MINISTRY OF YOUTH AND SPORTS

Smart Youth **2020**

For every Youth,

a Purpose,

a Place

and a Realisation

January 2016

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Executive Summary

The Smart Youth 2020 is an initiative geared towards revamping the Youth Sector of the Ministry of Youth and Sports. Young people are living in a fast changing and dynamic environment where they are called upon to face numerous challenges.

> *'In times of profound change, the learners inherit the earth, while the learned find themselves beautifully equipped to deal with a world that no longer exists.'*
> Al Rogers

At the same time the youth are called upon to continuously learn new skills and aptitudes to enable them to live in a new environment in a future where what is relevant today will become obsolete. It becomes imperative to design a Youth Service which can meet these broad and ambitious objectives. The Smart Youth 2020 is driven by a series of consultations with youth workers, NGO's, key stakeholders in the public and private sectors, strategic actors and the youth themselves both in Mauritius and Rodrigues. It was necessary to gauge the views, opinions and visions of all those concerned so as to have a comprehensive representation of youth needs and aspirations.

The findings show that a visionary youth sector is rooted in a competency-based approach which rests upon the belief that YOUTH CAN, which provides creative opportunities not services, and which sees youth development as an ongoing process to be supported and nurtured via significant and strong relationship networks, and not controlled.

This Report consists of two main sections. The first one is an account of all the findings of consultations and survey. It reveals the perceptions of stakeholders including youth on existing youth programmes and organisational structures. Deriving from these findings, the second part offers proposals for a set of policy areas and programmes nested in new organisational settings and structures. A series of recommendations are made which also include human resource planning and development, implementation monitoring and evaluation procedures. A special sub section is devoted to Rodrigues which has specific needs, challenges and opportunities.

The Report will not have been worthwhile if it is not owned by stakeholders, carried forward and developed into action plans and implemented. It lays the foundation for further dialogue on the concept of Smart Youth for a Smart Republic.

SMART YOUTH 2020 – REVAMPING THE YOUTH

Forward

Youth Development towards Smart Youth 2020

This exercise aims at building a reflection on revamping the Youth sector of the Ministry of Youth and Sports of the Republic of Mauritius. Revamping a Youth sector is not possible without creating a proper mind-set of the youth and the service providers to fit the dynamic and emergent challenges of our society. Today young people can look forward to unprecedented opportunities which can only be optimized if they are prepared. Young people with little sense of direction, who do not obtain the knowledge and skills necessary to enter an increasingly complex environment, will be left behind. This groundwork with the youth starts very early with appropriate programmes which not only moulds them but equips them for the future. Those of us who are charged with the mission and mandate of helping young people reach their potential must re-examine the way in which we engage in this process. The Youth Sector is now at a turning point and must be much more committed to offer a leadership opportunity to bring about change in the youth programmes and their outcomes.

Smart Youth 2020 and why it is important.

Youth development enables young people move to a more mature way of thinking, feeling and acting. It is the process by which young people enter adulthood; it is an individual and highly challenging journey. All young people have, more or less, the same basic developmental needs for:-

- Safety and structure,
- Belongingness and membership,
- Self-worth and ability to contribute,
- Independence and control over their lives,
- Competence and mastery,
- Innovation and creativity,
- Commitment and responsibility

Young people naturally seek for opportunities to fulfil these needs. Unless and until they are offered an enabling environment and positive opportunities, they will revert to less productive, antisocial, and even harmful practices to meet these needs. As a society, It is our duty, mandate and mission to create this enabling and nurturing environment for our youth to grow and blossom as per their inherent potential.

1. Introduction

1.1 Background

In line with the Government's Programme 2015 – 2019, the Ministry of Youth and Sports embarked in September 2015, on a consultative exercise for the **Revamping of the Youth Sector**. This initiative is instrumental in bringing a new vision and mandate to the youth service so as to enable it to play a highly responsive, strategic and proactive role in fostering overall youth development which will be based on creativity and innovation.

1.2 Purpose

This consultation exercise allowed a compilation of inputs and proposals from various stakeholders of the Youth Sector – it includes Ministries/ Departments, Youth Cadres/Officials of the Ministry of Youth and Sports, NGOs, Secondary/Tertiary Institutions, Private Sector, Youth Leaders/Clubs and the Youth from all regions of Mauritius. The consultation was set at two levels, namely:

(1) **Level one** – an examination of the Mission and Vision of the Ministry and identification of the immediate, short term and long term objectives.

(2) **Level two** – developing a series of non-exhaustive proposals in such areas as

- Formal/ Non formal Education
- Employment and Employability
- Entrepreneurship
- Wellness and Attitude
- Recreational Activities

In addition 1500 posters for Smart Youth 2020 were circulated around Mauritius to inform the Youth and the public at large about this revamping consultation exercise. A Facebook page and Email account was also created to facilitate further inputs from the youth. Data were also collected by means of a Survey Questionnaire from around 1000 youth who were not involved in the regional meetings. The findings of the meetings, interviews and survey have been compiled, analysed and presented in the chapters below.

All these contributions and inputs will help the Ministry to revamp the Youth Section to achieve the vision of a Smart Youth 2020. The recommendations will also help to frame guidelines for the preparation of the National Youth Policy 2016-2020 and the National Action Plan for Youth.

1.3   Steering Committee and Terms of Reference

A steering committee was set up and a Consultant was appointed to lead this exercise. The committee was composed of:

Dr Rajcoomar Jhurry   Consultant and Chairperson

Mrs Aumwatee Sreekeessoon   Principal Youth Officer

Mr Hurrynunun. Buddhu   Principal Youth Officer

Mr Anourag Ramloll   Principal Youth Officer and Secretary, National Youth Council

Mr Manicum Pillay Valaydon   Senior Youth Officer and President, Youth Officers' Union

Mr Dobrajsingh Adjodha   Senior Youth Officer and Secretary, Youth Officers' Union

1.3.1 Terms of Reference

The primary function of the Steering Committee was to take the responsibility for submitting a concrete proposal for the Revamping of the Youth Sector. In this exercise, the Committee undertook actions to:

1. Market the Smart Youth 2020 by means of posters, Facebook and emails.
2. Organise Consultation Meetings with various stakeholders and the youth in Mauritius and Rodrigues.
3. Organise a survey with around 1000 youth by means of a questionnaire
4. Compile **Qualitative** and **Quantitative** data collected, analyse and submit report.
5. Develop a series of non-exhaustive proposals in respect of mission/vision, youth programmes and human/ financial/ infrastructural resources.
6. Make recommendations for:
    - Actions for each policy area with key performance indicators
    - New organizational structure/staffing for the Youth Section
    - Human Resource needs and training
    - Implementation plan/ Time Frame/ Monitoring and Evaluation

2.   Consultation Methodology and Target Audience

At the very outset, it was decided and agreed that all stakeholders should be consulted to have a wide array of views and suggestions for promoting the concept of 'Smart Youth 2020'. To this end three methods of gathering information subscribing to the quantitative as well as qualitative approaches were adopted namely; focus group meetings, interviews and a questionnaire-based survey. Qualitative and quantitative methods, although different, are complementary. The combination of the two methods provided a useful tool for consultation. Qualitative methods used interviews and focus group meetings. These are more interactive and discursive in nature and were used to gain a detailed understanding of issues - answering "how" and "why" questions. Quantitative methods provide statistical information using samples of young people.

2.1   Survey

The survey questionnaire (Annex 1) was designed and administered through the 28 Youth Centres around the island. The basic data collected were:

- Personal details
- Family background
- Social and leisure activities
- Problems faced by young people
- Membership in organizations
- Participation in activities organized by the Ministry of Youth and Sports
- Activities to be organized to revamp the youth sector

2.2   Interviews

Face to face interviews have been conducted, each lasting for about half an hour, framed on the theme allowed for a more detailed understanding and rationale behind people's views, attitudes and opinions. Respondents were chosen for interviews based on their strategic positions within the Ministry and in other key agencies, and on their vast experience on youth issues. Personal, face to face contact means that issues were probed to a greater depth. During these sessions, interviewees got the opportunity to express their own views and ideas freely on revamping the youth service.

2.3   Meetings with Youth

Meetings with youth were organized in the nine districts of the island as well as Rodrigues, where young people were given the opportunity to evaluate the youth centres and the youth sector in general and at same time to bring up new and innovative ideas. All points raised were systematically recorded and no debate was engaged at this level. These regional meetings were held at:

- Chemin Grenier Youth Centre
- Rose-Belle Youth Centre
- NPF Building Rose-Hill
- Helvetia Youth Centre
- Flacq Youth Centre
- Pamplemousses Youth Centre
- Rivière du Rempart Youth Centre
- Bambous Youth Centre
- St Francois Xavier Youth Centre

Two other meetings were also held with students of the tertiary education sector as well as representatives of the Mauritius Institute of Training and Development (MITD).

2.4   Meetings with Other Stakeholders

Two meetings were held with Representatives of different Ministries and with Non-Government Organisations. Discussions with stakeholders provided an opportunity for the committee to interact with service providers from various agencies as well as youth workers and youth leaders engaged with young people from various backgrounds.

2.5   Meetings in Rodrigues

A series of consultative meetings were also carried out in Rodrigues with the Malabar Youth Counselling Centre, the Atelier de Savoir, the Rodrigues Regional Youth Council, NGO's, and Youth Cadre. Interviews were held with the Commissioner for Youth, Departmental Head of the Commission, the Officer in Charge, Youth services, the Senior Sports Cadre, and Deputy Rector, Rodrigues College.

3. Survey and Consultation Findings: Mauritius

3.1 Personal profile of Respondents

Out of 1000 questionnaires distributed among young people, 910 were collected and data were computed using SPSS 21. We found that 53.1 % of the respondents were male and 45.1 % were female (Table 1) and 1.9% did not mention anything about their gender.

Sex	Frequency	Percentage
Male	483	53.1
Female	410	45.1
No Response	17	1.9
TOTAL	910	100.0

Table 1: Distribution of Respondents by Sex, Mauritius
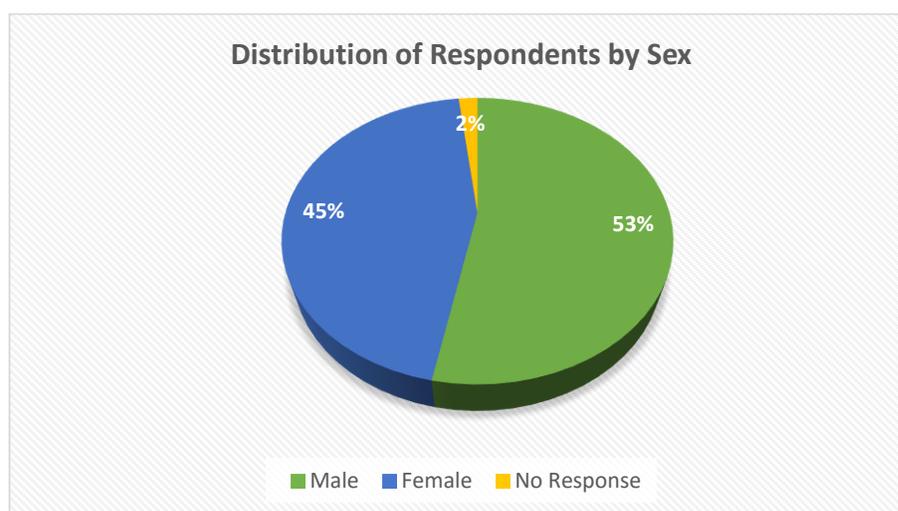
Figure 1: Distribution of Respondents by Sex, Mauritius

