analysis;

b) District-wise mapping of modern, cultural and traditional skills, and

c) Mapping of skills of youth.

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

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

**Targets:** Mapping of skills and job market analysis completed.
Objective 1.1.3: Provision of Hassle free loans for business

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

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

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

Targets: Hassle free loans released to 10000 youth in five years.

Objective 1.1.4: Internships, on-campus job and job placement

Short-term and Mid-Term Strategies: By fulfilling all procedural requirements and consultation with stakeholders, the Government would implement the following initiatives:

a) Establishment and promotion of the Sindh Internship programme;
b) Encouraging large organizations, companies, and enterprises to provide at least 5% internship opportunities to youth;
c) Requiring all universities to provide part-time on-campus jobs equal to at least 5% of their full time students;
d) Establishment of Institute Placement Bureaus through IT interface with all stakeholders and maintaining up to date, accurate and increased information flow, and
e) Necessitating all autonomous bodies and state owned enterprises to appoint ‘Youth Ambassadors’ on their boards.

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

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

Objective 1.1.5: Gender equity & equality and promotion of rights of the vulnerable youth groups

Short-term Strategies:
The Department will coordinate with other government departments and private sector and support:

a) Promotion of a minimum of 15% quota for female youth in employment, and

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

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

**Targets:** 15 percent quota ensured for female youth in the job market, 2 percent quota for minority, differently-abled and other vulnerable youth groups.

**Strategic Objective 1.2: Promotion of Entrepreneurship Skills and Opportunities**

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

The following initiatives will be undertaken:

a) Establishment of Youth Venture Capital Fund;

b) Support and promote annual innovation competitions among youth and fund best business and social entrepreneurship ideas;

c) Establishment of small Incubation Centres at the Universities and academia-market liaison;

d) Facilitation and guidance of young entrepreneurs;

e) Arranging entrepreneurship training programmes, and

f) Enhance outreach Programmes of Sindh Small Industries Corporation (SSIC).

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

Youth Venture Capital Fund is fund is meant to support new developments and implementation of new ideas. Innovation competitions would showcase the best business and social entrepreneurship ideas and can serve as one effective tool to link academia with the market. There should be an annual province-wise competition. Furthermore, the Incubation Centres with small office facilities for students are another such effort to display useful work done at the universities and proposing them to the market.

The Business Schools in the universities can particularly facilitate and guide young entrepreneurs regarding procedures for opening of new companies and provide legal advice as needed. They can also guide and train small and poor service providers to grow from small occupations into large enterprise. There is also a need to create respect for poor and small entrepreneurship.
Apart from sectoral training, the youth would also learn the art of making business plans and selling it to the venture capital and other funds. They will be enabled to learn from existing enterprises and the companies.

All this work will be further facilitated through networking of SSIC with large organizations, companies and enterprises, national and international markets.

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

**Targets:** Youth Venture Capital Fund established. Five provincial innovation competitions organized. Small Incubation Centres at the Universities and academia-market links formed. 15000 youth trained at universities, while the enterprises and the companies provide entrepreneurship training programmes to another 1500 youth.

**Strategic Objective 1.3: Skill Development and Vocational Training**

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

a) Enhancement of skill development programmes;

b) Crash program to impart technical education to unemployed youth;

c) Sectoral initiatives in agri-business, livestock and dairy development;

d) Establish and encourage local crafts based youth enterprises, and

e) Institute a programme of certification of informally acquired skills.

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

Rapid assessment of the demand/requirements and capacity of the skill development facilities in the Sindh would be undertaken. Based on this assessment, technical and skill development programmes will be enhanced. 50 Schools/universities may be inducted in this programme to start regular evening and weekend programmes for skill development and technical training. 15000 youth would benefit from this programme.

A crash programme to impart technical education to the unemployed youth would be launched and micro-credit to them so that they can become self-employed. 1000 youth will be trained in relevant fields and 500 youth placed in the foreign markets.
Local crafts based youth enterprises will be encouraged for income-generation at village and urban-neighborhood level and linked to national and international markets for marketing of such enterprise products. The use of ICTs for marketing and portfolio building will especially be encouraged.

