

**ECONOMIC AND SOCIAL COMMISSION FOR ASIA AND THE
PACIFIC**

**YOUTH POLICY
FORMULATION MANUAL**

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CONTENTS

<i>Chapter</i>	<i>Page</i>
INTRODUCTION	
I. THE CONCEPT, RATIONALE AND BENEFITS OF A NATIONAL YOUTH POLICY	
A. The concept of a national youth policy	
B. The rationale for a national youth policy	
C. The benefits of a national youth policy	
D. Summary	
II. THE FORMULATION PROCESS OF A NATIONAL YOUTH POLICY	
A. Creating an appropriate policy development vehicle	
B. Involving key stakeholders	
C. Identifying the needs of young women and men	
D. Using a participatory formulation process	
E. Adopting the policy at the highest political level	
F. Summary	
III. THE CONTENT OF A NATIONAL YOUTH POLICY	
A. Foreword	
B. Rationale for the policy	
C. Definition of youth	
D. Youth profile	
E. Historical and contemporary issues which impact on youth participation	
F. Reference to other policies and documents	
G. Principles and values supporting the policy	
H. Goals and vision statement	
I. Policy objectives	
J. Rights, responsibilities and obligations of young women and men	
K. Key strategies	
L. Priority target groups	
M. Implementation and coordination mechanisms	
N. Summary	
IV. IMPLEMENTING A NATIONAL YOUTH POLICY	
A. Promoting a national youth policy	
B. Formulating an accompanying national youth action plan	
C. Creating appropriate mechanisms for implementation and coordination of a national youth policy	
D. Reviewing and monitoring a national youth policy	
E. Mainstreaming a national youth policy	
F. Summary	

V. MEASURING THE EFFECTIVENESS OF A NATIONAL YOUTH POLICY

- A. Developing a set of key youth development checklist indicators
- B. Using specific targets
- C. Introducing an annual youth audit
- D. Establishing baseline data
- E. Summary

CONCLUSION

APPENDICES

1. Resources to assist in the formulation of a national youth policy
2. Lisbon Declaration on Youth Policies and Programmes, adopted at the World Conference of Ministers Responsible for Youth, held at Lisbon from 8 to 12 August 1998
3. Braga Youth Action Plan, adopted at the Third World Youth Forum, held at Braga, Portugal from 2 to 7 August 1998
4. Recommendations of the Asia-Pacific Meeting of Youth Organizations in Preparation for the Third Session of the World Youth Forum, held at Bangkok from 27 to 29 May 1998
5. Selected government agencies responsible for youth affairs within the Asia-Pacific region
6. United Nations references on the Internet

LIST OF REFERENCES

INTRODUCTION

“Young people in all countries are both a major human resource for development and key agents for social change, economic development and technological innovation. Their imagination, ideals, considerable energies and vision are essential for the continuing development of the societies in which they live. The problems that young people face as well as their vision and aspirations are essential components of the challenges and prospects of today’s societies and future generations.”

(United Nations, 1995)

Mobilizing the creativity and passion of young men and women, and recognizing the unique perspective of youth on their current and future needs are quickly becoming national and international priorities. Today there is growing global acceptance of the value of committing time and resources to the formulation of national youth policies and action plans. At the World Conference of Ministers Responsible for Youth, held at Lisbon from 8 to 12 August 1998, participants from over 140 countries made the following commitment:

We commit ourselves to ensuring that national youth policy formulation, implementation and follow-up processes are, at appropriate level, accorded commitment from the highest political level, including the provision of adequate levels of resources.

(World Conference of Ministers Responsible for Youth, 1998)

At the Third World Youth Forum, held at Braga, Portugal from 2 to 7 August 1998, a substantive timeline was established and the following recommendation adopted:

The World Youth Forum recommends ... the formulation in all states of youth policies, by the year 2005, which are cross-sectoral, comprehensive and formulated with long-term vision coupled with Action Plans.

(Third World Youth Forum, 1998)

Within Asia and the Pacific a variety of countries have taken up the national youth policy formulation and action plan challenge. Many countries in the region are in the initial phases of the youth policy formulation process. Attempts are also being made to maximize youth participation in both the policy formulation arena and within civil society as a whole.

In the light of these initiatives, and based on a long-standing commitment to youth, the Economic and Social Commission for Asia and the Pacific (ESCAP) has produced this Youth Policy Formulation Manual. Drawing upon the best practices of those countries within the region already engaged in the youth policy formulation process, this Manual provides guidelines for countries taking the first steps in the formation of a national youth policy. The Manual is also a useful resource for policy makers interested in reviewing and building upon their previous formulation initiatives, as the case studies included in the Manual provide a solid basis for comparing and evaluating existing structures.

The Manual is divided into five main sections, as follows.

Chapter 1: The concept, rationale and benefits of a national youth policy.

In chapter 1 the concept of a national youth policy is defined and the rationale for such a policy is discussed. In addition, the possible benefits of creating a national youth policy are considered.

Chapter 2: The formulation process of a national youth policy.

In chapter 2 the fundamental groundwork necessary for creating a national youth policy is presented. Policy-making steps are also discussed and several of the key strategies needed for starting policy formulation are described.

Chapter 3: The content of a national youth policy.

Chapter 3 provides a detailed, yet flexible outline for the content of a national youth policy document.

Chapter 4: Implementing a national youth policy.

Chapter 4 focuses on useful tactics to ensure that the policy formulation process materializes into concrete actions.

Chapter 5: Measuring the effectiveness of a national youth policy.

In chapter 5 ideas for the benchmarks necessary to assess the success of youth policy initiatives are explored.

Each chapter ends with a summary of the different themes and reviews the steps in the youth policy formulation process. In this way, the different components of the formulation process are mapped out in a clear and systematic manner.

By highlighting the different initiatives within Asia and the Pacific, this Manual attempts to contribute to a regional awareness and understanding of the national youth policy formulation process. Ideally, it will enable countries to learn and grow from each other's experiences. In addition, it is hoped that it will inspire creativity within the policy formulation process and foster an environment in which new best practices can be discovered. Finally, it is anticipated that this process of information sharing will allow policy makers to enhance youth opportunities through policy initiatives and eliminate some of the barriers that prevent the empowerment and growth of young women and men within society.

It must be noted that this Manual does not seek to provide a template that can be simply applied to any country in the Asian and Pacific region. Rather, it suggests a series of flexible departure points to stimulate youth development planners to begin or improve their efforts in the youth policy formulation process.

The content of this Manual has been prepared by the ESCAP secretariat, with inputs from Mr Peter Kenyon, who served as a consultant. Mr Kenyon has been extensively involved in facilitating and analysing national youth policies, action plans and programmes in the Asian and Pacific, and African regions. He has also worked as a consultant with both the Commonwealth Youth Programme and the United Nations

Youth Unit. Data from over 20 countries have been utilized in the preparation of this Manual.

I. THE CONCEPT, RATIONALE AND BENEFITS OF A NATIONAL YOUTH POLICY

“If we are to be true statesmen, we must take into account the needs, desires and the ambitions of the generations for whom we plan our development. No architect would build a house without consulting the wishes of those who live in it, and designing the house to their way of life.”

(Tunku Abdul Rahman, first Prime Minister of Malaysia, at the Asia-Pacific Youth Seminar, 1991)

A. The concept of a national youth policy

To understand how a national youth policy is defined, several national and international youth policy documents can be consulted.

The introduction to the Commonwealth Youth Programme suggests a national youth policy is:

A practical demonstration and declaration of the priority and directions that a country intends to give to the development of its young women and men. A national youth policy specifically represents a gender-inclusive statement that encapsulates the elements of vision, framework and realistic guidelines from which strategies and initiatives can be developed to facilitate meaningful youth participation and development within a country.

(Commonwealth Youth Programme, 1996: 11)

The comments of Mr Mohammed Shahidul Alam, former Director-General, Department of Youth Development, Bangladesh, provide further conceptual insights:

National youth policy would mean the guiding principles for planning and implementation of activities relating to the development of the youths. The national policy is a policy for the importance of the youths. It is a guideline for the government and the private sector in planning and implementing programmes according to the needs and aspirations of the youths.

(Alam, 1997)

What a national policy can achieve can be determined by referring to policy statements. The Commonwealth Youth Programme, for example, notes that:

A national youth policy raises the profile and understanding of young people and acts as a blueprint in setting out their status, role, rights and responsibilities in society.

(Commonwealth Youth Programme, 1996: 10)

Mathias Karani, former Minister for Employment and Youth in Papua New Guinea, suggests that:

Our children must become meaningful participants in the development process of our nation and not bystanders. This policy will provide a development framework to enhance their participation in this process. Unless they are empowered to do so, it will not be of use to them.

(Papua New Guinea, 1996)

An ESCAP assessment of national youth policies asserts that:

Effective youth policies can play a major role in creating an enabling environment in which youth can develop their full potential and aspirations through the creation of a framework for action for all agencies and organizations interested in the needs and contributions of young women and men.

(ESCAP, 1998a: 2)

And finally, a statement taken from the Australian Youth Policy provides this definition:

The purpose of a national youth policy...is to ensure better coordination of youth policy development and programs and service delivery across agencies. The statement encourages recognition of young people and the contribution they make to the community.

(Australia, 1993: 3)

Using these policy documents as guidelines, a general definition of what a national youth policy is and what it can do emerges. It is:

- A practical demonstration that youth are a priority;
- A declaration for youth development;
- A gender-inclusive statement;
- A vision statement;
- A framework for political action;
- A blueprint of the status, rights, responsibilities and roles of youth.

It can:

- Empower, enable and encourage youth;
- Maximize youth participation;
- Provide realistic guidelines, a timetable and a framework for governments and the private sector to work together to help youth;
- Ensure stronger coordination among youth-serving organizations and enhance service delivery.

B. The rationale for a national youth policy

There is a special need to protect young people as a group from exploitation and neglect while ensuring their economic, civic, social and cultural participation. A recent ESCAP publication highlights this position:

It is important to recognize youth as a unique group in society due to the many aspects of vulnerability they face while passing through a major stage in their lives...In addition to a recognition of the vulnerability associated with the transitional nature of the identity of youth, it is equally important to recognise youth as a positive force, as a human resource with enormous potential for contributing to development.

(ESCAP, 1997: 10-12)

The World Programme of Action for Youth to the Year 2000 and Beyond (General Assembly Resolution 50/81 of 14 December 1995) also draws attention to the unique status of youth as a target group when it states:

Young people represent agents, beneficiaries and victims of major societal changes and are generally confronted by a paradox: to seek to be integrated into an existing order or to serve as a force to transform that order. Young people in all parts of the world, living in countries at different stages of development and in different socio-economic settings, aspire to full participation in the life of society.

Finally, the Commonwealth Youth Charter provides useful insights into why youth are an important policy priority:

There is in the Commonwealth a wide recognition that young men and women constitute a community of interest whose needs and aspirations require specific attention. Today young men and women form a significant proportion of most national populations; need a supportive, participatory and informative environment to move successfully from the dependence of childhood to the autonomy and responsibility of adulthood; have a unique contribution to make to national development due to their energy, enthusiasm, resilience and ability to inject a fresh focus; have had less life experience and often significantly less exposure to information, resources and power over their lives than older people, making them more vulnerable to neglect, abuse and exploitation; and often represent the most 'at risk' group in terms of major socio-economic challenges including unemployment, low income, physical and sexual abuse, substance abuse and a wide range of health issues including HIV/AIDS – young women being most disadvantaged in these areas.

(Commonwealth Youth Charter, 1996)

In terms of sheer numbers, youth represent a significant portion of the global community. Today, approximately 20 per cent of the world's population are in the 15 to 24 age group, and in many developing countries this group will soon constitute 50

per cent of the population. In addition, 60 per cent of the world's youth population, or over 600 million young people, reside in the Asia-Pacific region. (Kenyon, 1998)

Linked directly to these figures is the growing recognition of the importance of youth development at both the national, regional and international levels. Increasingly, international forums are encouraging countries to institute appropriate policy mechanisms to meet the needs of youth. For example, the World Programme of Action for Youth to the Year 2000 and Beyond stresses the formulation and adoption of an integrated national youth policy for all governments that have not already done so, as a means of addressing youth concerns.

The importance and relevance of the national youth policy formulation process has been recognized in the Asian and Pacific region for nearly two decades. In 1981, as a direct response to the question "*Why do we need a national youth policy?*" youth workers at an ESCAP regional workshop suggested that a national youth policy:

- Provides parliament with an effective means of declaring to the nation the importance of youth in national development;
- Acts as a sign and symbol of the commitment of the nation to the priority it attaches to youth;
- Provides a rallying point, a means of challenge and appeal to the youth generation to mobilize their resources and participate effectively in national development;
- Provides an appeal to all citizens to give priority to youth concerns, to generate a new spirit of cooperation between young and old;
- Demonstrates the distinctive and complementary roles of governments, non-governmental organizations (NGOs) and youth groups in youth development and provides a framework of common goals and the development of a spirit of cooperation and coordination;
- Provides a call for a concerted effort by all ministries and departments of government to promote youth needs and responses;
- Identifies the needs and aspirations of youth;
- Provides, through the processes of both formulation and subsequent discussion, an example of how youth can engage in the decision-making process of the country.