Age group	Frequency	Percentage
14 - 17 years	358	39.3
18 - 21 years	234	25.7
22 - 25 years	131	14.4
26 - 29 years	92	10.1
30 - 35 years	84	9.2
No Response	11	1.2
TOTAL	910	100.0

Table 2: Age group of Respondents, Mauritius

Figure 2: Distribution of Respondents by Age, Mauritius
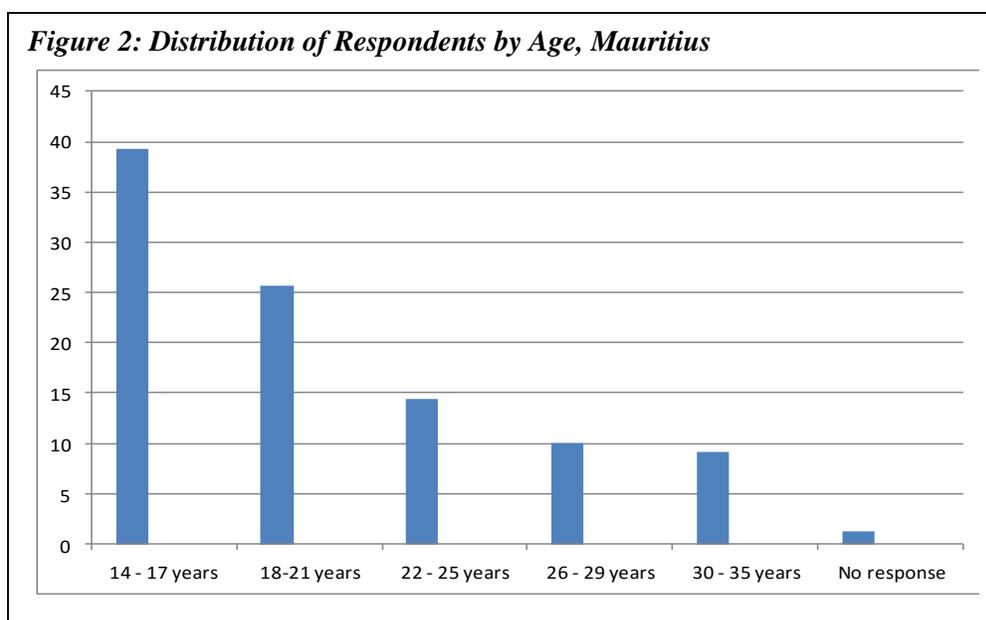
Figure 2 shows that 39.3 % of the respondents were within the age range 14 - 17 years, 25.7% were aged 18 - 25 years, and 14.4% were within age range 22 - 25 years. 10.1 % were within 26 - 29 years and lastly 9.2 % were in the category 30 to 35 years.

Educational Level	Frequency	Percentage
Primary	109	12.0
Secondary	545	59.9
Diploma	99	10.9
Degree	75	8.2
Post Graduate	23	2.5
Technical	43	4.7
No Response	16	1.8
TOTAL	910	100.0

Table 3: Highest Educational Level of Respondents, Mauritius
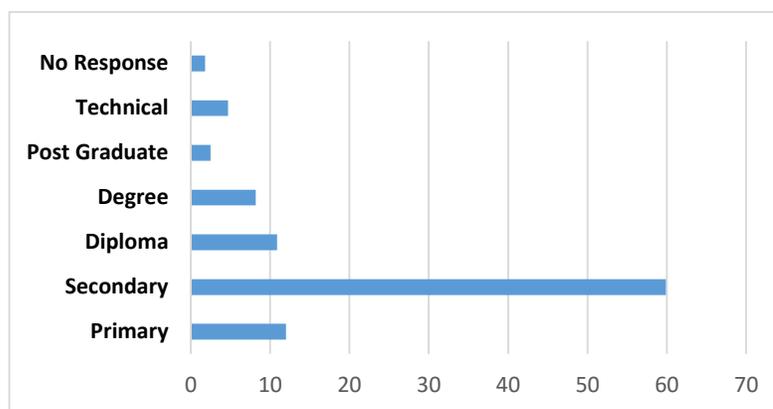
Figure 3: Highest Educational Level of Respondents, Mauritius

Out of the 910 respondents, 12% attended primary school, 59.9% attended secondary school, 10.9% were diploma holders, 8.2% were degree holders, 2.5% post graduate and 4.7% attended technical school (Table 3). 59.1% of the respondents were students, 13.1% unemployed and 24.7% were employed (Figure 4).

Current Status	Frequency	Percentage
Student	538	59.1
Unemployed	119	13.1
Employed	225	24.7
Other	5	0.5
No Response	23	2.5
TOTAL	910	100.0

Table 4: Current Status of Respondents, Mauritius
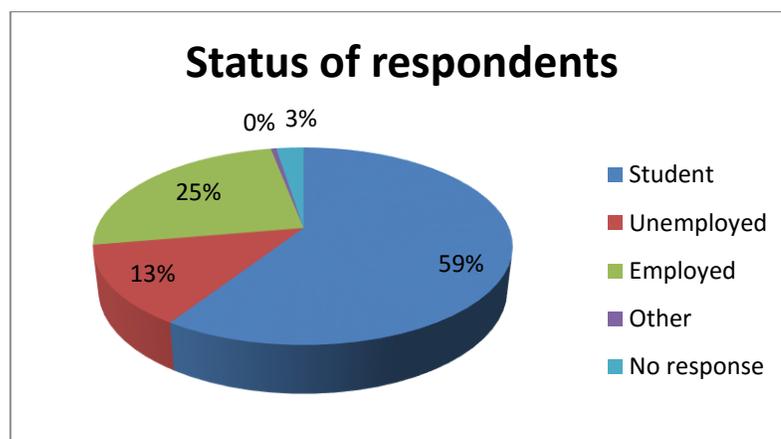
Figure 4: Distribution of Respondents by Occupational Status, Mauritius

55.9 % of the respondents were living with both parents, 14.5 % lived with only one parent, 8.8 % were living with divorced parents, and 3.0 % were living alone. 10.9 % were living with partner married. 1.2 % were living with partner but not married (Table 5)

Current Status	Frequency	Percentage
Single	688	75.6
Married	109	12.0
Divorced	31	3.4
Other	6	0.7
No Response	76	8.4
TOTAL	910	100.0

Table 5: Marital Status of Respondents, Mauritius
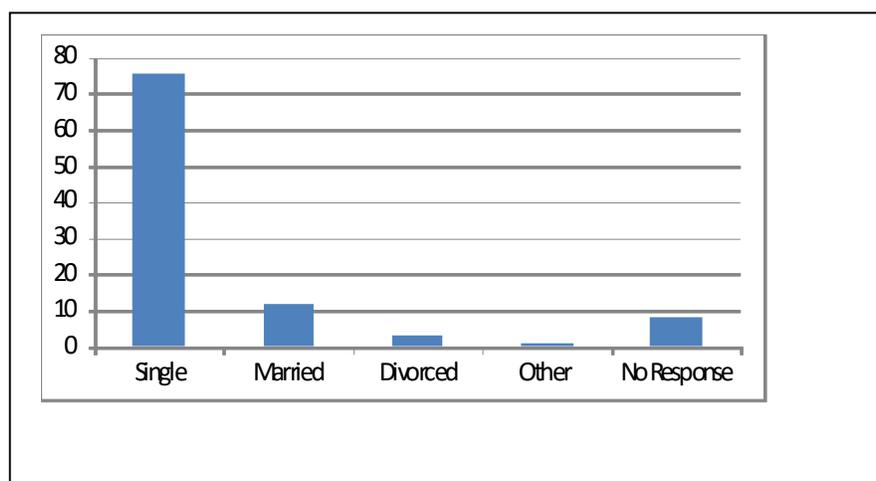
Figure 5: Distribution of Respondents by Marital Status, Mauritius

The interviews and meetings revealed that young people were adopting a distinct lifestyle where technology had gained significant importance. Hence they spent much time on cell phone, Facebook and on internet, leaving them less time for youth activities and social life. Some people believed that young people were undergoing tremendous stress because of heavy academic commitments and did not develop proper social and interpersonal skills, but instead an individualistic lifestyle. Other youth had difficulties following the competitive trend and suffered the consequences of dropping out of school. Young people in general were seen as facing relatively more challenges as they encountered problems like addiction to smoking, alcohol and drugs as well as sexuality related problems.

3.2   Activities practised by young people

Youth from the survey revealed the activities they practiced. 29.5 % of the respondents practice a sports activity at least once a day.

We also read that 52.7% of the respondents watch movies at least once a day. 65.1% use internet daily, 13.5 % of the respondents never go to walk or for hiking. 26.2% meet friends daily, 34.1% of the respondents never go to youth clubs, 15.7% play indoor games twice a week. 12.9% never play indoor games, 24.2% never attend cultural events, 56.5% never go to bars, 41.1 % of respondents never go to cafes. 35.5 % of the respondents go to restaurants at least once a month and 48.8 % never to go to discos (Table 6)

Statement	At least once a day	Twice a week	Once a week	Once a month	Less than once a month	Never	Other	No response	Total
Practice Sports activity	268 **29.5%**	254 **27.9%**	234 **25.7%**	29 **3.2%**	42 **4.6%**	48 **5.3%**	8 **0.9%**	27 **3.0%**	910 **100%**
Watch movies	480 **52.7%**	155 **17.0%**	91 **10.0%**	85 **9.3%**	30 **3.3%**	14 **1.5%**	17 **1.9%**	38 **4.2%**	910 **100%**
Use internet	592 **65.1%**	74 **8.1%**	58 **6.4%**	39 **4.3%**	31 **3.4%**	45 **4.9%**	20 **2.2%**	51 **5.6%**	910 **100%**
Go walking / hiking	129 **14.2%**	95 **10.4%**	184 **20.2%**	166 **18.2**	128 **14.1%**	123 **13.5%**	15 **1.6%**	70 **7.7%**	910 **100%**
Visit friends	238 **26.2%**	129 **14.2%**	163 **17.9%**	128 **14.1%**	85 **9.3%**	94 **10.3%**	8 **0.9%**	65 **7.1**	910 **100%**
Visit Youth Club	84 **9.2%**	86 **9.5%**	144 **15.8%**	123 **13.5%**	86 **9.5%**	310 **34.1%**	9 **1.0%**	68 **7.5%**	910 **100%**
Play indoor games	155 **17.0%**	143 **15.7%**	157 **17.3%**	142 **15.6%**	120 **13.2%**	117 **12.9%**	9 **1.0%**	67 **7.4%**	910 **100%**
Attend cultural events	47 **5.2%**	47 **5.2%**	100 **11.0%**	197 **21.6%**	195 **21.4%**	220 **24.2%**	23 **2.5%**	81 **8.9%**	910 **100%**
Go to bars	20 **2.2%**	15 **1.6%**	71 **7.8%**	119 **13.1%**	109 **12.0%**	514 **56.5%**	4 **0.4%**	58 **6.4%**	910 **100%**
Go to cafes	28 **3.1%**	38 **4.2%**	82 **9.0%**	164 **18.0%**	153 **16.8%**	374 **41.1%**	7 **0.8%**	64 **7.0%**	910 **100%**
Go to restaurants	24 **2.6%**	35 **3.8%**	86 **9.5%**	323 **35.5**	172 **18.9%**	199 **21.9%**	19 **2.1%**	52 **5.7%**	910 **100%**
Go to discos	17 **1.9%**	14 **1.5%**	38 **4.2%**	114 **12.5%**	195 **21.4%**	444 **48.8%**	18 **2.0%**	70 **7.7%**	910 **100%**

Table 6: Social and Leisure Activities, Mauritius

3.3   Vision and Mission

The Vision and Mission of the Ministry is as follows:

> *Mission*: To create an enabling environment and act as a catalyst and facilitator for the promotion and development of youth and sports at regional, national and international levels.