Moreover, skills of 20000 illiterate youth will be certified mainly for the purpose of national and international market consumption. For that, orally-submitted curricula for illiterate technicians and workers will be developed to assess the level of their skills and award certificates in collaboration with international labour organizations.

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

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

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

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

a) Comprehensive programme on learning outcomes and skill-sets/competencies for students to standardize quality of education in public/private and Madressah schooling;

b) Teaching aid material and resource development on learning out-comes and assessment techniques;

c) Curriculum review studies and mechanism to discourage hate-speech and stereotyping of communities in the public/private and Madressah schooling;

d) Ensure regulatory mechanism for standardizing and quality of education and to promote integration and social cohesion through in public/private and Madressah schooling;

e) Life-skill programme at the schooling level;

f) Enhancing Job-skills and aptitude centers/career counseling/placement services;

g) Leadership programme and participatory student councils on campuses;

h) Introduction of service learning and community service programmes;

i) Scholarship programmes to include the marginalized areas, and

j) Promoting the culture of peer education.

This objective seeks to broaden the definition of education beyond literacy and number of students attending schooling at public and private institutions and Madressahs. This would
require clarifying the educational aims and objectives in terms of what are students studying at schooling level and getting what kind of skill-sets/competencies. Education has to enable the youth for coping with their social and economic roles as law-abiding future citizens of Pakistan. This will also contribute to equal opportunities for social mobility of youth coming from poor or other vulnerable background.

Life-skill programme are meant to enhance coping competencies of the school-going youth. Career counseling and placement facilities would help the students to go on appropriate career path according to their individual aptitude and strengths. Moreover, the student councils are envisaged to groom social sensitivity and leadership qualities of the youth. Such platforms will provide literate youth to exercise their skills of communication, decision making and event management and demonstrate care for collective concerns resulting in social capital.

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

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

Long-term Strategy of this objective is to prepare youth for their social and economic role and to promote social integration and cohesion.

Targets: Development of studies on leaning outcomes and teaching aid material; curriculum review studies and mechanism; enhanced regulatory mechanism for standardizing education; life-skill programme in at least 500 schools; job-skills and aptitude centers/career counseling/placement services in all public universities; participatory student councils on all public campuses; 10000 youth benefited from 20 leadership Programmes; Successful completion of 10 service learning and community service Programmes benefiting 5000 youth and reaching out to 50000 community youth; scholarship programmes, and 100 active peer groups formed and networking done.

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

Short-term and Mid-term Strategies:

a) Harnessing the potential of youth bulge and demographic transitions through researches on the regional scale, depth and of youth bulge in the Sindh; Devising sectoral strategies; organizing youth debates, and youth-led mass awareness campaigns on youth bulge in the Sindh;
b) Promotion of health and sports among youth through mapping of existing sports facilities and playgrounds; registration of school sports facilities; Provision of playgrounds on the minimum basis of area population; Organize school level tournaments with the help of local elders and private sector; persuading young entrepreneurs to run sports events for earning, and run youth-led mass campaigns to promote sports by involving celebrities;

c) Promotion of adolescence and youth health rights though establishing a “Youth Helpline” for counseling of adolescents on their health and reproductive issues; undertaking education and communication activities in reproductive rights at the school level with cultural sensitivities of the regions in view; portrayal of equality of boys and girls through all public messages and curricula, and initiating life-skill programmes for children and youth; and

d) Consolidation of pro-youth legislative measures on early marriage and violence against women by ensuring strict implementing of existing laws against forced and early marriages and violence against woman; youth debates and essay writing competitions on forced and early marriages, and involvement of religious scholars and print and electronic media in this thematic campaign.

The indicative list of collaborators for this objective would include Bargad – Organization for Youth development, UNFPA, USIP, UN-mandated UPEACE, Y-peer, NGOS, Population Department, electronic and print media, SPDC, Population Council, WPF, Right to Play, David and Lucile Packard Foundation, UNWOMEN, Aurat Foundation, Shirkat Gah, NDMA and educational institutes.

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

Targets would include research and mapping studies on youth bulge; construction of 4 youth development centres; Youth led mass awareness message to 10000 youth; ensuring number of grounds as per requirement of the population of the districts, and organization of 5 mega sports arranged in the province; policies adopted and consolidate to address holistic health needs; 10 Essay writing competitions arranged with public and private institutions on forced and early marriages, and awareness among 10000 youth created.