(ESCAP, 1981)

Although these responses were made almost twenty years ago they remain relevant today. They also provide a solid basis for understanding the rationale for the formulation of youth policy.

As this section has illustrated, the rationale for a national youth policy has three important elements:

1. Youth constitute a unique group within society. While they are often considered one of the most vulnerable groups within the social fabric, they are also regarded as the greatest source of hope for the nation's future.

2. Youth represent a significant portion of the world's population: it is estimated that the global youth population in 1995 was over 1 billion and comprised 18 per cent of the world's population, of whom 84 per cent lived in developing countries. Those under the age of 30 could form as much as 55 per cent of the world's population by the year 2005. In the least-developed countries of the world, the figure is closer to 70 per cent. (Kenyon,1998)
3. There is a rich regional and international history of recognizing the importance of the youth policy formulation process and this mandates nations to take immediate steps to ensure that they have a national youth policy and accompanying action plan in place.

C. The benefits of a national youth policy

Drawing on the ideas that have emerged from policy documents, the potential benefits of a national youth policy include:

- Defining a nation's vision for the future of its young women and men;
- Serving as a symbol of a society's commitment to its youth citizens;
- Raising the national profile of young women and men;
- Identifying the needs of youth;
- Creating a framework of common goals for collective action and coordination of strategies and action for youth development for governmental, non-governmental and youth organizations;
- Providing a basis for the equitable distribution of government resources to meet youth needs;
- Stimulating opportunities to mainstream youth policies into other sectoral policies and programmes;
- Developing a basis for the strategic planning, monitoring and evaluation of policies and programmes which impact on the youth population;
- Providing examples of how young women and men can engage in the decision-making processes of their country through active participation in the process of formulation and implementation of youth policies.

These benefits have to be kept in mind throughout the policy formulation process. Each nation will also have a list of benefits linked to its own unique situation.

D. Summary

In Chapter I the following topics were reviewed:

1. The concept of a national youth policy.
2. The rationale for a national youth policy.
3. The benefits of a national youth policy.

1. The concept of a national youth policy

Some key definitions of a national youth policy:

- A principle;
- A foundation;
- A guideline;
- A manifestation of political will;
- A blueprint;
- A framework;
- A vision statement.

Ultimately a youth policy should serve to empower, enable and inspire youth and youth-serving organizations.

2. The rationale for a national youth policy

Why are youth important to the ESCAP region?

- Sixty per cent of the world's youth population lives in the Asian region.
- Youth represent a unique group within society; they are advocates for change and hope within society but are particularly vulnerable to societal pressures. They seek to be integrated, yet challenge the status quo.
- The idea of youth as a distinct group deserving participation in society has a rich international and regional history that deserves to be recognized.

3. The benefits of a national youth policy

The benefits of a national youth policy are that:

- It fosters a stronger spirit of cooperation between young and old.
- It creates common goals for youth, the government, NGOs and the private sector.
- It provides a way to plan for the future of youth.
- It raises the profile of youth as an important group within society.

What next?

Chapter II describes the key groundwork to be done in the policy formulation process.

II. THE FORMULATION PROCESS OF A NATIONAL YOUTH POLICY

“Plans are nothing, planning is everything.”

(Dwight D. Eisenhower,
former President of the United States of America)

The youth policy formulation process is a systematic procedure requiring careful thought and planning. While no path will be precisely the same, the steps outlined by the Secretary-General of the United Nations during International Youth Year (1985) are a useful introduction to the overall process followed by many countries.

1. The *establishment of a definition of youth* appropriate to national circumstances and identification of the various subcategories of youth in the country.
2. The *identification of the needs* and expectations of youth, the formulation of youth policies, with specific *indications of the required legislation* and administrative measures to implement them, and the *allocation of resources* and identification of responsible actors.
3. The establishment of a *quantitative and qualitative profile* of the social, economic, cultural and political characteristics of each subcategory of youth, with special attention to demography; political, economic, social and cultural participation; education and training; employment, unemployment and underemployment; health; use of free time, sports and recreation; delinquency; and attitudes and expectations.
4. The *assessment of those elements of existing national policy* that constitute a general orientation for youth policy; such elements might include the constitution, legislation, overall development policy and sectoral policies, as well as the international legal instrument to which the country subscribes.
5. The *identification and evaluation of various government and non-government programmes* of direct or indirect concern to youth, the resources available to them (budget, infrastructure, staff, leadership, equipment, etc.) and assessment of the categories and proportion of young people affected.
6. The adoption of the policy by the government and *its formal enactment by the national legislative body*.
7. The *widespread diffusion of policy documents* and associated statements, to inform youth and all other sectors of society of the seriousness of the issues of youth, of the need to address those issues and to secure the effective participation of youth in society, and of the role of each sector of society in the achievement of these policy goals.

8. The *establishment of institutional arrangements and procedures* designed to secure the effective integration of youth policy into national development planning, and the coordination of all related activities.
9. The *implementation of policy measures*, with attention to the continuous and effective participation of young persons and *the establishment of efficient programme management* and operational evaluation.
10. The *regular evaluation, assessment and re-adjustment* of national youth policies.

(United Nations, 1985: 27-28)

Both the Braga Youth Action Plan (Third World Youth Forum, 1998) and the Lisbon Declaration on Youth Policies and Programmes (World Conference of Ministers Responsible for Youth, 1998) can also be consulted for ideas on the policy formulation process. These documents state that the requirements of the policy formulation process are:

- A commitment from the highest political level;
- The provision of adequate levels of resources;
- The active participation of young women and men at all stages of the formulation process;
- A strong partnership among key stakeholders;
- The mainstreaming of youth policies;
- The coupling of national youth policies with action plans.

Finally, a review of national youth policy formulation experiences within the Asian and Pacific region emphasizes the importance of certain process elements. These are:

- Creating an appropriate policy development vehicle;
- Involving key stakeholders;
- Identifying the needs of young women and men;
- Using a participatory formulation process;
- Adopting the policy at the highest political level.

Each of these five process elements is reviewed below and examples of regional best practices are provided. This summary will assist those countries in the first stages of the policy-planning process in establishing an effective framework for succeeding in their youth policy-planning initiatives.

A. Creating an appropriate policy development vehicle

The formulation of appropriate policy mechanisms provides a clear sense of direction regarding how the national youth policy formulation process should proceed and ensures that the policy formulation process remains on target.

1. Case study 1: South Africa

The democratization of South African society offers both opportunities and challenges to previously disadvantaged groups. The government recognizes youth as a vital resource whose future prospects are inextricably linked to those of the country as a whole. It established a National Youth Commission through the National Youth Commission Act of 1996. President Mandela stated that “Youth are the valued possession of the nation. Without them there can be no future. Their needs are immense and urgent. They are the centre of reconstruction and development”.

(South Africa, 1996)

The National Youth Commission is composed of 19 members, all young people. It is based within the office of the Deputy President. The primary aim of the Commission is to assist the Government of South Africa in the development of “a comprehensive youth development policy”. Their mandate is defined in the three objectives listed in their general information handbook:

1. To coordinate an integrated national youth policy.
2. To develop principles and guidelines and make recommendations to the government regarding such principles and guidelines for the implementation of an integrated national youth policy.
3. To develop an integrated national plan that utilizes available resources and expertise for the development of the youth and is integrated within the reconstruction and development program.

(South Africa, 1997a)

2. Case study 2: the Philippines

The Medium-Term Youth Development Plan of the Philippines provides a regional example of how a youth policy development vehicle might be structured. The formulation of the Plan involved the formation of three key organizational task groups: a Plan secretariat, a steering committee and a technical working committee.

The Plan secretariat is composed of technical staff from various divisions of the National Youth Commission. The Steering Committee was constituted to provide the general policy and overall guidance in the formulation process and comprises representatives from 18 major youth-related government agencies, one youth-related NGO and three youth organizations. It is chaired by the National Youth Commission and co-chaired by the National Economic and Development Authority. Finally, the technical working committee is an inter-agency group expected to undertake the actual preparation of different sections of the Plan and focus on priority youth subsectors. Thus, these three groups are tasked to work together to assist in the planning and initiation of the Youth Policy.

B. Involving key stakeholders

No mechanism is fully effective without the support and cooperation of all the key stakeholders concerned. The importance of this point was summarized effectively in the following commitment, made at the Second Asia-Pacific Intergovernmental

Meeting on Human Resources Development for Youth, held at Bangkok from 1 to 5 June 1998:

[To strengthen] responsible partnerships among key stakeholders including *young women and young men, their families, governments, international agencies, youth organizations and other non-governmental organizations, educational institutions, civil society, the business sector and the media* in order to create synergies to better address youth potential and problems both at national and local levels.

(ESCAP, 1998b)

The concept of stakeholders should thus be broad and may include, but should not be limited to, all of the groups listed above in italics.

1. Case study 1: the Philippines

The Medium-Term Youth Development Plan of the Philippines provides a useful departure point for an understanding of how stakeholders might be involved and consulted. The formulation of the Plan took two and a half years. This included an eighteen-month preparatory phase which mobilized over 3,000 participants from the government, NGOs, youth, the private sector and multilateral agencies. A summary of the elements of this process is provided below.

Stages of policy formulation of the Medium-Term Youth Development Plan of the Philippines

1. Three area-wide consultations.
2. A survey of the situation of youth, in-depth studies on four subgroups of young people and two national surveys.
3. A conference of experts to validate the findings of the sectoral situation.
4. A three-day multisectoral summit involving 80 representatives from government agencies, NGOs, the private sector, multilateral agencies and youth.
5. A two-day consultation and youth dialogues in all 16 regions of the country to validate the output generated from the national summit.
6. Technical working committees (five committees involving 10 to 15 members and meeting on four occasions).
7. A second multisectoral workshop, involving a two-day workshop to present the final draft plan and identify specific flagship programmes.
8. Submission of the draft plan to various technical boards for approval.
9. Presidential approval.
10. Implementation and promotion of the Plan.

2. Case study 2: South Africa

The South African youth policy formulation process also involved extensive stakeholder participation. South Africa engaged in a variety of consultation initiatives including:

1. A National Youth Summit bringing together more than 200 delegates from major youth, political and community organizations to discuss the process of policy formulation and to create a framework and direction for the national youth policy.
2. Thirty-five youth hearings held in a variety of rural and urban settings across the country. These hearings provided an opportunity for over 3,000 young women and men to come together to discuss the major issues, challenges and needs that youth face.
3. Provincial youth summits convened in every province, involving more than 1,400 young people and representatives from different youth organizations.
4. Twelve sectoral workshops and focus groups designed to consider the specific strategy areas for the proposed national youth policy.
5. Direct consultations between the National Youth Commission and central government departments.
6. Written submissions solicited and received from over 100 groups and individuals.
7. One hundred and sixty-five representatives of major youth groups, political organizations and government departments, assembled to review the first draft of the national youth policy and recommend changes.

C. Identifying the needs of young women and men

Understanding the needs of young people is also a prerequisite in the formulation process of a national youth policy. As the Commonwealth Youth Programme's publication "Approaching Youth Policy" states:

What all policies need... is to be grounded firmly and unequivocally in a national understanding of the position of young people. For only in this way will it be possible to create policies which have any chance of success for the young people concerned. If they are not successful by that criterion, can they be successful by any other?

(Commonwealth Youth Programme, 1990)

To incorporate the aspirations of young people in community and national development, policy makers must therefore understand the needs, problems, issues, perceptions, attitudes and ideas of young men and women. This is a multi-layered process:

Development is a form of social architecture which requires both consultation and the active involvement of the people. Development of youth has three implications: development of youth, development by youth, and development for youth.

(Alam, 1997)

There also has to be an awareness that young people are not a homogeneous group; youth may have a diverse range of needs and interests:

It is important that contact and dialogue is not just established with "reachable" young men and women (those young people found in traditional youth organisations, political parties and formal settings). Within such bodies, young

men are often over-represented owing to the hierarchical nature of the organisational structure. It is important that the consultation process connects with unattached, alienated and marginalised young men and women...
(Commonwealth Youth Programme, 1996: 34)

Exactly how youth needs can be measured will be discussed in more detail in later chapters; it is vital, however, when commencing the planning process to remember that youth needs have to remain at the core of the policy formulation process.

D. Using a participatory formulation process

Engaging youth and other stakeholders in a participatory process means devoting time and resources to designing and implementing creative strategies which will reach as many people as possible. This may require a special effort to include traditionally marginalized groups such as young women, rural youth, and disabled youth.

Throughout the ESCAP region various participatory methodologies have been used to engage stakeholders, including: grass-roots, district and national consultations; sectoral dialogues and discussions; focus group discussions; and live radio call-in programmes. Specific examples of such creativity in participatory formulation processes at national level are given below.