> *Vision:* To be responsive to the aspirations and needs of youth, empowering them for a better future and fostering a culture of sports among the citizens.

One respondent mentioned about the need to **take out youth from a virtual world** which is fraught with violence, and this violence is translated into the real world. The **need to expose youth to real life situations through activities and programmes was emphasized.** Mention was also made about the need to have youth who are **independent and self-fulfilled**, who engage in activities for the pleasure and benefit from participation and not only to receive material tokens. The need to incorporate value-based empowerment also came up as a salient point in several inputs both from young people and youth leaders.

3.4   Perception on problems faced by youth

Table 7 displays the perceptions of respondents in respect of which problem could be rated as a major one faced by young people, and not about the actual prevalence of the problems. 72.8% of the respondents are of opinion that drug addiction is a problem faced by youth. 76.4% believe that young people are influenced by smoking. The same rate believe unemployment is also a problem faced by youth, and 68% are of opinion that young people have **limited opportunities for leisure**.

74.5% believe that alcoholism is a major problem facing young people. 69.2% are of opinion that they do not get opportunities to voice their opinions. 68.4% of the respondents believe that young people are influenced by peers. 63.5% are of opinion that they do not get adequate support. 66.6% find corruption as a problem, and 69.1% believe that violence is a problem. 64% believe that communication is a problem between young people and their parents. 65.9% believe that depression is a major problem faced by youth. 60.8% of the respondents believe that suicide is a problem faced by youth, 66.4% believe that attaining educational achievements is a problem. Only 19.9% of the respondents believe that young people do not have any problem (Table 7)

Problem Statement	Disagree	%	Agree	%	No Response	%	TOTAL
Drug addiction	206	22.7	663	72.8	41	4.5	910
Smoking habit	161	17.7	696	76.4	53	5.8	910
Unemployment	158	17.4	701	76.4	51	5.1	910
Limited opportunities for leisure	226	24.8	619	68.0	65	7.1	910
Alcoholism	186	20.5	678	74.5	46	5.1	910
Lack opportunities to voice their opinions	217	23.9	636	69.2	57	6.3	910
Negative peer pressure	232	25.5	622	68.4	56	6.2	910
Lack of support to youth	262	28.8	477	63.5	71	7.8	910
Corruption	239	26.3	607	66.6	64	7.0	910
Lack of communication with parents	247	27.1	599	65.8	64	7.0	910
Violence	220	24.1	628	69.1	62	6.8	910
Depression	236	26.0	600	65.9	74	6.8	910
Suicide	285	26.0	553	60.8	62	6.8	910
Educational achievements	244	26.9	604	66.4	62	6.8	910
There is no problem	607	66.7	181	19.9	122	13.4	910

Table 7: Perception on problems faced by Youth, Mauritius

3.5   Youth Programmes

General observation from the interviews and meetings pointed to a lack of activities in Youth Centres, and for this reason, Youth Centres were not seen as attractive to the youth.

Participation in MYS activities	Frequency	Percentage
Yes	532	58.5
No	318	34.9
No Response	60	6.6
TOTAL	910	100

Table 8: Participation of Respondents, MYS Activities, Mauritius
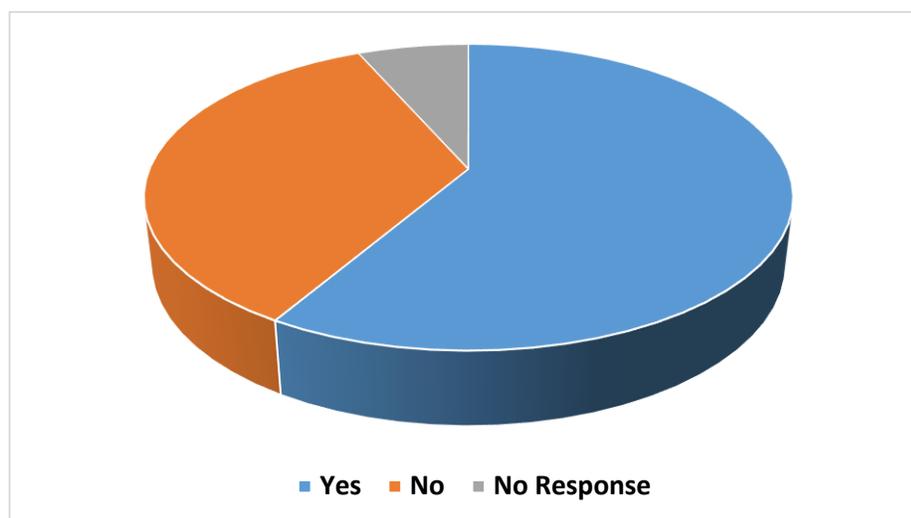
Figure 6: Participation of Respondents in MYS Activities, Mauritius

In this respect, 58.5% of the survey respondents have participated if the activities organised by the Ministry of Youth and Sports while 34.9% had never participated in the activities. (Table 8)

For those who participated in the activities of the Ministry of Youth and Sports, 54.6% of the respondents appreciated the activities, 46.3% felt that their needs were met, 45.7% believed that the Youth Centres are well located, 39.8% believed that the opening hours are convenient, 33.7% are of opinion that the Youth Centres have amenities for outdoor activities and 35.5% believe that Youth Centres have space for indoor activities (Table 9)

Statement	Agree	%	Disagree	%	No Response	%	Total
Appreciated the activities	499	54.6	27	2.9	384	42.2	910
Activities met needs	421	46.3	90	9.9	399	43.8	910
Youth Centre well located	416	45.7	101	11.1	393	43.2	910
Opening of YC hours convenient	362	39.8	147	16.1	401	44.1	910
Youth Centre has amenities for outdoor activities	306	33.7	197	21.7	407	44.7	910
Youth Centre has space for indoor activities	323	35.5	166	18.3	421	46.3	910

Table 9: Perception by youth who attend MYS activities, Mauritius
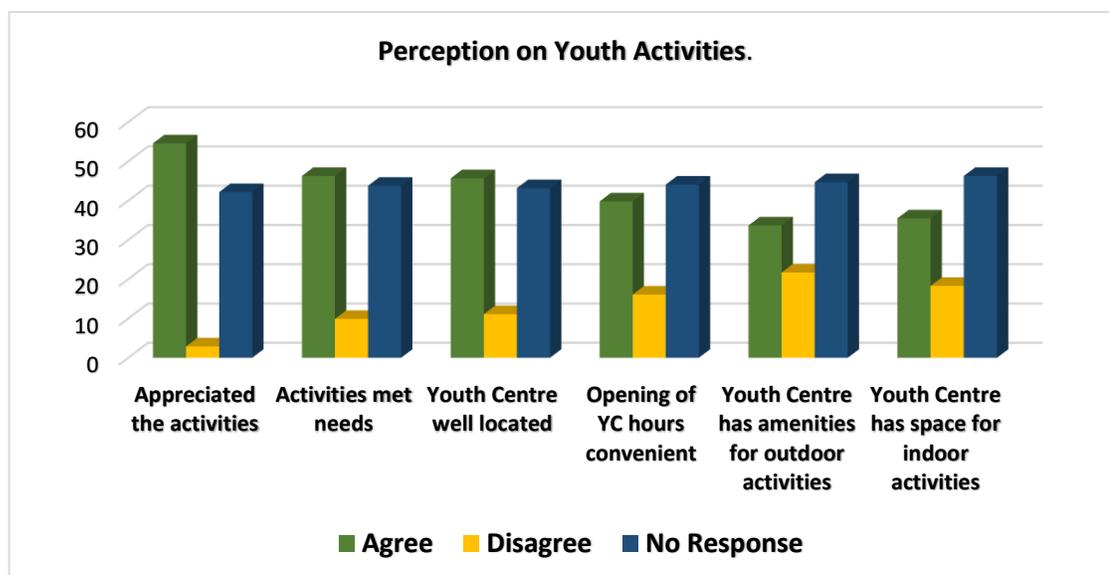
Figure 7: Perception by youth who attend MYS activities, Mauritius.

Among those who do not participate in the activities of the Ministry of Youth and Sports, 9.4% believed that the activities do not meet the needs of young people but it is a matter of concern that 71.2% did not answer this question. 23.6% were of opinion that they are not aware of the services offered by the Ministry and 12.7% do not know how to access to the Ministry's activities (There was a high rate of reluctance to answer this question- averagely more than 70% as shown in Table 10).

Statement	Agree	%	Disagree	%	No Response	%	TOTAL
Activities not met my needs	86	9.4	176	19.4	648	71.2	910
Not aware of the services offered	215	23.6	58	6.3	637	70.0	910
Do not know how to access to activities	116	12.7	152	16.7	642	70.5	910

Table 10: Perception by youth who do not attend MYS activities, Mauritius
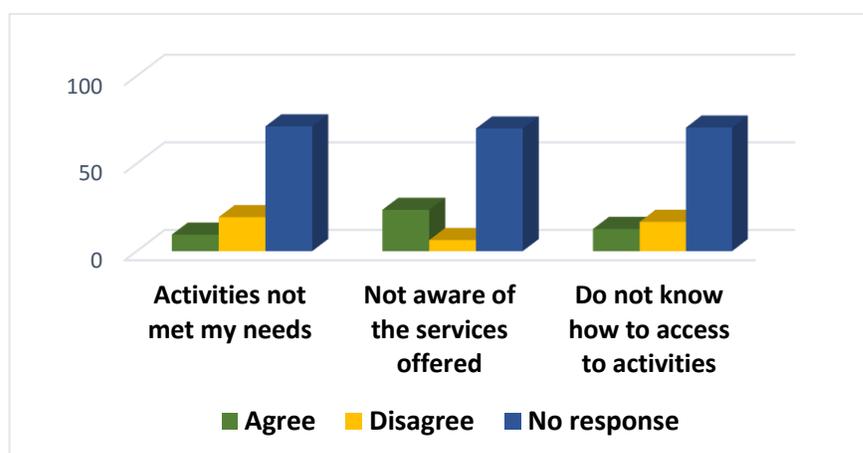
Figure 8: Perception by youth who are not a member of Organisations, Mauritius

Respondents from interviews maintained that activities should be offered free of charge to young people. Some respondents were of opinion that activities were in place but there was a lack of information about these even in the vicinity of the Centre. There was a need to market the programmes and mobilise youth to participate in activities. Some of the programmes were described as held on an adhoc basis, and not organized in a regular and sustainable manner. Young people also suggested that some activities like the Special Vacances needed wider coverage as many youth were left frustrated as there were limited number of seats for outings and camping.