Strategic Objective 2.3: Promotion of Youth Volunteerism and Community Service

Short-term and Mid-term Strategies:

a) Community service would be made complimentary to promote volunteerism;

b) Re-activation of Boys Scout and Girls Guides at the school level;

c) Mentoring of youth on disaster management and emergency services will be ensured at the school level;
d) Building of new youth hostels;

e) Inter-provincial youth exchange programmes hosted by local colleges and universities;

f) Special travel packages for group tourism;

g) Encouraging the private sector to invest on tourism publishing, group tourism and affordable hotels;

h) Encouraging young entrepreneurs to promote local festivals with a view to its fundraising potential, and

i) Use of social media to inform about historical and interesting local places and about private travel and accommodation operators.

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

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

The Department will also coordinate with other public institutions and organizations like the Bargad – organization for Youth Development, VSO, UN Volunteer, Youth Parliament, Educational institutes, NDMA, UNHCR, USAID, Action Aid, AusAid and the corporate sector to achieve this strategic objective.

It is hoped that more than 20000 youth are engaged in community service and as volunteers within five years.

**Strategic Objective 2.4: Promotion of Sustainable Peace and Development**

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

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

a) Youth-led mass campaigns for inter-faith and intra-faith harmony;

b) Inclusion of peace education in the school curricula;

c) Supporting Strict implementation of laws against hate speech through youth-led mass campaigns;

d) Involve public interest groups including academicians and students in the screening of literature and text books to celebrate cultural and religious diversity of the Sindh;
e) Encourage public and private sector to promote local arts, Sufi festivals and music;

f) Link business and management schools with entrepreneurial projects of local languages, arts and music, and,

e) Devise strategies to promote local festivals with business potential.

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

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

Development Goal 3: Political Empowerment of Youth

Strategic Objective 3.1: Political Participation and Engagement of Youth

Short-term and Mid-term Strategies:

  g) Devise models of elected student councils to promote pro-peace, woman friendly and student centered actions on campuses;

  h) Reservation of 5% quota in the elected local bodies for the eligible youth (18-19 years);

  i) Youth capacity building regarding political system of Pakistan through exposure trips to the parliament, Sindh Assembly and other public offices;

  j) Youth-led campaigns to run voter registration campaigns;

  k) Training of youth on youth rights, election monitoring and use of ICTs to influence elected and non-elected officials of the Government;

  l) Youth attachments and internships with elected parliamentarians and local body offices.

Long-term Strategy of the objective is to inculcate sense of active citizenship, respect for rule of law and participation in the Government decision making at municipal, provincial and national levels.
5. Institutional mechanism for implementation of the Policy

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

The step-wise institutional mechanism is as under:

![Institutional mechanism diagram]

5.1. Department of Youth Affairs

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

A key task of the Directorate would be to enroll all youth groups and organizations working in the province under set criteria. It would also host an Information System for Youth Development and the Job Database for job opportunities for the youth.
The Department will further work on establishing Youth Councils at the district and Union Council levels to ensure youth participation in the province the help of youth from community organizations and local administration.

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

5.2. Inter-departmental Working Group on Youth Development

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

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

5.3. Sindh Youth Development Commission

A number of provincial departments, organizations, NGOs, various international donors, philanthropists, corporate bodies, NGOs and community-based organizations are already engaged in youth empowerment activities in their respective sectoral fields. The implementation of the Youth Policy Action Plan will thus heavily rely on the strengths of existing institutions. Essentially it will require these institutions to enhance coordination and augmenting existing programmes, capacity building and increased financing in consonance with the Youth Policy. To create synergy, harmony and increased coordination in programmes of multiple stakeholders, a Youth Development Commission will be set up comprising officials, civil society organizations and other stakeholders. The Youth Affairs department will act as its Secretariat. The main function of this commission will be to give impetus to harmonious implementation of the Youth Policy, monitoring of performance, facilitating fundraising and to provide overall technical advice.