Case study 1: Cambodia

As part of the initial formulation of a national youth policy framework for Cambodia, the Ministry of Education, Youth and Sports requested an ESCAP mission team to conduct a series of situation analysis workshops with a cross section of young people. In the workshops, priority issues were identified in a participatory manner. Most of the discussion occurred through group work that focused on identifying subgroups of youth, their problems and possible solutions.

Case study 2: Maldives

The Ministry of Youth and Sports discovered a simple method to ensure strong youth input during the consultation workshop with NGOs and government ministries: they requested two-person teams that had to include one member within the youth target age group.

Case study 3: Viet Nam

Young people were involved in the 1999 national youth formulation process in two ways:

1. As part of the initial drafting, young people were asked to identify and discuss what they saw as priority needs and interests that the youth policy had to address.

2. After production of the draft policy, but before its presentation to the government, it was to be published and written comments from young women and men were to be solicited. Input was to be sought at the provincial, district and grass-roots levels through the cooperation and participation of the Ho Chi Minh Communist Youth Union, Viet Nam Youth Federation and the Viet Nam Association of Students.

Case study 4: Sri Lanka

To fulfil a commitment made by the national youth policy formulation team to consult young men and women throughout the country, over 50 professional youth staff spent two days in April 1999 at a workshop learning participatory consultation skills. Those trained have subsequently implemented forums for young women and men and other stakeholders in the youth development field. The purpose of the forums was to:

- Explain the concept and purpose of a national youth policy;
- Enable young people and key stakeholders in youth development to express their ideas and the needs that a national youth policy should address;
- Generate ideas about key strategies and actions that would enhance opportunities for young men and women in Sri Lanka.

A description of how this process worked can be seen in the agendas of the forums.

Forum process in consulting with young men and women In Sri Lanka

Scope: A three-hour workshop that brings together a range of young women and men aged 17-29 years (approximately 50 in number)

Program Outline

1. Introduction

- (a) Outline of the program
- (b) Personal introductions
- (c) Concept and purpose of a national youth policy

2. Discussion Groups (maximum size ten people)

Questions:

- (a) What are you proud of about yourself?
- (b) What are you proud of about your local community?
- (c) What are you proud of about your country?
- (d) What are the key problems and issues you experience as a young person?
- (e) What are the reasons for each of these problems?

3. Describe your preferred vision for the future of Sri Lanka. What actions and

programs are needed to achieve this future?

- (a) Compile a list by brainstorming.
- (b) Identify the four most important actions.

3. Prioritizing exercise

The whole group then prioritizes the key actions identified.

4. Closing

Thanks are given and an explanation of what happens in the formulation process is provided, together with information about other opportunities to input.

Forum process in consulting with stakeholders in the youth development field in Sri Lanka

Scope: A three-hour workshop involving approximately 20 people with a strong involvement or interest in youth affairs. This could include teachers, workers in NGOs, clergy and academics.

Program Outline

1. Introduction

- (a) Outline of the program
- (b) Personal introductions
- (c) Concept and purpose of a national youth policy

2. Discussion Groups (maximum size eight people)

Questions:

- (a) What do you feel are the major concerns facing young women and men in Sri Lanka? Rank this list in order of priority.
- (b) What do you feel are the major needs of young men and women in Sri Lanka? Rank this list in order of priority.
- (c) What are the current services and programs to support young men and women?
- (d) What gaps exist in terms of services and programs to support young men and women in terms of needs and problems?
- (e) Brainstorm proposals for addressing gaps and enhancing opportunities for young men and women.
- (f) Identify the four most important proposals.

3. Prioritizing exercise

The whole group then prioritizes the key actions identified.

4. Closing

Thanks are given and an explanation of what happens in the formulation process is provided, together with information about other opportunities to input.

As these examples illustrate, involving youth and stakeholders can be an exciting and innovative endeavour. The only limits are the imagination of those involved.

E. Adopting the policy at the highest political level

The final step in the youth policy formulation process is ensuring that there is adequate political support. Two countries within the region, Viet Nam and the Philippines, highlight best practices in this area.

Case study 1: Viet Nam

Viet Nam demonstrates a strong political commitment to its young men and women. Within the national parliament there is a special committee responsible for culture, education, sports, youth and children. The parliament is to issue a separate law on youth, which will promote the framework for national youth policies. This law is designed to specify the rights and obligations and the mechanisms to support youth development. There is also a national committee on youth, under the authority of the prime minister. This has 16 members: 14 deputy ministers from all the key ministries affecting young people, and the two leaders of the mass youth organizations (the Ho Chi Minh Communist Youth Union and the Women's Federation). The three main functions of this committee are:

1. To draw up youth policies for the government, including the formulation in 1999 of a national youth policy.
2. To monitor the implementation of the youth policies of ministries and organizations.
3. To oversee international cooperation in the field of youth.

Case study 2: the Philippines

The Philippines is another country where the national commitment to young men and women has been clear and focused. For example, the national policy for young people is enshrined in the Philippine constitution of 1987: "The State recognizes the vital role of the youth in nation-building and shall promote and protect their physical, moral, spiritual, intellectual and social well-being. It shall inculcate in the youth patriotism and nationalism; and encourage their involvement in public and civic affairs." (Article II, Section 13).

Moreover, the responsibility for the formulation and implementation of the Medium-Term Youth Development Plan of the Philippines was allocated to the National Youth Commission. The President's Youth Adviser, who is also a member of the Cabinet, heads this Commission. Finally, "The Philippines Youth in Nation Building Act" is claimed by ex-President Ramos as a major accomplishment of his recent administration. He states in the introduction to the Philippines' National Youth Policy:

As my administration comes to a close and I look back to what has been accomplished, I proudly declare that my administration has been youth-friendly ... and finally, I urge each and every youth to take up their cause and do their part. I enjoin them to share this significant task of constructing their fortune and the future of those who are to come after them. Let this blueprint-The Medium-Term Youth Development Plan-serve as our common instrument in attaining this end.

F. Summary

The stages of the policy formulation process that have been reviewed in Chapters I and II include:

The concept, rationale and benefits of a national youth policy

- The concept of a national youth policy
- The rationale for a national youth policy
- The benefits of a national youth policy

The formulation process of a national youth policy

1. Creating an appropriate policy development vehicle.
2. Involving key stakeholders.
3. Identifying the needs of young women and men.
4. Using a participatory formulation process.
5. Adopting the policy at the highest political level.

The groundwork needed for the youth policy formulation process that has been discussed in Chapter II is summarized below, and some general questions and examples for the guidance of policy makers are also provided.

1. Creating an appropriate policy development vehicle

Questions to consider:

- Has an appropriate policy development vehicle been established?
- Does this policy development vehicle have adequate financial and political support?
- Is this policy development vehicle suitable for all the stages of the youth policy formulation process?
- Does this policy development vehicle allow youth to participate? (Examples of youth development mechanisms include a youth ministry, a steering committee, a youth bureau, a planning secretariat and a technical working group.)

2. Involving key stakeholders

Questions to consider:

- Who are the relevant stakeholders? (Stakeholders should include young women and men, families, international agencies, the media, business, civil society, youth organizations, educational institutes and the government.)
- What is the best way to ensure that all stakeholders are involved?
- How can stakeholders be reached? (Ways to reach stakeholders include area-wide consultations, workshops, national and regional youth summits, calling for written submissions and national and regional policy dialogues.)

3. Identifying the needs of young women and men

Questions to consider:

- What are the strongest youth needs and how can they be measured?
- Are there particular groups in need of targeted guidance and support? (Within the ESCAP region girls and young women and rural youth are two examples of priority groups to reach.)

4. Using a participatory formulation process

Questions to consider:

- Are youth involved in the formulation process?
- Are the forums available for youth to express their ideas youth-friendly?
- Are stakeholders able to provide feedback and ideas throughout the formation process in as many different ways as possible?
- What are the strategies that can be used? (Strategies to promote participatory processes include situation analysis workshops and employing individuals trained in participatory methods to assist with the policy formulation process.)

5. Adopting the policy at the highest political level

Questions to consider:

- Is there a financial commitment to youth?
- How much of a priority is youth on the national agenda? (Examples of according priority to youth include: high-level officials heading all youth initiatives and making public statements in regard to youth and the creation of specific laws addressing youth.)

What next?

In chapter III the various elements of a national youth policy are discussed.

III. THE CONTENT OF A NATIONAL YOUTH POLICY

"The important thing is not to stop questioning."

(Albert Einstein)

There is no prescriptive formula that has to be followed when describing what a national youth policy should contain. Each nation must determine the preferred structure and content. As the words of the secretary-general of the Malaysian Youth Council remind us, a national youth policy is "not intended to lead to a single, prescriptive and inflexible curriculum that would restrain diversity or restrict initiatives" (Abdullah, 1998: 20). This was confirmed at the Commonwealth Youth Ministers' "Working Group on Youth Policy Development" held in Trinidad and Tobago (May 1995). There, while many useful policy formulation strategies were presented, the following sentiment still emerged: "The parameters and the scope of the national youth policies should be determined by each country, as a response to its specific political set-up, social situation and cultural ethos." (Commonwealth Youth Programme, 1996: 13.)

Despite this cautionary note there are some general guidelines that can be followed. A review of completed national youth policies in the Asian and Pacific region reveals a number of common key structural features.

Features common to many national youth policies

1. Foreword.
2. Rationale for the policy.
3. Definition of youth.
4. Youth profile.
5. Historical and contemporary issues which impact on youth participation.
6. Reference to other policies and documents.
7. Principles and values supporting the policy.
8. Goals and vision statement.
9. Policy objectives.
10. Rights, responsibilities and obligations of young women and men.
11. Key strategies.
12. Priority target groups.
13. Implementation and coordination mechanisms.

Each of these features will be considered in detail below.

A. Foreword

Frequently a youth policy document will include a foreword written by the head of state, head of government or appropriate minister, introducing and commending the policy. Such a statement provides an opportunity at a significant political level to endorse the national importance of a national youth policy, the formulation process

that led to its creation and the key contribution young men and women play in national development. For example, the national importance of the Medium-Term Youth Development Plan of the Philippines is reflected in the fact that the document incorporates not only a message from the President, but also words from the Secretary for Socio-Economic Planning and Chief Executive Officer of the National Youth Council.

B. Rationale for the policy

It is important to provide a clear explanation of the rationale for the national youth policy and what it is intended to achieve. Some examples of rationales for youth policies of countries within the ESCAP region are listed below.

1. Case study 1: Malaysia

The Malaysian Youth Council suggested that a new national youth policy was needed in Malaysia to "provide the impetus and catalyst for greater synergized efforts in the planning, marketing, implementing and evaluating of youth development programmes". The rationale was summarized in five key steps:

1. Establish a holistic view, the main objectives, focus and basic values of youth development.
2. Identify the major target group(s) in youth development.
3. Provide common and mutual understanding on the importance of and areas of youth development among all concerned groups and individuals.
4. Provide a national framework for the development of youth programmes and the determining of priorities.
5. Create a means by which progress in youth development is measured.

(Abdullah, 1998:7)

2. Case study 2: Maldives

The rationale for the draft national youth policy of the Government of the Republic of Maldives was clearly stated. The national youth policy was:

A framework for youth development. It endeavours to ensure all young women and men are given every opportunity to reach their full potential, both as individuals and as active participants in society. The Policy addresses the major concerns and issues critical for young men and women and gives direction to youth programmes and services provided by governmental and non-governmental organizations. Through the national youth policy, the Government declares the importance of the active involvement of young people in national development. The Policy demonstrates the distinctive and complementary roles of all government ministries, the non-governmental sector and youth groups in youth development and provides a framework with common goals for the development of a spirit of cooperation and coordination.

(Maldives, 1997)

3. Case study 3: Samoa

The section of the draft national youth policy of Samoa entitled “Background and Purpose” suggests that its national youth policy:

- Emphasizes the importance of Samoan youth and their contribution to national development. It is a further step in Samoa’s drive to fully tap the vast resources which Samoan youth represent;
- Presents a profile of youth, their needs, concerns and aspirations and the agencies specifically committed to young people;
- Provides a rallying point, a challenge to youth to mobilize their talents and energies and participate fully in national development;
- Aims to empower youth (physically, socially, economically and spiritually) and provide the avenue for youth to help shape the future of their families, community and the nation;
- Encourages, indeed requests, that government and all Samoans give priority attention to youth concerns and aims to generate a spirit of cooperation between young and old;
- Acknowledges the distinctive and complementary roles of governments, NGOs and youth groups in youth development and provides a framework for common goals and the development of a spirit of cooperation and coordination between these groups;
- Provides a call for concerted action by all ministries and departments of government to identify and address youth needs and responses and to mainstream youth policies in their sectoral plans;
- Encourages strategic and forward thinking and provides the basis and mechanisms for the monitoring and evaluation of youth policies and programmes so that these reflect youth needs;
- Emphasizes the importance of research on youth and the use of this research data in planning.

C. Definition of youth

Most national youth policies attempt to define young people. The selection of an appropriate age is, however, not an easy task. Some of the factors that make defining “youth” a challenge include:

- The different definitions of youth used within a country by various groups;
- The lack of international consensus;
- The vast variations that generally exist between young people.