The survey revealed the type of activities young people liked most and would wish to see in Youth Centres. For example, out of 910 respondents, it was found that most of them like indoor activities averagely above 80% that is they like dancing, drama, singing, painting, playing music, indoor games, aerobics and Zumba. Very small number respondents did not think that indoor games are important to revamp the youth sector (Table 11)

Item	Not Important	%	Important	%	No Response	%	TOTAL
Dancing	116	12.8	755	83.0	39	4.3	910
Drama	159	17.5	714	78.5	37	4.1	910
Singing	122	13.4	740	81.3	48	5.3	910
Painting	123	13.5	745	81.9	42	4.6	910
Playing Music	74	8.1	792	87.0	44	4.8	910
Indoor Games	67	7.4	795	87.3	48	5.3	910
Aerobics	105	11.6	748	82.2	57	6.3	910
Zumba	93	10.2	743	81.7	74	8.1	910

Table 11: Appreciation of Respondents for Indoor Games, Mauritius
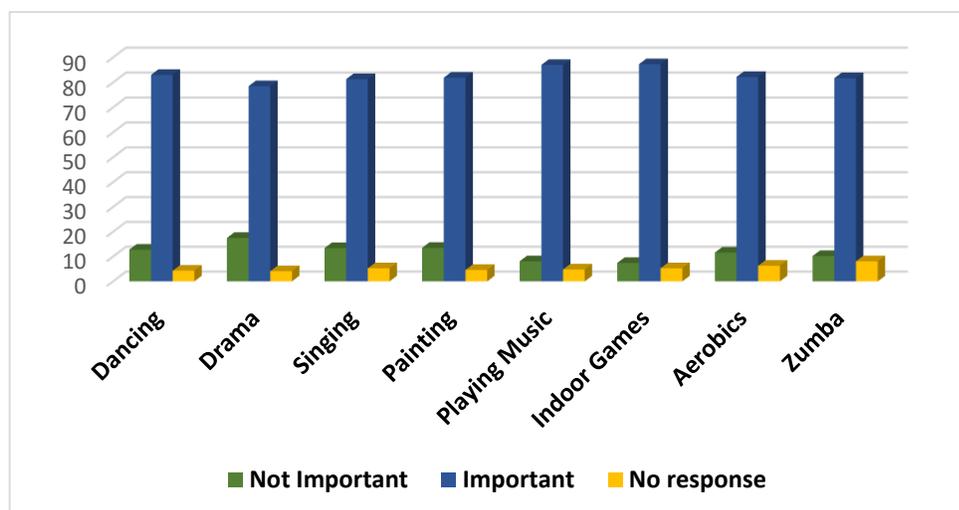
Figure 9: Appreciation of Respondents for Indoor Games, Mauritius

Table 12 and Figure 10 illustrate that most respondents appreciate outdoor activities (averagely > 80% of the respondents) and among them football and volleyball were much appreciated followed by jogging and basketball.

Item	Not Important	%	Important	%	No Response	%	TOTAL
Football	86	9.5	742	79.6	82	9.0	910
Volleyball	63	6.9	803	88.2	44	4.8	910
Basketball	75	8.2	794	87.2	41	4.5	910
Cycling	87	9.5	774	85.0	49	5.4	910
Athletics	80	8.8	778	85.5	52	5.7	910
Swimming	70	7.7	796	87.4	44	4.8	910
Jogging	61	6.7	799	87.8	50	5.5	910
Hiking	99	10.9	754	82.8	57	6.3	910
Mountaineering	119	12.6	701	77.1	94	10.3	910

Table 12: Appreciation of Respondents on Outdoor Activities, Mauritius
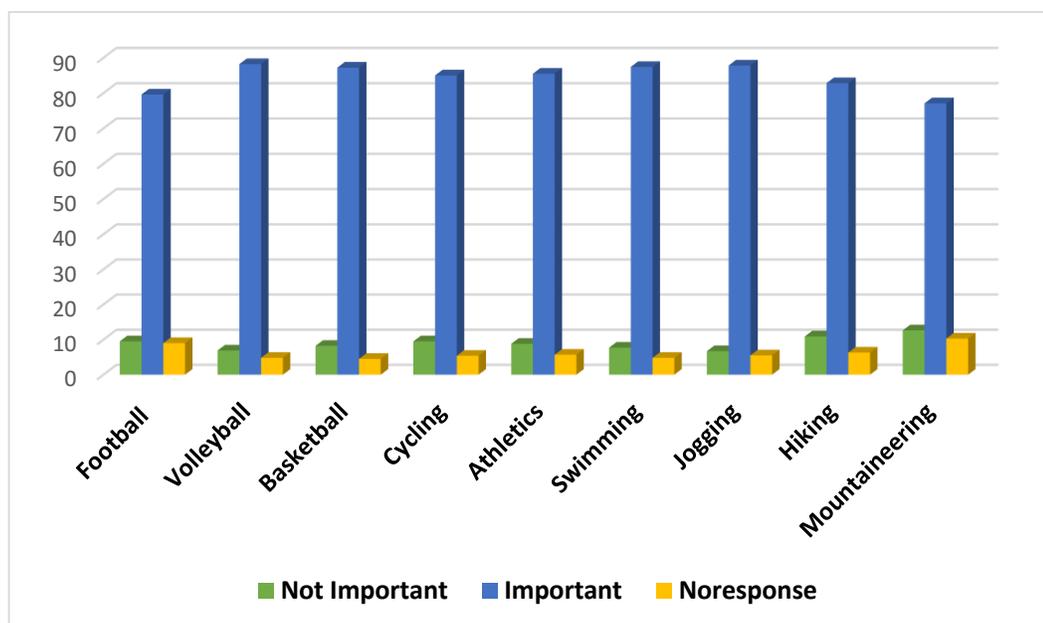
Figure 10: Appreciation of Respondents on Outdoor Activities, Mauritius

84.1% of the respondents feel that ICT is very important to revamp the youth sector. Young people also would like to join the public and the tourism sector (81 and 80 percent respectively) (Table 13)

Item	Not Important	%	Important	%	No Response	%	TOTAL
Agriculture	157	17.2	683	75.1	70	7.7	910
Financial Services	120	13.2	720	79.5	70	7.7	910
ICT	81	8.9	765	84.1	64	7.0	910
Manufacturing	123	14.6	706	77.6	71	7.8	910
Public Service	110	12.1	737	81.0	63	6.9	910
Tourism	91	10.0	736	80.9	83	9.1	910

Table 13: Appreciation of Respondents on Employment and employability, Mauritius

	Not Imp	Imp	No Res
■ Agriculture	17.2	75.1	7.7
■ Fin Services	13.2	79.5	7.7
■ ICT	8.9	84.1	7
■ Manufacturing	14.6	77.6	7.8
■ Public Service	12.2	81	6.9
■ Tourism	10	80.9	9.1
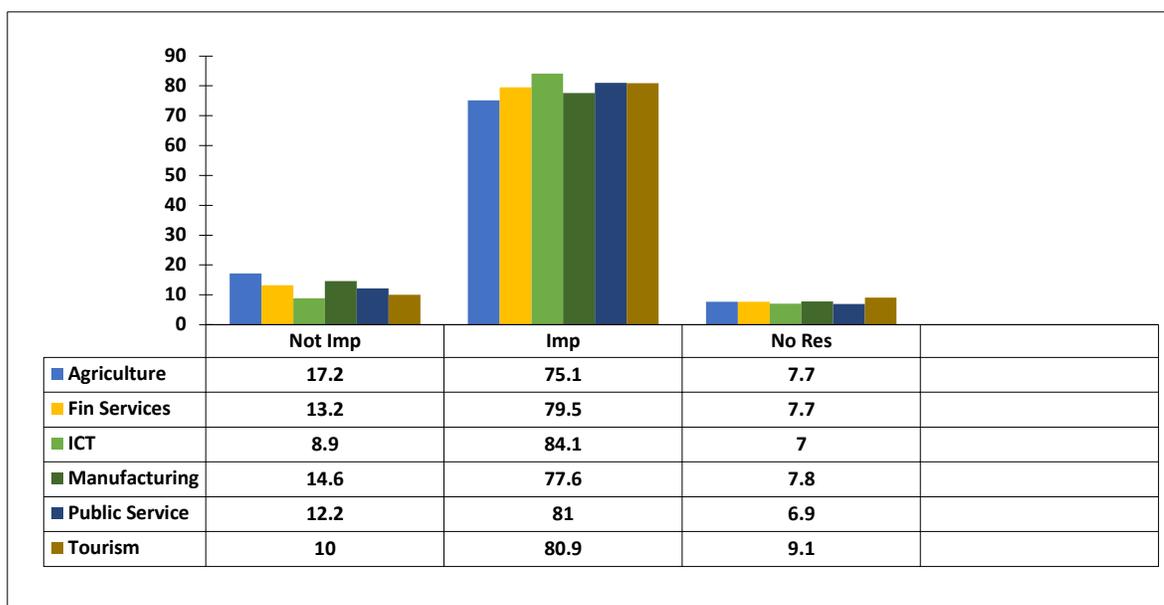
Figure 11: Appreciation of Respondents on Employment and employability, Mauritius

Item	Not Important	%	Important	%	No Response	%	TOTAL
Develop Company	201	22.1	578	63.5	131	14.4	910
Develop Corporate Society	238	26.1	472	51.9	200	22.0	910
Develop Associates	223	24.5	461	50.7	226	24.8	910

Table 14: Appreciation of Respondents on Entrepreneurship, Mauritius

On average, more than 63.5% of all respondents believe that developing companies was an important area of entrepreneurship, 51.9 % believed that developing corporate society was important and 50.7% believe that developing associates was important (Table 14 and Figure 11).
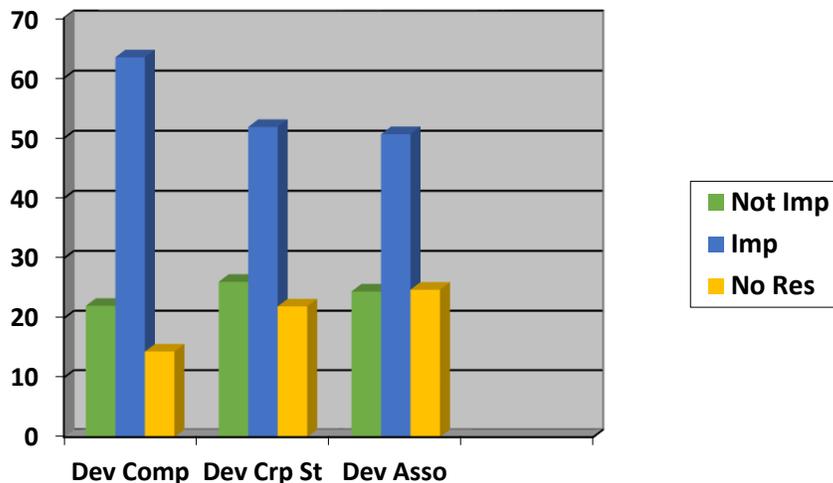
Figure 12: Appreciation of Respondents on Entrepreneurship, Mauritius

Out of the 910 respondents, on average more than 77.7% are of opinion that the non-formal education is an important sector for the overall development of young people and leadership, teamwork, values and talent discovery would tremendously contribute to revamp the youth sector (Table 15)

Item	Not Important	%	Important	%	No Response	%	Total
Leadership	101	11.1	697	76.6	112	12.3	910
Teamwork	88	9.7	737	81.0	85	9.3	910
Values	100	11.0	703	77.3	106	11.6	910
Talent Discovery	92	10.1	690	75.8	128	4.1	910

Table 15: Appreciation of Respondents in respect of Interest of Non Formal Education.
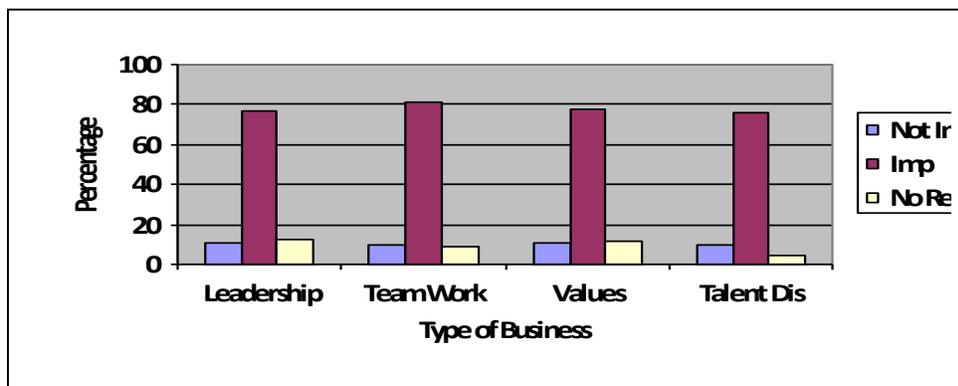
Figure 13: Appreciation of Respondents in respect of Interest of Non Formal Education.