The Commission will consist of:

i. Chairman, to be nominated by the Chief Minister Sindh
ii. Secretary, Youth Affairs Department as its ex-officio Secretary
iii. Elected members of National and Provincial Assemblies
iv. Member of the provincial assembly’s Standing Committee on Youth
v. Youth Representatives
vi. Heads of Youth organizations  
vii. Head of civil society organizations  
viii. Head/Senior Management of Corporate bodies/Private Sector entities  
ix. Renowned academics nominated by the Higher Education Department after seeking approval of the Chief Minister Sindh  
x. Media representatives  
xi. Religious Scholars  

The Commission will:  

a) Provide advice, strategic directions and communicative support for the empowerment of youth in the social, economic and political life of the youth as enunciated in the Sindh Youth Policy 2012;  
b) Monitor achievement of strategies and the progress of implementation of the youth policy;  
c) Support the Department to build public-private partnerships;  
d) Ensure adequate resources to achieve the mission, including assisting in fund raising for youth development in the Sindh;  
e) Maintain transparency and ethical standards;  
f) Submit an annual report on the Status of Youth in the Sindh.  

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

5.3. Monitoring and Evaluation of the Progress of Youth Policy  

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

5.4.2. The Youth Development Commission shall prepare an annual progress report on state of youth in the Sindh in close coordination with Standing Committee of the Youth in Provincial Assembly and convey it to the government for its submission for discussion and approval in the Assembly.
6. **Salient Features of the Sindh Youth Policy**

- Establishment of a Youth Development Commission;
- Centralized Information-System on Youth Development and a Job Data base;
- Formation of a Job Bank;
- Establishment of Institute Placement Bureaus through IT interface with all stakeholders and maintaining up to date, accurate and increased information flow;
- Establishment of Youth Venture Capital Fund. Holding of Five provincial innovation competitions. Formation of Small Incubation Centres at the Universities and academia-market links. Training of 15000 youth at universities, while the enterprises and the companies would provide entrepreneurship training programmes to another 15000 youth;
- A crash programme to impart technical education to the unemployed youth would be launched and micro-credit provided to them so that they can become self-employed. 1000 youth will be trained in relevant fields and 500 youth placed in the foreign markets;
- Research and mapping studies on youth bulge. Construction of 4 youth development centers. Youth-led mass awareness campaigns for 10000 youth. Ensuring number of grounds as per requirement of the population of the districts, and organization of 5 mega sports in the province. Adaptation and consolidation of policies to address holistic health needs of the youth. Holding of 10 Essay writing competitions in collaboration with public and private institutions on forced and early marriages, and creation of thematic awareness among 10000 youth;
- Inculcate sense of active citizenship, respect for rule of law and participation in the Government decision making at municipal, provincial and national levels;
- Devise models of elected student councils to promote pro-peace, woman friendly and student centered actions on campuses. Reservation of 5% quota in the elected local bodies for the eligible youth (18-19 years). Youth capacity building regarding political system of Pakistan through exposure trips to the parliament, Sindh Assembly and other public offices. Youth-led campaigns to run voter registration campaigns. Training on youth rights, election monitoring and use of ICTs to influence elected and non-elected officials of the Government. Youth attachments and internships with elected parliamentarians and local body offices;
- Mapping of skills (modern, cultural and traditional) and job market analysis. Hassle free loans to 10000 youth. Establishment and promotion of the Sindh Internship programme. Encouraging large organizations, companies, and enterprises to provide at least 5% internship opportunities to youth and, requiring all universities to provide part-time on-campus jobs equal to at least 5% of their full time students;
- Skills of 20000 illiterate youth will be certified mainly for the purpose of national and international market consumption. Regular evening and weekend programmes in schools and universities for skill development and technical training. 15000 youth would benefit from this programme. Establishment of Local crafts based youth enterprises;
• Necessitating all autonomous bodies and state owned enterprises to appoint ‘Youth Ambassadors’ on their boards;

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

• Development of studies on leaning outcomes and teaching aid material. Curriculum review studies and mechanism. enhanced regulatory mechanism for standardizing education. Life-skill programme in at least 500 schools; job-skills and aptitude centers/career counseling/placement services in all public universities. Participatory student councils on all public campuses. 10000 youth benefited from 20 leadership Programmes. Successful completion of 10 service learning and community service Programmes benefiting 5000 youth and reaching out to 50000 community youth; scholarship programmes. Formation of 100 active peer groups and networking;

• Engaging 20000 youth in community service and as volunteers within five years;

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

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