As the box below illustrates, the definition of youth age in the Asian and Pacific region differs considerably. Youth can be defined as being aged anywhere from six to forty years old.

Definitions of youth age in the Asian and Pacific region

Australia	15-25 years
Bangladesh	15-30 years
Brunei Darussalam	15-25 years
China	14-28 years
India	13-35 years
Malaysia	15-40 years
Maldives	16-35 years
Micronesia (Federated States of)	6-35 years
New Zealand	15-24 years
Pakistan	15-29 years
Papua New Guinea	12-35 years
Philippines	15-30 years
Republic of Korea	9-24 years
Samoa	15-35 years
Singapore	15-29 years
Sri Lanka	15-29 years
Thailand	15-24 years
Tonga	12-25 years
Vanuatu	15-24 years
Viet Nam	15-35 years
<hr/>	
Commonwealth Youth Programme	16-29 years
United Nations	15-24 years

Flexibility of interpretation is the key to overcoming these difficulties of age definition. This is illustrated by the following quotations from the youth policies of Papua New Guinea and Maldives:

While there is no single definition of young men and women that would be appropriate in the Papua New Guinea context, the policy is directed to young people in the age range of 12 to 35 years. What is important to remember is that the discussion of the contemporary realities must be relevant to young people and it must be applied in a practical way to the formulation of youth policies and strategies.

(Papua New Guinea, 1996)

The national youth policy is directed towards young males and females who are aged from 16 to 35 years. Young people in this age range require social, economic and political support to realise their full potential. This is a time in life when most people are going through dramatic changes in their life circumstances as they move from childhood to adulthood. It is recognised, however, that there may be some people who fall outside this range, but

experience similar circumstances to young people. This definition is, therefore, intended to indicate the primary target group, without excluding those who may share similar circumstances.

The national youth policy also recognises that there are vast differences to be found amongst young people. While some young men and women are in school, others have completed school or left early; while some are employed, others are unemployed; there are young people living on remote islands and others in the comparatively urban environment of Male; while some young women and men live with their parents, others are themselves parents. Thus, the national youth policy endeavours to provide a means whereby the development of all young people can be promoted, regardless of their social or economic circumstances.

(Maldives, 1997)

While it is possible to define the age of youth, policy makers should be aware of the tremendous variations in definition of the term “youth” and be prepared to acknowledge that individuals may fall outside any general definition.

D. Youth profile

Most national youth policies provide a profile of the young people of their country. Such a profile often outlines the relationship between young men and women and key national socio-economic parameters, as well as providing insights into at least three basic questions:

- Who are youth?
- Where are youth?
- What are youth doing?

The answers to such questions are often summarized in the form of a youth profile containing both quantitative and qualitative information. Examples of quantitative information that might be collected include:

- Youth population figures;
- Urban, rural and regional distribution;
- Ethnicity;
- Literacy and education levels;
- Labour force participation;
- Unemployment levels;
- Income levels;
- Religious affiliation and participation;
- Health status;
- Family structures;
- Recreational pursuits;
- Crime participation rates.

Examples of qualitative information include:

- Attitudinal surveys of young women and men which reflect their perceptions, needs, concerns and preferences;
- Focus group discussions;
- Interviews and statements made by youth;
- Case studies of individual young people and the challenges they may confront.

To ensure brevity and maintain text flow, this profile is often presented as an appendix to the national youth policy or offered as a separate document.

E. Historical and contemporary issues which impact on youth participation

Many national youth policies have incorporated sections detailing the key issues that have historically limited youth opportunities and continue to do so. Below is a summary of the issues identified by four countries within the Asian and Pacific region: Bangladesh, Brunei Darussalam, Maldives and Samoa.

Key issues limiting youth opportunities					
Issue	Country	Maldives	Bangladesh	Brunei Darussalam	Samoa
Education and training		X	X		X
Changing economic circumstances				X	
Employment opportunities		X	X	X	X
Urban and rural issues and migration		X	X	X	X
Housing		X			
Family and parenthood		X		X	X
Health, lifestyle, drug issues		X	X		

Participation, leadership and self-development	X	X		
Environment	X	X		
International issues	X			
Culture		X		
Sport, recreation		X		
Suicide				X
Information and technology impact			X	
Crime, delinquency, domestic violence	X		X	X

The common issues listed above are quite similar to the 10 priority areas of action identified by the World Programme of Action for Youth to the Year 2000 and Beyond, which are:

1. Education.
2. Employment.
3. Hunger and poverty.
4. Health.
5. Environment.
6. Drug abuse.
7. Juvenile delinquency.
8. Leisure-time activities.
9. Girls and young women.
10. Full and effective participation of youth in the life of society and in decision-making.

It is possible to group these issues into broader categories. The Youth Research Centre in Melbourne has provided a useful framework for categorizing issues relevant to youth policy formulation into three Ps: pathways, personal and public

participation. Pathways include those issues relating to the structural paths, such as education, training and employment, that young men and women require in their transition from childhood dependence to adult independence. Personal issues are of a more private nature and include topics such as health issues, drug dependence and leisure options. Finally, public participation includes issues such as citizenship, empowerment and participation in social decision-making.

F. Reference to other policies and documents

National youth policies need to be formulated within the context of broader social, political and economic development. Accordingly, a national youth policy may refer to fundamental national and international policy documents such as:

- The national constitution;
- The national development plan;
- The United Nations Convention on the Rights of the Child.

It may also refer to specific sectoral policies such as the national education policy or a specific labour code.

1. Case study 1: Papua New Guinea

The process of making the national youth policy of Papua New Guinea provides a good example of how this system of referencing can work. Other documents that were considered relevant to the draft youth policy included:

- The national constitution;
- The Christian Declaration of Youth and Development;
- The Government National Development Strategy;
- The National Youth Service Act;
- The Corporate Plan of the Department of Home Affairs;
- The National Social Development Policy for Social Services;
- The National Women's Policy ;
- The National NGO Policy.

The inclusion of such documents helps to provide a contextual background for the policy formulation process and supports the value of the endeavour.

G. Principles and values supporting the policy

A national youth policy should include a section on its rationale or the cultural values which support the policy. By consulting some regional examples of these vision statements, a clearer understanding of how a vision might be articulated emerges.

1. Case study 1: India

For example, the draft of the new national youth policy for India states:

National development is possible only on the basis of democratic values and the principles of secularism, social justice, self-reliance and national integration. The Policy, therefore, recognises these interrelated values and principles as its foundations.

2. Case study 2: Brunei Darussalam

The third draft of the national youth policy in Brunei Darussalam is based upon the following underlying values and principles:

Values:

To practise and reinforce the values and beliefs contained in the nation's guiding concept of Melayu Islam Beraja (Malay Islamic Monarchy).

Principles:

- To contribute to the development of a resilient and sustainable economy, culture and society in Brunei Darussalam so that the nation as a whole, and its young men and women in particular, are able to cope with and benefit from rapid social, economic and technological change without detriment to their personal and cultural values.
- To contribute to the building of self-awareness, solidarity, service to others and social cohesiveness among the population of Brunei Darussalam and among youth in particular.
- To contribute to the fostering of the knowledge, skills and personal attitudes required among people, especially youth, for national development, for employment and for active and productive citizenship.
- To help youth develop such essential personal qualities as self-reliance, leadership, initiative, confidence, commitment, enterprise and creativity and to encourage the expression of these qualities in a wide range of social and economic circumstances.
- To enable youth to develop international awareness and understanding, so as to appreciate the place of Brunei Darussalam in ASEAN [Association of Southeast Asian Nations] and wider Asian region.

(Brunei Darussalam, 1998)

3. Case study 3: Australia

The Australian youth policy states that:

The development and implementation of youth policy and programmes should be based upon the following principles:

Equity:

Recognition of the rights and associated responsibilities, of all young people to equality of opportunity and equitable distribution of services and resources.

Participation:

Recognition that young people are participants in society and as such have a role and responsibility in making decisions which affect their lives.

Access:

Access to adequate and appropriate programmes and services by all young people regardless of gender, geographic location, social, cultural or economic circumstances.

(Australia, 1993)

As these examples clearly show, a section on values and principles identifies the foundations, such as social justice, self-reliance, national integration, self-awareness and solidarity, upon which the policy is based.

Within the ESCAP region the themes of equity, access and participation are being increasingly recognized as key areas of focus.

H. Goals and vision statement

Most national youth policies incorporate a statement of goals, which sets out what the policy is intended to achieve. Such statements are generally broad and qualitative, rather than quantitative, declarations. They often describe a particular future desired for the nation's youth.

Some typical goal statements from the region follow.

To establish a holistic and harmonious Malaysian youth force imbued with strong spiritual and moral values, who are responsible, independent and patriotic; thus serving as a stimulus to the development and prosperity of the nation in consonance with the Vision 2020.

(Malaysia, 1997)

To meaningfully involve young men and women in the social, spiritual, political, economic and cultural development of the country through their active participation in the affairs of families and the activities of their communities.

(Papua New Guinea, 1996)

There shall emerge a generation of more enlightened and empowered Filipino youth who are value-driven, active as well as innovative, with a strengthened belief in a Supreme Being and imbued with patriotism, yet open to global competition and cooperation.

(Philippines, 1998)

Thailand, Singapore and the Republic of Korea have all adopted a unique approach to developing a vision for the future of their young men and women.

1. Case study 1: Thailand

As part of its Eighth National Children and Youth Development Plan, Thailand has adopted the following vision statement: "Children are the centre of human capital development to attain intellectual maturity, generosity, morality and happiness".

Thailand has also identified ten desirable characteristics for its young men and women. These are listed below.

Ten desirable characteristics for the youth of Thailand

1. Being loyal to one's family.
2. Possessing a healthy mind and body, a good personality, self-respect, self-control and self-esteem.
3. Having respect for the principles of one's religion.
4. Being able to communicate in more than one language.
5. Believing in the constitutional monarchy, self-discipline, moderation and patriotism.
6. Recognizing one's rights and duties under the constitution and related laws and respecting other people.
7. Being able to think critically, to see clearly, to employ technology for self-reliance and to conserve energy.
8. Valuing a simple life, possessing concern for society and the environment and being self-sufficient in employment.
9. Being environmentally conscious.
10. Striving for self-improvement.

2. Case study 2: Singapore

Although the Government of Singapore does not believe that there is a need for a national youth policy, it does believe that there is a need to articulate a vision for youth development in the twenty-first century. Accordingly, they are currently developing a vision of "World-Ready Youth" with the following desired attributes:

- Dare to Dream (inspiration)
- Can Do (aspiration)
- Never Say Die (resilience)
- Walk The Talk (courage and integrity)
- Serve By Doing (compassion)

3. Case study 3: the Republic of Korea

The "Youth Policy Towards the Year 2000" of the Republic of Korea represents an innovative approach to youth policy and utilizes "The Youth Model of the Twenty-First

Century” as its basis. The model proposes the following for Korean youth in the twenty-first century:

- Youth with a cultural sense;
- Youth with scientific ability and knowledge;
- Youth with a spirit of cooperation and service;
- Youth with a creative and adventurous spirit;
- Youth with professional job skills;
- Youth with a sense of internationalism.

The policy also states:

The government is especially determined to develop and provide programs for youths to participate in, so that youths may develop fully their talent with their unlimited potential and culture their individual personality appropriate for the democratic society of Korea, and further, become creators of culture and value in the twenty-first century.

(Republic of Korea, 1998:2)

As these examples show, a variety of different goals and vision statements may emerge depending on the country context.

I. Policy objectives

A policy document may require a set of objective statements to indicate how the goals of the policy are to be achieved. Ideally, policy objectives should:

- State the means by which broad goals will be realized;
- Be derived directly from previously stated goals
- Identify what will be achieved, how, and when;
- Provide a departure point and context for practical strategies.

Policy makers can use SMART (specific, measurable, achievable, realistic and time-scheduled goals) objectives to help them target their policy initiatives.

The youth policies of Brunei Darussalam and Papua New Guinea provide two examples of useful regional practices.

1. Case study 1: Brunei Darussalam

The draft national youth policy of Brunei Darussalam includes four policy objectives that flow from its goals and vision statement. They focus on the personal needs and potential of the young people of the country. The policy objectives are:

1. To enable youth to appreciate the need for, and contribute to the achievement of, a resilient and sustainable economy, culture and society in Brunei Darussalam (based on Islamic principles and practices).

2. To enable youth to develop:
 - self-awareness and a sense of belonging, purpose and direction in their lives;
 - an understanding of the need to work in solidarity with others;
 - an appreciation of the need for caring attitudes and service to others in the community;
 - an ability to contribute to the cohesiveness of society in Brunei Darussalam;
 - international understanding.

3. To assist youth to the knowledge and skills needed if they are:
 - to be able to contribute positively to national development;
 - to be able to find and keep employment;
 - to be able to engage in active and purposeful citizenship.

4. To help youth develop the personal attitudes and qualities which are essential in all aspects of everyday life and to encourage the expression of these attitudes and qualities in a wide range of social and economic circumstances. These attitudes and qualities include:
 - self-reliance;
 - leadership;
 - initiative;
 - confidence;
 - commitment;
 - enterprise;
 - creativity.