Out of the 910 respondents, wellness and attitudes are highly esteemed, they believe that a good nutrition, meditation, fitness, stress management and time management are very important (averagely > 79 % of the respondents) and would contribute to revamp the youth sector (table 16). A number of suggestions were made for youth activities to be offered in Youth Centres. These activities could be classified under broad themes as illustrated in Table 16.

Item	Not Important	%	Important	%	No Response	%	TOTAL
Nutrition	89	9.8	731	80.4	90	9.9	910
Yoga	165	18.2	679	74.6	66	7.3	910
Meditation	157	17.2	652	71.6	101	11.1	910
Fitness	85	9.3	753	82.7	72	7.9	910
Martial Arts	114	12.6	719	79.0	77	8.5	910
Stress Management	86	9.5	753	82.7	71	7.8	910
Time management	69	7.6	778	85.5	63	6.9	910

Table 16: Appreciation of Respondents in respect of Wellness and Attitude, Mauritius
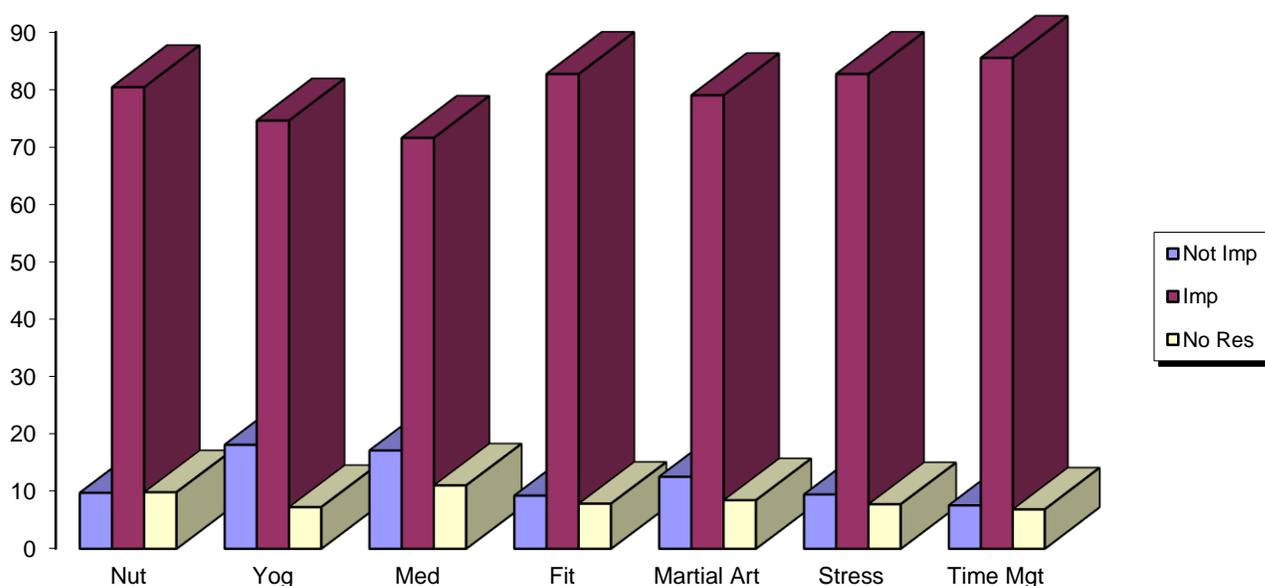
Figure 14: Appreciation of Respondents in respect of Wellness and Attitude, Mauritius

SN	Broad Category	Items
1	*Leisure*	Photography, Theatrical activities, Film production, Games like Tekken, play station, Open days, carom, music, sketch, Camp craft, Hiking, Mountaineering, Sports de Combat, Dance, Roller Skating, Swimming with Dolphins, Golf initiation, Youth Summer Camps, Extreme sport activities such as skateboard, BMX, track like survival of soldiers, Zumba and Fitness course, Aerobics, Inter village festivals, Street foot, indoor games, Youth exchange with other Indian Ocean Islands, Fort Boyard, Cookery, Painting,
2	*Health and Wellness*	Sensitisation on synthetic drugs, stress management programmes, Workshop and sensitization on youth related issues, Health and counselling services to youth.
3	*Informal activities*	Arts and Craft, Sculpture, Cultural Youth exchange, Promote The Duke of Edinburgh's International Award in youth centres, 'Cours d'alphabetisation", Educational tours, Promotion of science
4	*Training*	Volunteerism and Civic Responsibility, First Aid/ Leadership and IT courses, Empowerment programmes for street children, Advance leadership training course , Practical Leadership course, Decision making course, Driving and road sign training,
5	*Employment/ entrepreneurship*	Courses on CV writing and public communication Creation of Boutique artisanale, Training in good interviewing skills, Employability training, Career orientation forum

Table 17: Youth activities from Interviews, Mauritius

The interviews also revealed the types of activities young people wished to see in Youth Centres (Table 17). Mention was made of the need to organize integrated programmes such as sensitization campaigns coupled with fun/leisure activities to attract more youth. There was also shared opinion that youth need to be taken on board as from the age of 12 years, and to extend activities to young adults up till 35 years of age.

3.6   Service Delivery Structures and Processes

The Youth Centres are the main delivery structures of the Ministry. In all there are presently 28 Youth Centres operational around the island. Youth Centres were mostly described in interviews as poorly designed with no sound proof structures for music and dance activities, lack of adequate sports equipment and outdoor sport infrastructure, lack of musical instruments, internet and wifi facilities. Although sport infrastructure are present in some Centres, there is a need for all Centres to be at par.

Equipment were reported to be poorly maintained and some are out of order and not replaced since a long time. Some respondents wished that sono equipment be available in Youth Centres for music/karaoke rehearsals. The physical status needs upgrading with painting and new curtains to make the environment more youth friendly and conducive. Facilities for such activities like stage/lightings for drama and other cultural events to be present. Respondents suggested that Youth Centres should have a reception area/desk to welcome visitors.

Some Youth Centres were seen as poorly located as young people mentioned experiencing difficulties accessing these Centres. The opening hours were seen as inconvenient for some people as Centres close early and hence not accessible to working youth, and also close on Sundays when most youth are free.

Some respondents pointed to the way youth programmes were managed. There was a need for more sustained activities and not short term actions which were quickly forgotten and had little impact in real youth development. Programmes were seen as not organized and monitored in a professional manner. Some people mentioned that proper funding was not available for mounting youth projects and this had an impact on the motivation of both youth workers and the young people themselves.

3.7   Technology and Infrastructure

Young people mentioned that all Youth Centres do not have the same facilities across the island and that all Youth Centres should be equipped with multi-purpose hall, multi-disciplinary sports complex including a gymnasium with sports equipment for all disciplines, an IT space with updated IT equipment, interactive website and high speed wifi zone, a leisure space/canteen with coffee machine. Some Youth Centres are small, many Centres were perceived as unattractive in terms of design and look.

It was also mentioned that repairs and maintenance of equipment take too long and suggested that procedures be reviewed for shorter repair time span.

3.8   Information flow and Communication networks

It was reported that youth programmes were not known to the general public as there was a lack of communication between Youth Centres and the community. Some people thought it was a reception hall. Youth Centres were not known to many youth especially to students of the tertiary education sector/ private universities. Respondents suggested that the youth centre can be marketed to the

public through social networks, and also through clips and a youth channel on TV. Media coverage of youth activities was seen as grossly inadequate.

As there was a rise in youth issues and problems both among youth and in families, respondents mentioned about the need to market youth activities as a healthy option for youth and hence to involve parents who often show resistance to youth participation. There was a need for the Youth Centre to be a communication point where information could be available to youth about employment opportunities, other current issues of youth interest and a counselling service to be included.

3.9   Decision making processes

There is a need to have a Youth Advisory Committee to help in running centre activities. The Regional Youth Councils (RYC) were seen as not representative enough of youth clubs. The National Youth Council (NYC) is a corporate body, operating under the aegis of the Ministry of Youth and Sports. The NYC was established in 1998 under the NYC Act to serve as a bridge between the Government and the Youth. The National Youth Council has as objectives to initiate youth-development projects at national level, encourage youth participation in youth related activities at regional/district level, and provide a platform for young people to express their needs and aspirations, and coordinate and monitor activities of Regional Youth Councils. There are 10 Regional Youth Councils which organize activities at local level. Some respondents believed that these Regional Youth Councils need to be reviewed and made more dynamic, and they would be more effective working in closer collaboration with the Youth centres.

3.10 Staffing

Several respondents, both adults and young people, were of opinion that Youth Centres needed more staff. The need for upgrading skills and capacity building of the youth cadre was mentioned in order to enable them provide quality services. At least three respondents mentioned that a new work culture with service oriented values had to be promoted to professionalize youth work in general in the youth sector. Youth workers were seen by some as not fully committed to youth development vision and to quality performance.

There was a need for trained instructors/coaches and animateurs for all activities, especially sports activities. A pool of trained tutors and resource persons with expertise in specific fields of youth

interest can be set up to help and empower young people. Suggestions focused on the need for a pool of trained instructors to lead activities against the payment of a stipend for same.

3.11 Stakeholder Engagement

Some respondents laid emphasis on the need to network with all institutions and NGO in the community for greater visibility and collaborative partnership building. There was also a need for collaboration with village councillors, and other organisations in the locality and task force units could be set in each village to implement youth programmes.

Some respondents felt that the Centre would be more effective by being complementary to Colleges, for example activities can be organised during school hours for prevocational school students. Young people who do not belong to organized groups need to be engaged as well.

4. Survey and Consultation Findings: Rodrigues

4.1 Personal profile of Respondents Survey

45 questionnaires were collected and data were computed using SPSS 21. 35.6 % of the respondents were male and 64.4 % were female (Table 18). 17.8 % of the respondents were within the age range 14 - 17 years, 40.7% were aged 18 - 21 years, and 15.6 % were within age range 22-25 years. 15.6 % were within 26 - 29 years and lastly 11.1 % were in the category 30 to 35 years (Table 19). Out of the 45 respondents, 8.9% attended primary school, 68.9% attended secondary school, 15.6% were diploma holders, 4.4% were degree holders and 2.2% attended technical school (Table 20). 35.6% of the respondents were students, 31.6% unemployed and 28.9% were employed (Table 21). 73.3%of the respondents were single, 17.8 % were married and 2.2 % were divorced (Table 22).

Sex	Frequency	Percentage
Male	16	35.6
Female	29	64.4
TOTAL	45	100.0

Table 18: Sex of respondents, Rodrigues

Age group	Frequency	Percentage
14 – 17 years	8	17.8
18 – 21 years	18	40.0
22 – 25 years	7	15.6
26 – 29 years	7	15.6
30 – 35 years	5	11.1
TOTAL	45	100.0

Table 19: Age group of respondents, Rodrigues
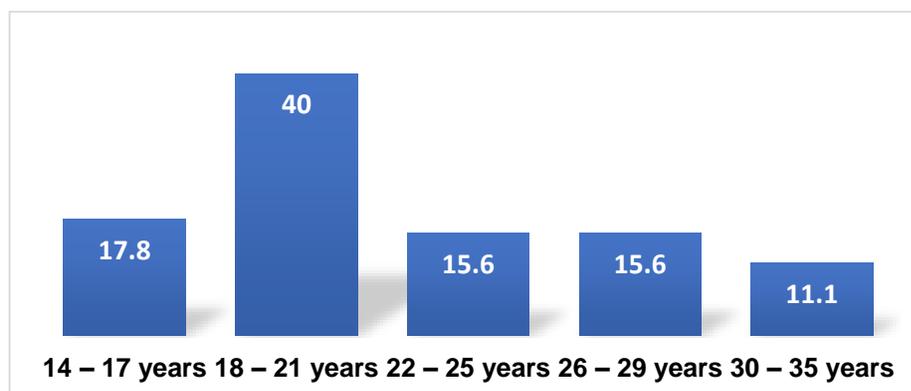
Figure 15: Age group of respondents, Rodrigues

Educational Level	Frequency	Percentage
Primary	4	8.9
Secondary	31	68.9
Diploma	7	15.6
Degree	2	4.4
Post Graduate	Nil	Nil
Technical	1	2.2
TOTAL	*45*	*100.0*

Table 20: Highest Educational Level of Respondents, Rodrigues
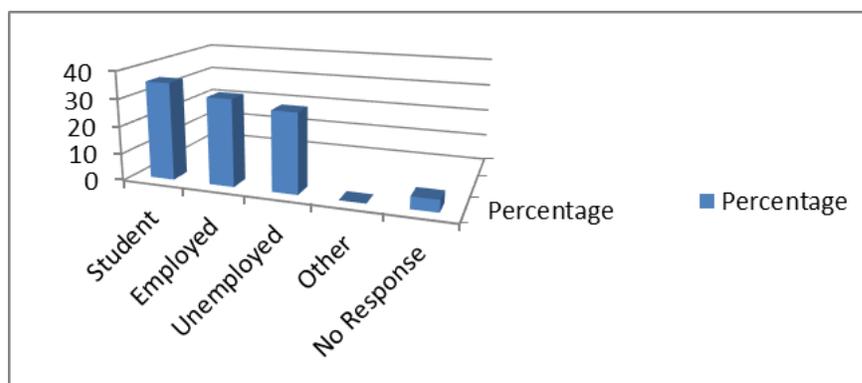
Figure 16: Highest Educational Level of Respondents, Rodrigues

Current Status	Frequency	Percentage
Student	16	35.6
Unemployed	14	31. 6
Employed	13	28.9
Other	-	-
No Response	2	4.4
Total	45	100.0

Table 21: Current Status of Respondents, Rodrigues

Current Status	Frequency	Percentage
Single	33	73.3
Married	8	17.8
Divorced	1	2.2
Other	1	2.2
No Response	2	4.4
Total	**45**	**100.0**

Table 22: Marital Status of Respondents, Rodrigues

Family Background	Frequency	Percentage
Both parents	21	46.7
Only one living parent	11	24.4
Divorced parent	2	4.4
Alone	2	4.4
With Partner married	6	13.3
With Partner not married	2	4.4
Other	Nil	Nil
No Response	1	2.2
Total	**45**	**100.0**

Table 23: Family Background of Respondents, Rodrigues

35.6 % of the respondents were living with both parents, 24.4 % live only with one parent, 4.4 % were living with divorced parents, and 4.4 % were living alone. 13.3 % were living partner married. 4.4 % were living with partner but not married (Table 23)

4.2 Activities practiced by youth

Statement	At least once a day	Twice a week	Once a week	Once a month	Less than once a month	Never	Other	No response	Total
Practice Sports activity	16 35.6%	15 3.3%	8 17.8%	3 6.7%	-	3 6.7%	-	-	45
Watch movies	19 42.2%	15 33.3%	5 11.1%	2 4.4%	1 2.2%	1 2.2%	-	2 4.4%	45
Use internet	21 46.7%	5 11.1%	11 24.4%	2 4.4%	4 8.9%	1 2.2 %	-	1 2.2%	45
Go walking / hiking	8 17.8%	7 15.6%	8 17.8%	7 15.6%	5 11.1%	4 8.9%	-	6 13.3%	45
Visit friends	11 24.4%	6 13.3%	9 20.0%	10 22.2%	3 6.7%	4 8.9%	-	2 4.4%	45
Visit Youth Club	1 2.2%	5 11.1%	11 24.4%	4 8.9%	6 13.3%	12 26.7%	1 2.2%	5 11.1%	45
Play indoor games	7 15.6%	3 6.7%	5 11.1%	8 17.8%	8 17.8%	9 20.0%	-	5 11.1%	45
Attend cultural events	2 4.4%	-	3 6.7%	9 20.0%	4 8.9%	15 33.3%	2 4.4%	10 22.2%	45
Go to bars	1 2.2%	4 8.9%	3 6.7%	3 6.7%	5 11.1%	24 53.3%	-	5 11.1%	45
Go to cafes	5 11.1%	1 2.2%	5 11.1%	1 2.2%	4 8.9%	20 44.4%	-	9 20.0%	45
Go to restaurants	7 15.6%	2 4.4%	3 6.7%	10 22.2%	6 13.3%	11 24.4%	1 2.2%	5 11.1%	45
Go to discos	2 4.4%	2 4.4%	4 8.9%	6 13.3%	8 17.8%	17 37.8%	-	6 13.3%	45

Table 24: Social and Leisure Activities, Rodrigues

Data from the survey revealed that 35.6 % of the respondents practice a sports activity at least once a day, 42.2% of the respondents watched movies at least once a day. We also find that 46.7% use internet daily. 8.9 % of the respondents never go to walk or hiking. 24.4% meets friends daily. We observe however that 26.7% of the respondents never go to youth clubs. 20.0% never play indoor games. 33.3% never attend cultural events. 53.5% never go to bars, 22.2 % of the respondents go to restaurants at least once a month and 37.8 % never to go to discos (Table 24)

4.3 Perception on problems faced by youth

We find that 82.3% of the respondents are of opinion that drug addiction is a problem faced by youth. 84.4% believe that young people are influenced by smoking.

Problem Statement	Disagree	%	Agree	%	No Response	%	TOTAL
Drug addiction	5	11.1	37	82.3	3	6.7	45
Smoking habit	2	4.4	38	84.4	5	11.1	45
Unemployment	7	15.5	33	73.4	5	11.1	45
Limited opportunities for leisure	3	6.6	37	82.3	5	11.1	45
Alcoholism	11	24.5	31	68.9	3	6.7	45
Lack opportunities to voice their opinions	7	15.6	35	77.7	3	6.7	45
Negative peer pressure	13	28.9	28	62.2	4	8.9	45
Lack of support to youth	9	20	31	68.9	5	11.1	45
Corruption	8	17.8	31	68.9	6	13.3	45
Lack of communication with parents	6	13.4	34	75.6	5	11.1	45
Violence	7	15.6	33	73.4	5	11.1	45
Depression	10	22.2	27	68.1	8	17.8	45
Suicide	13	28.9	29	64.4	3	6.7	45
Educational achievements	11	24.5	30	66.7	4	8.9	45
There is no problem	18	40	21	46.7	6	13.3	45

Table 25: Perception of Respondents on problems faced by Youth, Rodrigues

73.4% believe that unemployment is also problem faced by youth. 82.3% are of opinion that young people have limited opportunities for leisure. We observe that 68.9% believe that alcoholism is a major problem facing young people. 77.7% are of opinion that they do not get opportunities to voice their opinions. 62.2% of the respondents believe that young people are influenced by peers. 68.9% are of opinion that they do not adequate have support. 75.6% believe that communication is a problem between young people and their parents. 73.4% believe that violence is a major problem faced by youth. 68.1% find depression as a problem and 64.4% of the respondents believe that suicide is a problem faced by youth. 66.7% believe that it is a problem to attain educational achievements. 40.0% of the respondents believe that young people do not have any problem (Table 25)

4.4   Youth Programmes and activities

Responses further show that that 71.1% of the respondents have participated in the activities organised in Youth Centres while 17.9% had never participated in the activities and 11.1% of the respondents did not answer this question (Table 26).

Participation in youth activities	Frequency	Percentage
Yes	32	71.1
No	8	17.9
No Response	5	11.1
TOTAL	45	100.0

Table 26: Participation in Youth Activities, Rodrigues

For those who participated in youth activities 64.4% of the respondents appreciated the activities, 62.2% felt that their needs were met, 64.4% believed that the location of the Youth Centres are well situated. 46.7% believe that the opening hours are convenient, 28.9% are of opinion that the Youth Centres have amenities for outdoor activities and 26.7% believe that Youth Centres have space for indoor activities (Table 27).

Statement	Agree	%	Disagree	%	No Response	%	TOTAL
Appreciated the activities	29	64.4	2	4.4	14	31.1	45
Activities met needs	28	62.2	4	8.9	13	28.9	45
Youth Centre well located	29	64.4	3	6.6	13	28.9	45
Opening of YC hours convenient	21	46.7	11	24.4	13	28.9	45
Youth Centre has amenities for outdoor activities	13	28.9	19	42.2	13	28.9	45
Youth Centre has space for indoor activities	12	26.7	15	33.4	18	40.0	45

Table 27: Perception by participants of youth activities, Rodrigues
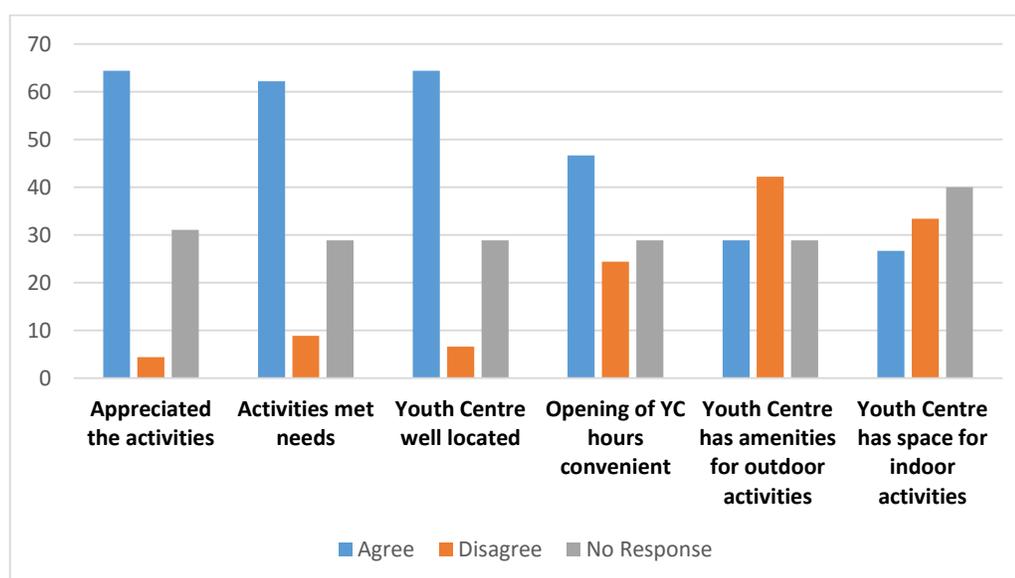
Figure 17: Perception by participants of youth activities, Rodrigues

For those who do not participate in the activities of the Commission for Youth, 11.1% believed that the activities do not meet the needs of young people but it is a matter of concern that 86.7% did not answer this question. 4.1% were of opinion that they are not aware of the services offered by the Commission for Youth and 4.4% did not know how to access to the activities (Table 28)

Statement	Agree	%	Disagree	%	No Response	%	TOTAL
Activities not met my needs	5	11.1	1	2.2	39	86.7	45
Not aware of the services offered	5	11.1	1	2.2	39	86.7	45
Do not know how to access to activities	2	4.4	3	6.6	40	88.9	45

Table 28: Perception non-participants of youth activities, Rodrigues

Out of 45 respondents, it was found that most of them like indoor activities averagely above 85.6% that is they like dancing, drama, singing, painting, playing music, indoor games, aerobics and Zumba.