(Brunei Darussalam, 1998:10-11)

2. Case study 2: Papua New Guinea

The five objectives of the draft policy of Papua New Guinea focus on both the personal development of young people and the organizational and systemic support they require. They are:

1. To facilitate and support the training, education and rehabilitation of young men and women so as to improve the quality of their lives, the lives of their families and communities as they grow into responsible adult citizens.
2. To encourage and provide avenues for young men and women at the local level to enter the workforce in order to create and maintain a regular cash income.
3. To improve and strengthen the communication and information network which will enhance the self-organizing capabilities of young men and women and link them to local, provincial, national and international organizations of young people.
4. To promote and encourage young men and women to have pride and respect for the social, spiritual and cultural heritage of their communities, through their active participation in community service activities.

5. To improve and strengthen the National Youth Commission to enable it to address efficiently and effectively the changing needs of young men and women at the local level.

(Papua New Guinea, 1996)

J. Rights, responsibilities and obligations of young women and men

Most national youth policies attempt to incorporate statements related to the rights and privileges of young men and women. Some key reference documents include:

- The national constitution;
- The national codes (such as the labour code);
- The United Nations Declaration of Human Rights;
- The United Nations Convention on the Rights of the Child;
- International Labour Organization (ILO) resolutions concerning young people;
- The United Nations Convention on the Elimination of all Forms of Discrimination Against Women;
- The Vienna Declaration and Programme of Action.

K. Key strategies

Priority youth development strategies need to be identified in youth policies, in order that they can be addressed nationally. Such strategies should flow directly from each policy objective. While each country will have a unique set of key strategies, strong similarities are likely to exist between the strategies of countries, particularly in the following areas:

- Education and training;
- Employment;
- Youth enterprise;
- Health, lifestyle and population;
- Youth participation;
- Environment;
- Gender;
- Art, recreation, sports and leisure.

A clearer understanding of these patterns can be gained by looking at a summary of the priority areas of five countries: Bangladesh, Brunei Darussalam, India, Papua New Guinea and Samoa.

Country	Bangladesh	Brunei Darussalam	India	Papua New Guinea	Samoa
Strategy Area					

Education and training	X	X	X	X	
Employment		X			X
Leadership, participation and citizenship	X	X	X	X	X
Personal development		X			
Youth enterprise	X	X		X	X
Gender	X				X
Environment					X
Recreation, sports and culture	X		X		
Science and technology			X		
Healthy lifestyles			X		X
International understanding		X			
Youth work development	X			X	

Youth work coordination	X				
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Some countries have gone beyond simply identifying priority needs and have attempted to illustrate their strategies and promote specific programme initiatives within their policies. For example, in the Philippines, three flagship programmes were identified in the Medium-Term Youth Development Plan. These were:

- Kabataan 2000 – a programme that provides short-term employment and training for young people in various fields;
- Youth Enterprise Program;
- Integrated Sangguniang Kabataan Organizational, Leadership and Reorientation Program (ISKOLAR).

L. Priority target groups

While national youth policies are generally directed at meeting the aspirations and needs of all young men and women, most of them identify particular groups of young people requiring special attention.

The classification and description of these target groups varies widely across the Asian and Pacific region, as illustrated by the examples below.

Priority target groups identified in national youth policies

Bangladesh:	Rural youth Educational drop-outs Unemployed young women Distressed young women Youth living with disabilities
Brunei Darussalam:	Unemployed out-of-school youth Unattached youth Lackadaisical youth Youth without self-reliance Youth with negative family influence
Maldives:	Island-based young women and men Young people not participating in the labour market Young men and women without options
Philippines:	In-school youth Out-of-school youth Youth in the workforce Special youth (ten categories)
Thailand:	Youth in difficult circumstances

Normal youth
Gifted youth

As well as these national differences there are also regional identifications of target groups. Within the Asian and Pacific region the two groups that are identified as priority target groups are girls and young women and rural youth. Girls and young women in many countries of the ESCAP region constitute one of the most at-risk and disadvantaged groups in society, as they are often denied educational opportunities, access to health care and decision-making capabilities. Similarly, rural young people are disadvantaged as a result of a combination of factors, including poverty, a lack of access to land, illiteracy, a lack of opportunities for stable work, isolation and unsanitary living conditions.

M. Implementation and coordination mechanisms

A national youth policy requires the creation of appropriate structures and mechanisms to facilitate collaboration and cooperation and to ensure that youth services and programmes are well coordinated and responsive to the needs and opportunities of young people. Such structures and mechanisms are often referred to within the body of the national youth policy document, with details outlined in an appendix or in a separate document such as a national youth action plan. They may include:

- Government mechanisms for coordinating and implementing youth affairs, including specification of the role of the lead government agency and the actions needed to achieve a coordinated and holistic government response to youth issues;
- Mechanisms needed to ensure that recognition of, consultation with and participation by young women and men remains ongoing;
- Mechanisms that enhance coordination and cooperation between all youth development stakeholders;
- Mechanisms that highlight youth development;
- Mechanisms to strengthen the capacity and professionalism of workers with young people;
- Formal mechanisms for the regular review and update of the national youth policy.

N. Summary

The stages of the policy formulation process that have been reviewed in Chapters I, II and III include:

The concept, rationale and benefits of a national youth policy

- The concept of a national youth policy
- The rationale for a national youth policy
- The benefits of a national youth policy

The formulation process of a national youth policy

- Creating an appropriate policy development vehicle
- Involving key stakeholders
- Identifying the needs of young women and men
- Using a participatory formulation process
- Adopting the policy at the highest political level

The content of a national youth policy

1. Foreword.
2. Rationale for the policy.
3. Definition of youth.
4. Youth profile.
5. Historical and contemporary issues which impact on youth participation.
6. Reference to other policies and documents.
7. Principles and values supporting the policy.
8. Goals and vision statement.
9. Policy objectives.
10. Rights, responsibilities and obligations of young women and men.
11. Key strategies.
12. Priority target groups.
13. Implementation and coordination mechanisms.

Below is a summary of the stages discussed in Chapters I, II and III, which can be used as a quick reference for the development of a national youth policy.

1. Foreword

A foreword is:

- Written by the head of state, head of government or appropriate minister;
- A public endorsement of the policy by high-level political figures;
- A description of the formulation process, which ensures that it remains a public and transparent initiative.

2. Rationale for the policy

A rationale is:

- A clear statement of both the purpose and intentions of the national youth policy.

3. Definition of youth

A definition of youth:

- Serves as a guide to the target group;
- Is as low as six years and as high as forty years In the ESCAP region;

- Should be accompanied by an awareness that certain groups might be excluded by the established parameters.

4. Youth profile

A youth profile:

- Uses qualitative information (obtained through interviews and from focus groups, for example) and quantitative information (compiled from statistics on demography, literacy levels and educational attainment) about youth to answer three basic questions:
 - Who are youth?
 - Where are youth?
 - What are youth doing?

5. Historical and contemporary issues which impact on youth participation

Issues which impact on youth participation:

- Include employment opportunities, family, crime, education and training, as well as broad categories such as personal issues and public participation;
- Should be identified by policy makers as they might be deeply embedded in the social fabric of society and impede youth's participation within society.

6. Reference to other policies and documents

A national youth policy should:

- Be related to wider social, political and economic goals;
- Refer to international policy documents or specific sectoral policies that relate to youth.

7. Principles and values supporting the policy

Principles and values supporting the policy:

- Should be clearly stated;
- Include access, equity and participation for youth in the ESCAP region.

8. Goals and vision statement

A statement of goals is:

- A broad and general qualitative statement setting out the desired future and outcomes for youth.

9. Policy objectives

Policy objectives:

- Should be set out in a statement indicating how they are to be achieved;
- Should be SMART: Specific, Measurable, Achievable, Realistic, Time-scheduled;
- Should encourage, promote and empower youth.

10. Rights, responsibilities and obligations of young women and men

The rights, responsibilities and obligations of young women and men:

- Are stated in the policy in order that recognition is given to the fact that young men and women have certain rights and privileges;
- Include the right to freedom of expression, to adequate housing and to political participation;
- Include the duty to be a positive role model, to respect one's elders and to preserve the environment.

11. Key strategies

Key strategies:

- Involve the identification of a particular area in need of focus, which can occur through the targeting and tailoring of particular policies;
- Include leadership, citizenship, participation, education and training, and youth enterprise.

12. Priority target groups

The two priority target groups within the ESCAP region are:

- Girls and young women and rural youth.

13. Implementation and coordination mechanisms

Implementation and coordinating mechanisms:

- Are specified to show how the policy can be moved beyond the ministry responsible for youth affairs;
- Include having a national action plan and a specific national review process.

What next?

In Chapters I, II and III the content of a national youth policy has been examined. Chapter IV will focus on its implementation.

IV. IMPLEMENTING A NATIONAL YOUTH POLICY

“I believe in action. In this world, it is not what you know that matters. Rather, it is what you do with what you know that counts. Information is valuable – action is invaluable.”

(James A. Balasco, *Teaching the Elephant to Dance*)

Even after an extensive consultation process it is possible for a national youth policy to remain unimplemented, unknown and unread by the general population, especially by the young women and men for whom it was designed.

To ensure that the national youth policy remains relevant and becomes the framework for community and national youth development, youth development planners should consider:

1. Promoting the policy.
2. Formulating an accompanying national youth action plan.
3. Creating appropriate mechanisms for implementation and coordination of the policy.
4. Reviewing and monitoring the policy.
5. Mainstreaming the policy.

A. Promoting a national youth policy

A youth policy should reach a mass audience. Creative and innovative promotional efforts are therefore necessary. The handbook to the Commonwealth's National Youth Policy 2000 provides some useful ideas on how to ensure a youth policy has large-scale appeal. These include:

- Using eye-catching graphics, illustrations and titles;
- Using clear and simple language;
- Selecting covers and bindings with colors that will attract attention;
- Including a glossary of terms and a list of abbreviations.

A number of countries have launched national campaigns aimed at promoting general awareness and understanding of newly released national youth policies. Such campaigns, run by a national youth policy promotion team, have included:

- Activities to raise awareness of the existence and content of the policy;
- Regional workshops for representatives of youth agencies and local workers with young people;
- Direct contact with young people to popularize the policy among young men and women by targeting youth gathering points such as the workplace, schools, sporting events and youth centres, as well as by organizing events which appeal to young people, such as those involving music, street theatre and art.

The handbook to the Commonwealth Youth Programme presents a list of useful suggestions for the design and implementation of a media promotional strategy for the release of a national youth policy. These include:

- Preparing and distributing a press release

The press release should stress the national significance of the policy and include a summary of the document. It should contain a statement from the most appropriate government leader (such as the president or the minister for youth affairs) and be released to all media outlets.

- Organizing a national launch

Ideally this would involve the head of state and be supported by the minister for youth affairs. Further provincial launches may also be required.

- Using electronic media to disseminate information

This could involve ministers for youth affairs and key government officials explaining and discussing the content and implications of the national youth policy on television, radio and video cassette.

- Preparing specific national youth policy statements

Such statements would be for inclusion in key publications targeting young women and men and those working with young people.

- Preparing short advertisements

If funds or sponsorship were available for them, advertisements could be used to outline the key themes of the policy, as well as to provide contact details for those wishing to receive copies of the policy.

Within the ESCAP region, Malaysia has been creative in both promoting and soliciting feedback on their new policy. The government created a special home page on the World Wide Web and maximized its use of the print media. Most newspapers printed segments or summaries of the new policy, and one national newspaper reproduced the entire policy.

B. Formulating an accompanying national youth action plan

A national youth action plan should be drawn up to complement the national youth policy and should outline in practical detail how the policy will be implemented. Such an action plan can be a holistic and comprehensive statement that incorporates all relevant stakeholders. The preparation of a national youth action plan is crucial to the successful implementation of the national youth policy.

The handbook to the Commonwealth Youth Programme (1996) states that a national action plan is:

- A cooperative expression of key government and non-governmental agencies concerned with youth development;
- A gender-sensitive practical statement on the implementation of the national youth policy, reflecting the direction, priorities and strategy areas of the policy;
- A document which clearly defines the specific actions that will be undertaken, when they will be undertaken and by whom;
- An Indication of what resources will be required to effectively undertake these actions.

(Commonwealth Youth Programme, 1996)

Some countries have incorporated both a policy and an action plan within the same statement. Maldives has demonstrated a strong commitment to and perseverance in ensuring the implementation of their national youth policy. Below is a summary of their activities.

1. Case study 1: Maldives

With support from the United Nations Development Programme, a national youth action plan is being prepared to provide a framework for youth policy implementation over a three-year period. This involves:

- Formulating a holistic government response to the key strategies of the policy;
- Strengthening the lead government agency (Ministry of Youth and Sports) in terms of programme initiatives and staffing;
- Creating appropriate structures for the coordination of youth affairs;
- Devising mechanisms to build capacity within the youth development field to ensure implementation of the national youth policy and national action plan;
- Instigating a base line survey to monitor qualitative and quantitative changes in youth attitudes and opportunities.