Item	Not Important	%	Important	%	No Response	%	TOTAL
Dancing	5	11.1	37	82.3	3	6.7	45
Drama	5	11.1	33	80.0	4	8.9	45
Singing	5	11.1	35	77.8	5	11.1	45
Painting	4	8.9	40	88.9	1	2.2	45
Playing Music	1	2.2	41	91.1	3	6.7	45
Indoor Games	1	2.2	43	95.6	1	2.2	45
Aerobics	4	8.9	38	84.4	3	6.7	45
Zumba	4	8.9	38	84.4	3	6.7	45

Table 29: Appreciation of Respondents for Indoor Activities, Rodrigues
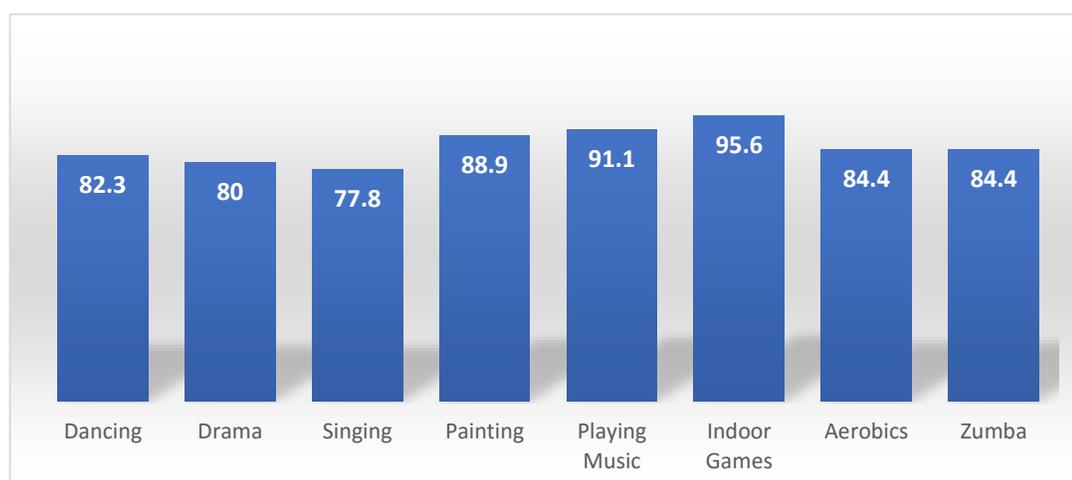
Figure 18: Appreciation of Respondents for Indoor Activities, Rodrigues

Very few respondents stated that they did not think that indoor games are important to revamp the youth sector (Table 29)

Item	Not Important	%	Important	%	No Response	%	Total
Football	4	8.8	32	71.1	9	20.0	45
Volleyball	4	8.9	38	84.5	3	6.7	45
Basketball	5	11.1	39	86.7	1	2.2	45
Cycling	6	13.1	38	84.5	1	2.2	45
Athletics	7	15.5	34	80.0	4	8.9	45
Swimming	3	6.6	40	88.9	2	4.4	45
Jogging	-	-	42	93.3	3	6.7	45
Hiking	1	2.2	42	93.3	2	4.4	45
Mountaineering	5	11.1	38	84.5	2	4.4	45

Table 30: Appreciation of Respondents for Outdoor Activities, Rodrigues

Table 30 and figure 19 illustrate that most respondents appreciate outdoor activities (averagely > 85.2%of the respondents) and among them jogging and hiking were much appreciated followed by swimming, basketball and volleyball.
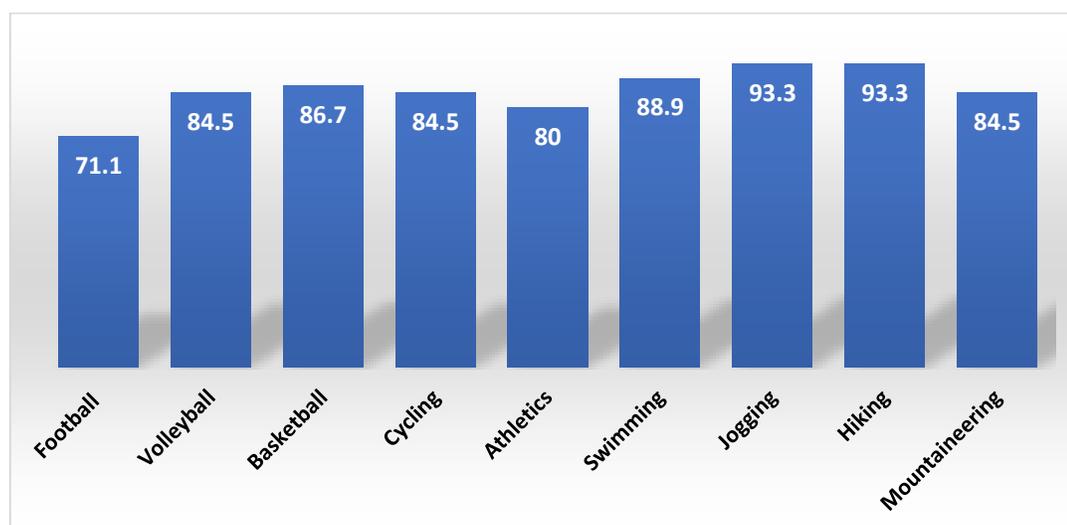
Figure19: Appreciation of Respondents for Outdoor Activities, Rodrigues

Item	Not Important	%	Important	%	No Response	%	Total
Agriculture	4	8.9	39	86.7	2	4.4	45
Financial Services	4	8.9	37	82.3	4	8.9	45
ICT	4	8.9	37	82.3	4	8.9	45
Manufacturing	4	8.9	37	82.3	4	8.9	45
Public Service	2	4.4	40	88.8	3	6.7	45
Tourism	1	2.2	39	86.7	5	11.1	45

Table 31: Appreciation of Respondents for Employment and employability, Rodrigues
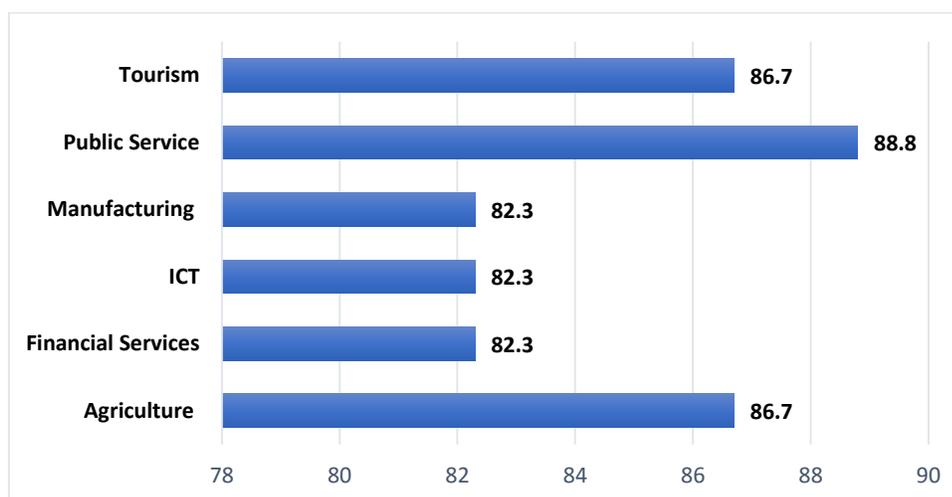
Figure 20: Appreciation of Respondents for Employment and employability, Rodrigues

In respect of employment and employability, we find that 82.3% of the respondents feel that ICT is very important to revamp the youth service. Young people also would like to join the public and the agricultural sectors (88.8 and 86.7 percent respectively) Table 31

Item	Not Important	%	Important	%	No Response	%	Total
Develop Company	3	6.6	33	73.3	9	20.0	45
Develop Corporate Society	6	13.2	30	66.7	9	20.0	45
Develop Associates	1	2.2	27	60.0	17	37.8	45

Table 32: Appreciation of Respondents for Entrepreneurship, Rodrigues
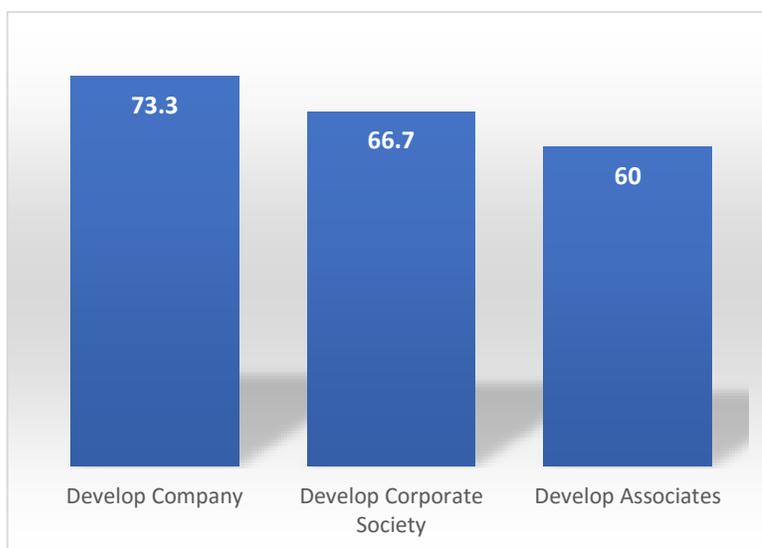
Figure 21: Appreciation of Respondents for Entrepreneurship, Rodrigues

On average more than 66.7 % of the respondents believe that entrepreneurship is an important key sector in revamping the youth services (Table 32)

Item	Not Important	%	Important	%	No Response	%	TOTAL
Leadership	3	6.6	35	77.8	7	15.6	45
Teamwork	1	2.2	37	82.3	7	15.6	45
Values	5	11.1	33	73.3	7	15.6	45
Talent Discovery	2	4.4	35	77.8	8	17.8	45

Table 33: Appreciation of Respondents for programmes in Non-formal Education.
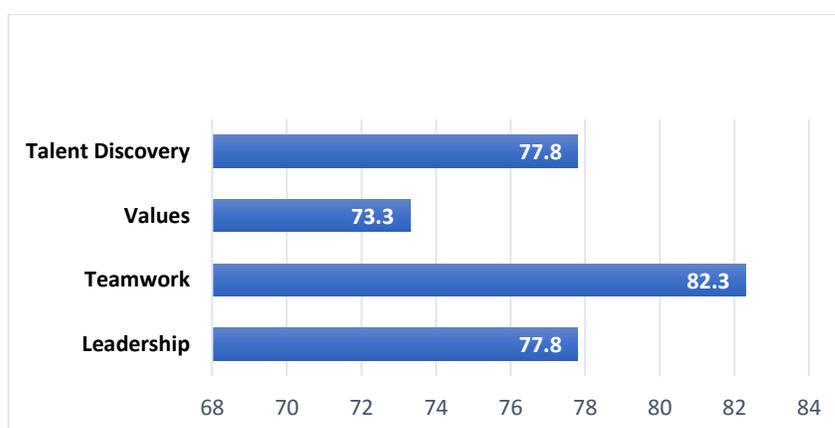
Figure 22: Appreciation of Respondents for programmes in Non-formal Education Rodrigues