The Ministry of Youth and Sports in Maldives has responsibility for drafting the national youth action plan. The box below summarizes the structure used to define the What? When? Why? and How? of the action plan.

National youth action plan structure of Maldives

- Specify policy objectives

Each policy objective in the national youth policy will be clearly identified with a specific set of actions (such as programmes, projects or strategies). Policy objectives provide the rationale for each action.

- Programmes, projects and strategies

Initiatives may take the form of formal programmes, individual projects or specific strategies. They represent a set of actions which, when implemented, will help achieve policy goals and objectives. These will be described in detail to demonstrate how they will work to address the objectives of the national youth policy.

- Action steps

A detailed description of the actual activities and tasks to be undertaken to implement the programme, project or strategy. Action steps represent the “To do” list regarding successful implementation of the strategy.

- Target group

Each action will be directed at a specific group. These groups will be clearly identified.

- Expected outcomes

It will be necessary to describe the anticipated outcomes of these actions.

- Responsible agency

The agency responsible for the overall implementation and coordination of the action will be identified.

- Support agencies

While one agency may hold responsibility for the coordination and implementation of the action, there may be a number of other agencies involved. These will be identified.

- Time frame

The plan will indicate when the action will occur and over what period of time.

- Resource implications

The resources (financial, personnel, equipment, support management, supervision, infrastructure and so forth) will be quantified.

- Performance indicators

Each action shall have a set of measurable performance indicators that can be used to evaluate and monitor the degree of success.

The example of Maldives provides key reminders for formulating an action plan. It should be:

- A strategic and inclusive exercise;
- A cooperative expression of key government and non-governmental agencies concerned with youth development;
- Based on the goals and objectives of the national youth policy and should represent a holistic response to the needs of young men and women;
- Recognize all the key groups involved in youth development and ensure that they are integrated into an overall structure and work plan.

C. Creating appropriate mechanisms for implementation and coordination of a national youth policy

Providing resources to meet the needs of youth should be a matter of priority. It is important to create appropriate mechanisms for implementation and coordination of the national youth policy at the outset of the formulation process to ensure that appropriate follow-up action takes place.

1. Case study 1: India

The new national youth policy of India envisages a comprehensive set of implementation mechanisms. These are detailed below.

- Each ministry or department of the central and state governments will be obliged to make identifiable allocations in their budgets for young people;
- A parliamentary standing committee will review all programmes for young people;
- The Department of Youth Affairs and Sports, under the guidance of a parliamentary standing committee, will act as the focal department for all programmes affecting youth and oversee the implementation of youth schemes and the proper implementation of all the provisions of this policy;
- An interlinkage mechanism will ensure the coordination of the activities of all the central and state government ministries or departments and of the community-based and youth organizations participating in all the schemes and programmes having an impact on youth;
- A national youth development fund will be created, with contributions from central government and non-governmental organizations. This fund will be utilised for youth development activities and contributions to it will be exempt from income tax.

The coordination of national youth policy implementation in most countries has become a function of the national lead agency for youth affairs. Youth affairs agencies often fail to bring about significant levels of change for youth for the reasons given below.

- Youth ministries are often accorded low political status;
- Youth ministries usually have low budgets;
- Youth ministries tend to be incorporated into ministries with only peripheral activities concerning young people, such as culture, recreation and sports; this

linkage serves to reinforce an image that key youth issues are related to leisure, when in reality youth issues involve many other areas.

For a national lead agency or coordination mechanism to function effectively it must have:

- A commitment to, and adequate instruments for, furthering national youth policy objectives;
- The capacity to coordinate ongoing activities and to identify areas requiring particular attention in the development effort;
- An ability to maintain proper organizational balance in terms of sufficient government, non-government and youth representation.

Below are several case studies describing what countries are doing within the region to ensure that youth issues are accorded a significant level of political status.

2. Case study 2: the Philippines

The Philippines is the one exception within the ESCAP region, a country which has accorded significant political status to youth. The national policy focus for young people is enshrined in the Philippine constitution of 1987, which states that:

The State recognizes the vital role of youth in nation-building and shall promote and protect their physical, moral, spiritual, intellectual and social well-being. It shall inculcate in youth patriotism and nationalism and encourage their involvement in public and civic affairs. (Article II, Section 13)

The Republic Act No. 8044 (1995) created the necessary mechanisms for the realization of these ideals, namely a National Youth Commission, a National Comprehensive and Coordinated Program on Youth Development, an Advisory Council on Youth Affairs and a Youth Parliament.

The National Youth Commission has been given a major youth development mandate with seventeen specific functions, including:

- Formulating and initiating the national policy or policies on youth;
- Planning, implementing and overseeing a national integrated youth promotion and development program;
- Establishing a consultative mechanism, which will provide a forum for continuing dialogue between the government and the youth sector on the proper planning and evaluation of policies, programmes and projects affecting youth.

The executive director of the National Youth Commission is appointed by the President and also serves as presidential youth adviser and member of the cabinet. The National Youth Commission also plays a significant coordination role through such tasks as:

- Participating as a member of the panel of the Department of Budget and Management in the review of all budgets of line ministries;
- Acting as convener of an advisory council involving the secretaries of key youth line ministries and the chairmen of both senate and house committees dealing with youth.

3. Case study 3: Australia

Australia is another country that provides guidance on effective implementation processes. It has established a national youth bureau within the National Department of Education, Training and Youth Affairs. The objectives of the youth bureau are described below.

Objectives of the youth bureau

- To help ensure that the government's policies meet the needs of young people;
- To provide leadership in research and analysis on youth issues;
- To facilitate communication between young people and the government;
- To design and manage services and programmes to maximize young people's participation in the Australian community.

The Australian youth bureau has also created a mechanism for the ongoing monitoring of youth issues and needs, and for continuous input into youth policy formulation and programme action. This mechanism involves a national network of 41 youth officers across the country, who are responsible for gathering and analysing information on the needs and concerns of Australia's young men and women. This national network provides the minister responsible for youth affairs with an accurate source of youth affairs intelligence across the whole government and assists in policy and action formulation. The current priorities of the youth officers include:

- Facilitating and/or developing effective national consultation mechanisms, both with young people themselves and policy makers in the youth sector, including local and state government and Commonwealth agencies, as well as the non-governmental sector;
- Promoting positive images of young people with a view to improving community perceptions of Australia's young people;
- Maximizing the effective use of resources within the youth sector through monitoring the delivery of Commonwealth youth services, reducing duplication and forming strategic alliances;
- Responding to government demands and priorities, identifying priority issues and resolving problems as they arise;
- Addressing needs and identifying gaps and opportunities in youth affairs and assisting in the development of policy solutions which incorporate a wide range of perspectives.

4. Case study 4: Singapore

Since 1989 Singapore has had a national youth council as the central coordinating body for youth affairs. The mission of this youth council is to “create opportunities for youth to maximize their potential and contribution to society”. Its first responsibility is “to assist in the formulation of a national youth policy”. The national youth council represents key stakeholders from government, NGOs and the private sector. Its chairperson is the Minister for National Development and its 22 members represent various government ministries, statutory boards and the major youth organizations.

To summarize

While these country examples reveal some innovative regional initiatives designed to facilitate the effective implementation of youth policies and action plans, it is important to remember that there is a whole range of stakeholders in the youth development process. National youth policies and action plans should therefore promote the active participation of non-governmental organizations and establish a clear framework for their activities. As the ESCAP national youth policy assessment paper states:

An important role of youth policy, in addition to providing an overall framework and direction for youth activities, is to promote the involvement of a wide range of actors, including government, NGOs, the private sector and youth themselves ... By setting up a clear but broad framework for programme development, a youth policy serves as an effective instrument for mobilizing the different parties concerned in a country, particularly youth organizations, in planning and implementing youth programmes.

(ESCAP, 1998a: 7)

In order to maximize mobilization efforts, some countries are focusing on ensuring private sector involvement. Within the Philippines, for example, the private sector has manifested their support for the Medium-Term Youth Development Plan by expressing interest in assisting with youth programmes and projects. Such collaboration between government and the private sector maximizes the potential for success of policy and strategy implementation.

By establishing a clear and broad framework for programme development, a national youth policy and action plan can mobilize and synergize a wide range of stakeholders committed to youth development.

D. Reviewing and monitoring a national youth policy

A national youth policy must clearly articulate the mechanisms and timeline for regular review and monitoring of the national youth policy.

1. Case study 1: the Philippines

The Medium-Term Youth Development Plan of the Philippines for the period 1999-2004 provides an excellent example of an initiative which seeks to express achievements and challenges in quantitative terms. The Plan enables progress to be

measured through a survey on the satisfaction of youth with schooling facilities and through monitoring the increase in the government budget allocation for education. It also stresses the importance of periodic reviews of youth policy, which are necessary not only to assess the status of implementation of youth policies and programmes, but also to review and update information on the economic, social, legislative and physical environment that affects the implementation of policies and programmes. The Plan not only evaluates the status of implementation of programmes through various surveys, including a survey on the satisfaction of youth, but also identifies implementation bottlenecks and determines why certain programmes have not produced satisfactory results.

Consideration must also be given in national youth policies and action plans to establishing effective coordination between stakeholders. This coordination is enhanced through the creation of special institutional arrangements and procedures. Across the region, such arrangements have taken a variety of forms according to national political administrative traditions and preferences. Stakeholder groups have often involved key youth-related ministries and agencies, non-governmental agencies, the private sector and young men and women. There is clearly a need for government support for the formation and strengthening of national consultation and coordination platforms, such as national youth councils and committees, which bring together representatives of key stakeholders, especially youth NGOs, student groups and young people themselves, to participate meaningfully in formulating, implementing and evaluating national youth policies.

2. Case study 2: Malaysia

Malaysia has a long history of national youth consultation and coordination. Since 1972 a national youth consultative council has met at least twice a year. Its objectives and membership are detailed below.

Objectives and membership of the national youth consultative council of Malaysia

- To monitor the implementation of the national youth policy;
- To advise the Minister for Youth and Sports on formulating policies for youth development;
- To act as a consultative and advisory body to youth organizations and the state youth consultative councils;
- To coordinate the planning and activities of all youth organizations and the state youth consultative councils.

The Minister for Youth and Sports chairs the Council and its members comprise the following:

1. Members of the supreme council of the Malaysian youth council.
2. Members of the executive committee of the Malaysian youth council.
3. Chairpersons of state youth consultative councils.
4. Ten representatives from other federal government agencies.

5. Ten experts appointed by the Minister for Youth and Sports.
6. Three resource persons reporting on specific issues.
7. Senior officers of the Ministry of Youth and Sports and directors of state youth and sports departments.
8. Director-General of Youth, Ministry of Youth and Sports.
9. Secretary-General, Malaysian Youth Council).

E. Mainstreaming a national youth policy

Mainstreaming youth policies is a vital consideration. While the majority of countries accept that a national youth policy should be formulated in such a way as to be independent of other documents and legislation, they also recognize that it is important for such policies to be integrated into plans for overall national development.

This imperative was articulated in the ESCAP resource paper entitled “Assessment of National Youth Policies for Further Implementation of the World Programme of Action for Youth to the Year 2000 and Beyond”, which states:

Youth policy needs to be related to and coordinated with other sectoral policies and integrated into the national strategy for development. It is essential that the particular needs and problems of youth should be considered an integral part of national planning and policy-making. A major step towards integration is to ensure that youth policy is not isolated from the other objectives of the national development plan, but incorporated in the mainstream sectors of the plan. A national youth policy should not be treated as a separate plan for young people. It should cut across sectoral lines so that the needs of youth and the implications of policies on youth are duly recognized in each of the sectoral development plans. Without the mainstreaming of national youth policy, backed by an appropriate budget allocation and infrastructure for implementation, policy formulation can become a futile exercise.

(ESCAP, 1998a: 11)

Integrating national youth policies into national planning is essential, yet little significant integration has occurred. Pakistan and Malaysia are two countries which have incorporated specific chapters on youth into their national development plans. Examples of other countries in the region which have done so are given below.

1. Case study 1: Thailand

In Thailand the period stipulated for the youth policy was made to coincide with that of the national development plan in an effort to mainstream youth policy in the national economic and social development plan. More recently, the same participatory process was used for the formulation of the youth development plan as was used for the formulation of the eighth five-year plan (1997-2001). Two parallel processes were used, namely government review and people’s participation through NGO representation. The governmental process was coordinated by the national

youth bureau, the highest-level government agency responsible for youth affairs, which focused on the strategies needed to develop the desirable human qualities identified in the eighth five-year plan. The objective of the non-governmental process was to develop an action plan at grass-roots level, based on a survey of the youth situation at the provincial level. The two processes converged towards the end of the planning process, at the stage of preparation of the draft documents.

2. Case study 2: New Zealand

In New Zealand, the Ministry of Youth Affairs was created to promote a coherent set of government youth-related policies and this remains the focus of the Ministry's work. The Ministry recognizes that there is a range of government ministries and departments responsible for the development of policies that impact directly or indirectly on young women and men as they move through adolescence to adulthood. It therefore provides resources which promote coordination in youth policy development and which can be used not only by the Ministry itself for determining work priorities, but also by other government agencies in their youth-related endeavours.

The Ministry has also produced several excellent tools to assist in specific and sectoral youth policy development, including a youth policy matrix and a framework for assessing policies for young people. This youth policy framework for analysis integrates the following three approaches:

1. Strategic alignment (top down)

This involves identifying the strategic objectives relative to the issue of the government and ensuring policies are consistent with them.

2. Critical issues (bottom up)

This involves identifying critical issues affecting the population and evaluating the effectiveness of current policies in addressing them.

3. Linkages (horizontal)

This involves identifying similar policies with similar target groups and testing their consistency and the linkages between them.

F. Summary

The stages of the policy formulation process that have been reviewed in Chapters I, II, III and IV include:

The concept, rationale and benefits of a national youth policy

- The concept of a national youth policy
- The rationale for a national youth policy

- The benefits of a national youth policy

The formulation process of a national youth policy

- Creating an appropriate policy development vehicle
- Involving key stakeholders
- Identifying the needs of young women and men
- Using a participatory formulation process
- Adopting the policy at the highest political level

The content of a national youth policy

- Foreword
- Rationale for the policy
- Definition of youth
- Youth profile
- Historical and contemporary issues which impact on youth participation
- Reference to other policies and documents
- Principles and values supporting the policy
- Goals and vision statement
- Policy objectives
- Rights, responsibilities and obligations of young women and men
- Key strategies
- Priority target groups
- Implementation and coordination mechanisms.

Implementing a national youth policy

1. Promoting a national youth policy.
2. Formulating an accompanying national youth action plan.
3. Creating appropriate mechanisms for implementation and coordination of a national youth policy.
4. Reviewing and monitoring a national youth policy.
5. Mainstreaming a national youth policy.

To ensure that a policy is effectively implemented the following strategies for success should be considered.

1. Promoting a national youth policy

Questions to keep in mind include:

- Is the policy being disseminated in a way that reaches youth?
- What strategies can be used to reach as many of the different stakeholders as possible?
- How can media resources be maximized? (Ideas to explore include a national youth policy promotion team, press releases, a national and regional launch and the use of electronic media.)

2. Formulating an accompanying national youth action plan

An action plan is:

- A cooperative effort;
- A strategic and inclusive exercise;
- Based on the goals and objectives of the national youth policy;
- A holistic and synergistic response by all agencies;
- A declaration which ensures that key agencies are integrated in a focused and targeted way.

3. Creating appropriate mechanisms for implementation and coordination of a national youth policy

To avoid duplication and ensure that youth needs are being met as efficiently and as effectively as possible an appropriate policy mechanism has to include:

- Adequate budget allocations;
- High-level political support and coordination (this could be established by the creation of specific laws for youth or designating youth a recognized category within the national constitution);
- Strong networks that can be mobilized, such as a national youth network, regional policy dialogues and local, regional and national roundtables.

4. Reviewing and monitoring a national youth policy

Questions to consider include:

- Are local, regional and national initiatives well coordinated?
- How often do different stakeholders meet?
- Are there opportunities for the youth policy to be reviewed?
- Are there strategies within the policy itself which allow for review?
- Does the evaluation of the national youth policy allow for change?

5. Mainstreaming a national youth policy

Ideally a national youth policy should be able to be integrated into the broader sphere of policy, allowing for greater recognition and the possibility of more widespread action. Questions to consider include:

- Is the national youth policy cross-sectoral?
- Does the national youth policy coincide with the general policies of the nation in terms of planning and goals?

It should be remembered that when you invest in youth, you invest in the basic infrastructure of the entire society.

What next?

The next stage of the policy formulation process is measuring the effectiveness of a policy. In Chapter V some suggestions for this are discussed.

V. MEASURING THE EFFECTIVENESS OF A NATIONAL YOUTH POLICY

“Evaluation is by feedback, not by autopsy.

(Karen Day)

An international review of the national youth policy formulation and implementation process reveals that little attention has been paid to evaluating the effectiveness of national youth policies. A major challenge for policy makers is therefore to develop tools to measure the qualitative and quantitative impact of youth policy initiatives. Some examples of tools that have been developed for this purpose are given below.

A. Developing a set of key youth development checklist indicators

Youth development checklist indicators are measurements that show the situation of youth in a country. Indicators are benchmarks or vital signs which, when assessed together, provide a comprehensive picture of a nation's commitment to and progress towards youth well-being and development. A number of resource tools can be used to develop a set of national indicators and they are described below.

- The ESCAP Youth Participation Manual.
- The Commonwealth Youth Programme is developing a Youth Development Index that should be available in early 2000.
- The Lisbon Declaration on Youth Policies and Programmes and the Braga Youth Action Plan (1998) (detailed in Appendices 2 and 3) are useful checklists for the evaluation and construction of functional youth development indicators.
- The list of indicators developed at a national youth policy and programme regional consultative meeting for Asian Commonwealth countries, held at Colombo in October 1995, is comprehensive. It includes youth participation, unemployment, health, literacy, social behaviour, youth usage of services, stakeholder satisfaction, government commitment, equity and access for youth subgroups and awareness in society of youth issues.
- The Medium-Term Youth Development Plan of the Philippines is an excellent regional model. It seeks to express achievements and challenges in quantitative terms. It not only evaluates the status of implementation through various surveys, including a youth satisfaction survey, but also identifies implementation bottlenecks and determines why certain action programmes have failed to produce satisfactory results.
- The I.D.E.A.S. (Initiatives for the Development of Enterprising Action and Strategies) group in Australia has developed a checklist for effective youth participation, outlined below:

Checklist for effective youth participation

Youth participation should:

- Be by choice;
- Be enjoyable, challenging and fun;
- Maximize decision-making by young people and their accountability;

- Promote maturity;
- Raise young people's awareness of social, political, economic, cultural and personal aspects that affect them;
- Create opportunities for young women and men to influence decisions;
- Involve experiences respected by young people, peers and the community;
- Make sense of and demystify adult structures and processes;
- Involve training and skills development;
- Involve planning, via the development of goals and strategies;
- Provide opportunities for building active support relationships between young men and women and the community;
- Provide young people with a sense of belonging and ownership in the process;
- Provide critical analysis and feedback of the experience and the actions within the process;
- Involve adequate resources including time, space, funding and information to encourage collective action at all times and assist the development of linkages between networks of young women and men.

(Kenyon, 1998)

B. Using specific targets

Youth action plans often identify specific development targets. The various flagship programmes in the Philippines, for example, have specific and measurable targets. The Youth Entrepreneurship Program had a medium-term target of training 1,500 young people, 700 of these being subsequently able to start their own businesses.

C. Introducing an annual youth audit

An annual youth audit could consist of reports from all the relevant agencies on the success of the implementation of the national youth policy and action plan. Using external evaluations is vital to ensure an objective approach. Some countries have also discussed the possibility of such audit information being collated and used to formulate a statement called an "Annual State of the Country's Young Men and Women". This could then be published and presented to the public annually on a national youth day.

D. Establishing baseline data

It is essential to create a long-term strategy to collect data on the well-being and development of young people on a continuous basis. For this to occur, a standardized set of baseline data needs to be collected. However, the youth data collection capacity of many countries needs attention. In particular, many of the lead agencies for youth affairs in the Asian and Pacific region have limited information-gathering capacity at the national and provincial levels. Nor is there sufficient coordination in or uniformity of data-collection and -evaluation methodologies among government agents and between governmental and non-governmental organizations. It is therefore important to gather baseline data about the country situation of youth.

E. Summary

The entire youth policy formulation process has been discussed in chapters I, II, III, IV and V. The various stages of the process are summarized below.

The concept, rationale and benefits of a national youth policy

- The concept of a national youth policy;
- The rationale for a national youth policy;
- The benefits of a national youth policy.

The formulation process of a national youth policy

- Creating an appropriate policy development vehicle;
- Involving key stakeholders;
- Identifying the needs of young women and men;
- Using a participatory formulation process;
- Adopting the policy at the highest political level.

The content of a national youth policy

- Foreword;
- Rationale for the policy;
- Definition of youth;
- Youth profile;
- Historical and contemporary issues which impact on youth participation;
- Reference to other policies and documents;
- Principles and values supporting the policy;
- Goals and vision statement;
- Policy objectives;
- Rights, responsibilities and obligations of young women and men;
- Key strategies;
- Priority target groups;
- Implementation and coordination mechanisms.

Implementing a national youth policy

- Promoting a national youth policy;
- Formulating an accompanying national youth action plan;
- Creating appropriate mechanisms for implementation and coordination of the national youth policy;
- Reviewing and monitoring a national youth policy;
- Mainstreaming a national youth policy.

Measuring the effectiveness of a national youth policy

1. Developing a set of key youth development checklist indicators.
2. Using specific targets.

3. Introducing an annual youth audit.
4. Establishing baseline data.

The benefits of the tools suggested for measuring the effectiveness of a national youth policy are briefly reviewed below.

1. Developing a set of key youth development checklist indicators

- Indicators should help to indicate the past, present and future situation of youth. They should also frame what is to be measured and how.

2. Using specific targets

- Targets can be strict and guided. Using target numbers to establish goals should inspire and encourage action.

3. Introducing an annual youth audit

- Reports from youth agencies on the success of actions undertaken on behalf of youth can help ensure the maintenance of a transparent and rich dialogue on youth issues.

4. Establishing baseline data

- Quantitative data collection ensures not only that the youth situation is monitored systematically, but may also help determine where funds for youth can and should be allocated.
- Quantitative data also provides a basis for measuring achievements.
- Standardizing data collection on youth allows for stronger national, regional and international coordination and cooperation.

CONCLUSION

“We do not inherit our world from our parents, we borrow it from our young people”
(Old Native American statement)

A number of common themes emerge from international review and observation and provide important lessons for the processes of formulation, implementation and evaluation of national youth policies. These underline the need for:

- Policies to be multisectoral and intersectoral in nature;
- Commitment from the highest political levels;
- Contributions from key stakeholders;
- The ongoing development of data on the situation of young people;
- Mechanisms and budgets that can ensure adequate levels of participation by young men and women;
- National youth policy formulation to be accompanied by national youth action plans;
- Attention to be paid to style, language and promotion mechanisms;
- Mainstreaming youth policies into national development policies and initiatives;
- Adequate implementation resources;
- Attention to be paid to the identification and evaluation of performance indicators;
- Ongoing monitoring and review of national youth policies and action plans.

Finally, the Commonwealth Youth Programme states that the eventual status of a national youth policy will be judged by its ability:

- To be a statement that gives young men and women faith in the future;
- To be a vision for youth development;
- To be an opportunity for young men and women to shape their own future, assume responsibilities and play an active role in the life of their country and community;
- To be a statement of values and principles;
- To be a gender-sensitive and holistic response to the needs and aspirations of both young men and women;
- To be a vehicle based on the idealism, commitment, energy and creativity of young men and women;
- To be an instrument to raise the profile of young men and women within the government and the wider community;
- To be a statement of the relationship between young people and national goals;
- To be a framework for future action;
- To be a catalyst for communication, cooperation and coordination between government and non-governmental agencies concerned with youth development;

- To be a document of relevance for all concerned for, and involved with, young men and women;
- To be a benchmark to review youth policy and programme relevance and achievement.

It is hoped that the national youth policy formulation process described in this Manual will, together with these concluding remarks, encourage policy makers to improve the situation of youth within their countries.

It is further hoped that a positive environment in which youth can continue to grow, develop and be inspired can be cultivated by the adoption of these ideas for improvements in the planning, formulation, implementation, monitoring and resource-sharing of youth policies.

For it is the energy and the commitment of youth that will carry this region forward in the new century.

Appendix 1

Resources to assist in the formulation of a national youth policy

A. Print resources

A comprehensive list of references on the theme of youth policy formulation is provided with this Manual. In addition, the following publications are recommended as being of practical value to youth policy planners:

- Commonwealth Youth Programme, *Formulating and Implementing National Youth Policies: a Commonwealth Handbook* (London, 1990)
- Commonwealth Youth Programme, *Approaching Youth Policy* (London, 1990)
- ESCAP, *Assessment of National Youth Policies for Further Implementation of the World Programme of Action for Youth to the Year 2000 and Beyond* (E/ESCAP/HRDY(2)/2)
- *Policy and Programme Perspectives in Implementing the Agenda for Action on Social Development in the ESCAP Region* (ST/ESCAP/1714)
- United Nations, World Programme of Action for Youth to the Year 2000 and Beyond (United Nations Resolution 50/81 (31 March 1998))
- Lisbon Declaration on Youth Policies and Programmes adopted at the World Conference of Ministers Responsible for Youth
- Abdullah, S., *Strengthening Youth Agenda: Implementation Through Empowerment* (Malaysian Youth Council, 1998)

B. Current national youth policies

A number of countries within the ESCAP region have formulated final or draft national youth policies. Most of these are in the list of references and are available through the ministries or departments listed in Appendix 5.

C. Technical assistance

Various international agencies have expressed interest in assisting with the formulation of national youth policies and action plans. Within the ESCAP region the following are important:

1. The Economic and Social Commission for Asia and the Pacific (ESCAP)

In addition to publishing this manual ESCAP is a rich source of data on youth in the Asian and Pacific region. For further information contact:

HRD Section, Social Development Division
ESCAP
United Nations Building
Rajadamnern Avenue
Bangkok 10200
Thailand

Tel: (662) 288-1502
Fax: (662) 288-3031
Email: hrd-section.unescap@un.org
Web site: <<http://www.escap-hrd.org>>

2. Commonwealth Youth Programme

Through the Youth Policy 2000 Programme, the Commonwealth Youth Programme is committed to assisting Commonwealth countries:

- By providing special printed resources and tools;
- By providing access to consultant assistance ;
- By networking development opportunities with other regional countries committed to youth policy formulation.

Contacts:

Regional Director (Asia)
CYP Asia Centre
Sector 12
Chandigarh
India
Tel: (91) 172-541482/63
Fax: (91) 172-54542
Email: cypasia.chd@rmm.sprintrpg.ems.usnl.net.in

Regional Director (South Pacific)
PO Box 1681
Honiara
Solomon Islands
Tel: (677) 39229
Fax: (677) 39230
Email: cyp@pactok.peg.apc.org

3. Other international agencies

The following international agencies deal with youth-related issues:

United Nations Children's Fund

UNICEF
Office of the Regional Director for East Asia and the Pacific
PO Box 2-154, Bangkok 10200
Thailand
Tel: (662) 280-5931
Fax: (662) 280-3563
Web site on youth: <<http://www.unicef.org/voy/>>

United Nations Educational, Scientific and Cultural Organization

Youth Information Service
Korea Unesco Youth Center
868-1 Maegok-ri
Hobup-myon, Ichon-si
Kyonggi-do
Republic of Korea 467-820
Tel: (82) 336-638-9055
Fax: (82) 336-638-9056
Email: infoy@kuyc.unesco.or.kr
Web site: <http://kuyc.unesco.or.kr/infoyouth.htm>

D. General United Nations contacts on youth

The Youth Unit
Division for Social Policy and Development
Department of Economic and Social Affairs
Room DC2-1318
United Nations
New York NY 10017
USA
Tel: (212) 963-1380
Fax: (212) 963-3062
Email: angelw@un.org

Development and Human Rights Section
Department of Public Information
Room S-1040
United Nations
New York NY 10017
USA
Tel: (212) 963-1453
Fax: (212) 963-1186
Email: vasic@un.org

Appendix 2

Lisbon Declaration on Youth Policies and Programmes, adopted at the World Conference of Ministers Responsible for Youth, held at Lisbon from 8 to 12 August 1998

In terms of a national youth policy, participants committed themselves to the following:

1. Ensuring that national youth policy formulation, implementation and follow-up processes are, at appropriate level, accorded commitment from the highest political level, including the provision of adequate levels of resources.
2. Developing national youth policies and operational programmes, at appropriate levels, to implement the World Programme of Action for Youth to the Year 2000 and Beyond, taking into account the national priorities, realities and limitations arising from different socio-economic and cultural development contexts.
3. Establishing the necessary policies and programmes by the year 2000 to improve living standards for young women and young men and to permit the effective implementation of national youth policies, of an intersectoral nature, foreseen, among others, in the Programme of Action.
4. Reviewing the situation of youth and their needs and incorporating young people's own assessment of priorities, through their participation in a consultative process, and ensuring that young women and young men actively contribute to the formulation, implementation and evaluation of national and local youth policies, programmes and action plans.
5. Developing capacity-building through the empowerment of formal and informal coalitions and networks of youth.
6. Strengthening responsible partnerships among all key stakeholders, especially youth networks, non-governmental youth institutions and organizations and other non-governmental organizations also including young women, particularly the girl child, and young men, their families, governments, international agencies, educational institutions, civil society, the business sector and media in order to create synergies to better address youth potentials and problems both at national and at local levels.
7. Introducing measurable time-bound goals and indicators to allow a common basis for national evaluation of the implementation of the above-mentioned policies.
8. Supporting bilateral, subregional, regional and international exchange of best practices at the national level in the formulation, implementation and

evaluation of youth policy, and the provision of appropriate development tools and technical assistance, through the creation of networks.

9. Ensuring the mainstreaming of national youth policy and international development, plans and programmes.

Appendix 3

Braga Youth Action Plan, adopted at the Third World Youth Forum, held at Braga, Portugal from 2 to 7 August 1998

In reference to international cross-sectoral youth policies, the World Youth Forum recommended:

1. The formulation in all States of youth policies, by the year 2005, which are cross-sectoral, comprehensive and formulated with long-term vision coupled with Action Plans taking into consideration the guidelines set forth in the World Programme of Action for Youth to the Year 2000 and Beyond (General Assembly Resolution 50/81 of 14 December 1995). Youth policies should be accorded a legal status and backed by legislative structures and sufficient resources. We encourage all governments to establish and/or strengthen youth focal point institutions within the government structure. Youth policies should be formulated via a thorough consultation process between the government and the national youth NGO platforms as well as other stakeholders as equal partners in that process.
2. The effective implementation of cross-sectoral youth policies in accordance with the action plans and their time frames that are formulated together with the youth policies. Action plans should be utilized as a guideline for monitoring and evaluating the status of the implementation of youth policies by all stakeholders, especially by the youth NGO platforms.
3. That the United Nations, in collaboration with other intergovernmental and non-governmental organizations, identify the best practices on youth policy formulation and implementation and encourage the adaptation of the principles and experiences among the Member States of the United Nations. Greater use could be made of the youth theme group mechanism within the United Nations resident coordinators system to increase the coordination of United Nations entities in the field of youth for the promotion of national youth policies. The youth theme group should give priority to collaboration between youth NGOs and United Nations entities.

Appendix 4

Recommendations of the Asia-Pacific Meeting of Youth Organizations in Preparation for the Third Session of the World Youth Forum held at Bangkok from 27 to 29 May 1998

In reference to national youth policies, the recommendations made by the Asia-Pacific Meeting of Youth Organizations in Preparation for the Third Session of the World Youth Forum were the following:

1. Accelerate the formulation and implementation of youth policies through:
 - Formulating general guidelines outlining the principles of youth policies to be adopted at the international level. Form a drafting committee for formulation of such guidelines. Those guidelines should include issues such as the definition of youth, the promotion of youth associations and youth participation; the subgroups of youth who should be given special consideration; and the establishment of coordination mechanisms among concerned Ministries;
 - Enhancing technical support by the United Nations agencies for national bodies responsible for formulation and implementation of national youth policies. There should be a youth desk at United Nations agencies both at the country level as well as at the regional level to provide such support;
 - Conducting studies to identify the constraints faced by countries which have not yet formulated their youth policies;
 - Determining the target year for formulation of youth policies (for example, by the year 2000);
 - Strengthening mechanisms for the monitoring of the implementation of youth policies, including mechanisms at the international and regional levels;
 - Disseminating information on youth policies widely and ensuring transparent formulation processes.
2. Enhance the participation of young people in the formulation and implementation of youth policies by:
 - Creating a formal national level consultative mechanism for high-level policy makers and the national youth organizations;
 - Encouraging youth volunteerism;
 - Strengthening the role of youth NGOs in the formulation and implementation of youth policies and partnership between government and youth NGOs;

- Identifying the different roles of young people, NGOs, governments and the United Nations and other international organizations in the formulation and implementation process;
- Reflecting young people's assessment of their own situation as well as priorities expressed by them in the formulation of youth policies;
- Using appropriate language/wording in youth-related documents;
- Promoting the participation of youth in the programmes of sectoral/line Ministries.

Appendix 5

Selected government agencies responsible for youth affairs within the Asian and Pacific region

Australia	Department of Employment, Education, Training and Youth Affairs
Bangladesh	Ministry of Youth and Sports
Brunei Darussalam	Ministry of Culture, Youth and Sports
Cambodia	Ministry of Education, Youth and Sport
Fiji	Ministry for Youth, Employment Opportunities and Sports
India	Department of Youth Affairs and Sport
Indonesia	Ministry of Sport and Youth Affairs
Malaysia	Ministry of Youth and Sports
Maldives	Ministry of Youth and Sports
Nepal	Ministry of Youth, Sports and Culture
New Zealand	Ministry of Youth Affairs
Pakistan	Ministry of Culture, Sports, Tourism and Youth Affairs
Papua New Guinea	Papua New Guinea National Youth Commission
Philippines	National Youth Commission
Republic of Korea	Ministry of Culture and Tourism
Samoa	Ministry for Youth, Sports and Cultural Affairs
Singapore	National Youth Council
Solomon Islands	Ministry of Youth, Women, Sports and Recreation
Sri Lanka	Ministry of Samurdhi, Youth Affairs and Sports
Thailand	National Youth Bureau, Office of the Prime Minister
Vanuatu	Ministry of Youth, Sports and Youth Employment
Viet Nam	National Commission on Youth of Vietnam

Appendix 6

United Nations references on the Internet

United Nations strategies on youth

- United Nations Declaration on the Promotion among Youth of the Ideals of Peace, Mutual Respect and Understanding between Peoples (1965)
<<http://www.unhchr.ch/html/menu3/b/65.htm>>
- United Nations Guidelines for Further Planning and Suitable Follow-up in the Field of Youth (1985)
<<http://www.un.org/esa/socdev/unyin/library/iyy.htm>>
- World Programme of Action for Youth to the Year 2000 and Beyond (1995)
<<http://www.un.org/events/youth98/backinfo/ywpa2000.htm>>
- Lisbon Declaration on Youth Policies and Programmes (1998)
< <http://www.un.org/esa/socdev/unyin/library/ldypptxt.htm> >

Youth-related international conventions

- Universal Declaration of Human Rights (1948)
<<http://www.unhchr.ch/udhr/lang/eng.htm>>
- The International Covenant on Civil and Political Rights (1966)
<http://www.unhchr.ch/html/menu3/b/a_ccpr.htm>
- The International Covenant on Economic, Social and Cultural Rights (1966)
<http://www.unhchr.ch/html/menu3/b/a_cescr.htm>
- Convention on the Elimination of All Forms of Discrimination Against Women (1979)
<<http://www.unhchr.ch/html/menu3/b/e1cedaw.htm>>
- Convention on the Rights of the Child (1989)
< <http://www.unicef.org/crc/crc.htm> >

Youth-related international declarations, standards, guidelines and rules

- United Nations Standard Minimum Rules for the Administration of Juvenile Justice (The Beijing Rules) (1985)
<http://www.unhchr.ch/html/menu3/b/h_comp48.htm>
- Declaration on the Right to Development (1986)
<<http://www.unhchr.ch/html/menu3/b/74.htm>>
- United Nations Guidelines for the Prevention of Juvenile Delinquency (The Riyadh Guidelines) (1990)
<http://www.unhchr.ch/html/menu3/b/h_comp47.htm>
- United Nations Rules for the Protection of Juveniles Deprived of their Liberty (1990)
<http://www.unhchr.ch/html/menu3/b/h_comp37.htm>

United Nations world conferences

- Rio Declaration on Environment and Development (1992)
<<http://www.unep.org/unep/rio.htm>>
and Agenda 21
<<http://www.un.org/esa/sustdev/agenda21text.htm>>
- The Vienna Declaration and Programme of Action (1993)
<[http://www.unhchr.ch/huridocda/huridoca.nsf/\(Symbol\)/A.CONF.157.23.En?OpenDocument](http://www.unhchr.ch/huridocda/huridoca.nsf/(Symbol)/A.CONF.157.23.En?OpenDocument)>
- Programme of Action of the International Conference on Population and Development (1994)
<<http://www.undp.org/popin/icpd/conference/offeng/poa.html>>
- Copenhagen Declaration on Social Development and the Programme of Action of the World Summit for Social Development (1995)
<<http://www.un.org/esa/socdev/wssdco-0.htm>>
- Platform for Action of the Fourth World Conference on Women (1995)
<<http://www.un.org/womenwatch/daw/beijing/platform/>>
- The Habitat Agenda and the Istanbul Declaration on Human Settlements of the second United Nations Conference on Human Settlements (Habitat II) (1996)
<<http://www.undp.org/un/habitat/agenda/index.html>>
- Rome Declaration on World Food Security and World Food Summit Plan of Action of the World Food Summit (1996)
<<http://www.fao.org/wfs/final/rd-e.htm>>

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- Brunei Darussalam, Ministry of Culture, Youth and Sports, 1998. *Our Youth - Our Future: The National Youth Policy of Brunei Darussalam* (Third Draft, August).
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- _____, 1998. *Youth Empowerment in the New Millennium: the Commonwealth Plan of Action on Youth Empowerment to the Year 2005* (London).
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- _____, 1994. *Jakarta Plan of Action on Human Resources Development in the ESCAP Region* (ST/ESCAP/1406).
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