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Out of the 45 respondents, on average more than 77.7% are of opinion that the non-formal education is an important sector for the overall development of young people and leadership, teamwork, values and talent discovery would tremendously contribute to revamp the youth services (Table 33)

Item	Not Important	%	Important	%	No Response	%	TOTAL
Nutrition	4	8.9	29	64.5	12	26.7	45
Yoga	4	8.9	34	75.6	7	15.6	45
Meditation	4	8.9	29	64.5	12	26.7	45
Fitness	5	11.1	33	73.3	7	15.6	45
Martial Arts	7	15.5	34	75.6	4	8.9	45
Stress Management	8	17.8	32	71.1	5	11.1	45
Time management	4	8.9	35	77.7	6	13.3	45

Table 34: Appreciation of Respondents for Wellness and Attitude Programmes
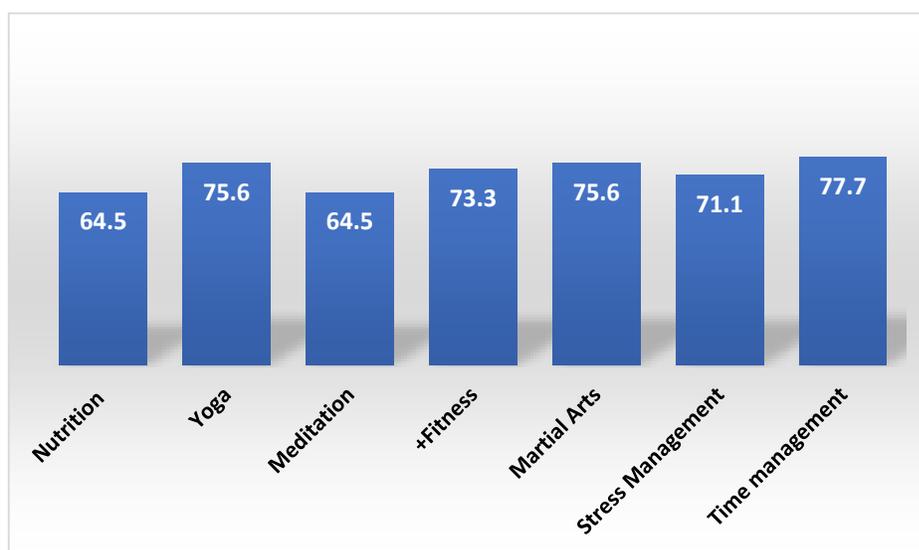
Figure 23: Appreciation of Respondents for Wellness and Attitude Programmes Rodrigues

Out of the 45 respondents, wellness and attitudes are highly esteemed, they believe that a good nutrition, meditation, fitness, karate, martial arts, stress management and time management are very important (averagely > 71.1% of the respondents) and would contribute to revamp the youth services (Table 34)

5. Recommendations: Policy and Programmes

5.1 Introduction

The Smart Youth 2020 Initiative envisions socially aware active youth citizens towards a smart youth for a Smart Mauritius. It defines Youth Development as an active process by which young people are fully engaged, equipped and empowered to be active citizens in society. Our youth development is to be built upon the capacities inherent within each person. One of the challenges identified for youth development/empowerment today is to nurture the youth to be highly adaptable to all environments and personal worlds where they operate on such areas as career, school, and relationship with peers, parents and colleagues. They are required to be equipped with the appropriate mind set, personal mastery of skills and capacities which lead to their development and that of society. There is a real need to create a platform to promote common understanding and facilitate a more integrated approach to development of the youth of Mauritius in line with the common vision.

Smart refers to intelligence in terms of mental, psychological and social wellbeing, with a positive mind-set, with critical thinking and adaptability skills. It also refers to good decision making, effectiveness and a focus on results.

There exists an increasing call to upgrade the skills and knowledge of youth workers, particularly when youth of today are growing more complex with greater diversity of interests. In Mauritius, Education is making sensible changes and refinements within a recognised system so that it continues to keep pace with the future and new challenges, strong emphasis should be laid on both formal and informal educational achievements, there should be recognition of multiple intelligence for the development of youth potentials. Recognition should also be given for the processes involved and effort put in, in addition to the results/outcomes and success indicators. A range of role models are required for the aspirations of youth with different interests and backgrounds.

In Mauritius as a matter of fact the youth development programmes and community service activities do not attract the majority of youth because of a lack of fun and interest. Entrepreneurial learning should be incorporated into such programmes to make learning more interesting and useful. The problem of lack of self-esteem has also been identified. It becomes a bigger problem when youth are identified due to lack of initiatives to handle responsibilities or to achieve their dreams thus causing frustration. Leaders of youth programmes should not be over-represented by high academic

achievers. There should be an effective blending of youth from all backgrounds. There should be the promotion of multi-sectorial cooperation among youth. This should allow sharing of resources, exchanging ideas, best practices and professional expertise which would in turn greatly enhance the scale and outreach of programmes. (Youth Policy Singapore, 2012).

The recommendations made in this report stem from a review of youth needs and aspirations on one hand and secondly from evidence gathered during the various consultation exercises. The Smart Youth 2020 Initiative is firmly rooted in a policy and action perspective that **lays emphasis on the provision of opportunities to empower young people to develop their resilience, a set of dynamic competencies, and a sense of meaning and belongingness to society**. It incorporates a developmental approach helping all young people move along their **life path, taking youth as partners rather than clients of services**. The Initiative however also focuses on the specific necessities of youth with special needs.

5.2 Vision and Mission

A vision is about what we would like to see happen. It is based on a set of principles as follows:

- A **strength based approach** which sees youth as a valued and respected asset to society, resources to be invested in and not problems to be solved.
- A **competency based style** which rests upon the belief that young people are capable of building skills and competencies that allow them to function and contribute in their daily lives
- An **opportunity geared methodology** which recognises that young people want to develop their capacities through active participation, and they need opportunities and appropriate adult involvement and guidance to do so.
- A **safety orientation** which supports the view that youth development is an ongoing growth process in which all youth are engaged in attempting to meet their basic personal and social needs to be safe, feel cared for, be valued, be useful, and grounded.
- A **knowledge based stance** which emphasises the need for accurate information and knowledge.
- A **social positioning** which recognises that youth development happens through positive and quality relationships.

A two-dimensional vision/mission for youth empowerment for a Smart Youth Sector is proposed below:

- *Vision*: A society with smart and vibrant youth who have equal opportunities to realise their full potential productively participating in economic, social, political, cultural areas of national development through free and effective decision making, action and taking responsibility for the consequences thereon.

- *Mission*: Developing full potential of youth in terms of creativity and innovation and promoting their active participation in national and regional development.

- *Moto*: **For every youth, a Purpose, a Place and a Realisation**

The enabling conditions towards creativity can be incorporated into the following:
- Economic and social base
- Political willingness
- Stable environment of equality, peace and democracy
- Access to knowledge, information and skills, and a positive value system.

Recommendation 1: In order to put across a strong image about its vision and purpose, it is recommended that the Vision and Mission Statement of the Youth Sector be reviewed to include the Smart Youth philosophy. The Statement should be promoted in all official documents and premises for youth.

5.3   Guiding Values

The guiding values for the new Youth Service are laid down as follows:

Integrity: To be guided by the highest standards of professional ethics

Accessibility/Transparency: To practice an open door policy and to operate in all fairness and transparency.

Quality: To be result oriented and committed to provide high quality services to the youth.

Teamwork: To foster a team spirit through sharing of knowledge, information and resources.

Timeliness: To be responsive and to strive to meet targets in programmes and services.

Recommendation 2: It is recommended that guiding values be discussed and internalised, and translated in the overall functioning of the Youth Section at all levels of hierarchy.

5.4   Strategy

An effective set of strategies stem from positive vision for youth development. The following strategies will enable the vision stated above to be realised:

SN	Principles of Vision	Strategy Elements
1	Strength based approach	Incorporating youth empowerment in all programmes.
2	Competency based style	Provide training and learning moments in all programmes.
3	Opportunity geared methodology	Creating opportunities for young people to actively participate and engage.
4	Safety orientation	Create physically and psychologically safe environments for young people to participate in activities and express themselves in respect and tolerance.
5	Knowledge based stance	Building knowledge on youth development through information and research.
6	Social positioning	Develop quality relationships by providing skilled personnel to engage with youth.

Table 35: Principles of Vision and Strategy Elements

5.5   Proactive Goals and Objectives of the Youth Sector

- To enable youth to initiate, create, lead, and participate in actions that promote their personal and social development at all levels of national/regional life.
- To provide young people with a varied set of opportunities through adequate and appropriate programmes, resources and services that support and foster their holistic development.
- To promote the full and integral participation of youth in decision making at all levels including at community, local and national levels.
- To enable young people to develop self-confidence and personal efficacy.
- To consolidate social support between youth and all stakeholders.

- To enable young people to form close, durable human relationships with peers that support and reinforce healthy behaviours.
- To provide opportunities for youth to build and master skills and to develop positive social values and norms
- To provide a physically and psychologically safe environment and medium for youth interactions and programmes such that young people's human rights can be exercised and in which the youth accept their responsibilities
- To promote a culture of peace to enable youth adopt intercultural tolerance and social harmony in a multicultural society.
- To mainstream and promote gender equality in all youth programmes and activities.
- To implement measures to broaden the participation of youth in sports, cultural, entertainment and wellness activities as a means of promoting positive values of citizenship, healthy lifestyle and behaviour and advancing human development.

Recommendation 3: It is recommended that these proactive smart strategies, goals and objectives be widely discussed and incorporated in all youth programmes and initiatives.

5.6   Definition of Youth

The National Youth Council Act (and the National Youth Policy 2010-2014) defines youth as individuals of the age range 14 to 29 years. The statistics on the total population and youth are presented as per tables below.

Estimated resident population of the Republic of Mauritius by district and sex , 1st July 2014

Geographical district	2014		
	Male	**Female**	**B. Sexes**
Port Louis	59,809	60,567	120,376
Pamplemousses	69,098	70,136	139,234
Riv. du Rempart	53,526	54,402	107,928
Flacq	68,823	69,526	138,349
Grand Port	56,185	56,684	112,869
Savanne	34,053	34,660	68,713
Plaines Wilhems	180,685	188,381	369,066
Moka	41,304	41,755	83,059
Black River	39,990	39,681	79,671
Island of Mauritius	**603,473**	**615,792**	**1,219,265**
Island of Rodrigues	20,529	21,140	**41,669**
Republic of Mauritius	**624,002**	**636,932**	**1,260,934**

Estimated resident population of the Republic of Mauritius by selected age group and sex , 1st July 2014

Age group	Both sexes	Male	Female
ISLAND OF MAURITIUS			
14-29	227,441	115,154	112,287
30-35	180,440	91,057	89,383
14-35	**407,881**	**206,211**	**201,670**
ISLAND OF RODRIGUES			
14-29	8,339	4,120	4,219
30-35	6,315	3,065	3,250
14-35	**14,654**	**7,185**	**7,469**
REPUBLIC OF MAURITIUS			
14-29	235,780	119,274	116,506
30-35	186,755	94,122	92,633
14-35	**422,535**	**213,396**	**209,139**

Table 37: Estimated resident population of the Republic of Mauritius by selected age group and sex, 1st July 2014

Following consultations with stakeholders, and in line with the African Youth Charter ratified by the Government of Mauritius in 2006, it is proposed that the definition of youth be reviewed in accordance. It is proposed that youth be stratified as follows:

- **The Early Years:** 14 to 18 years or 14 to 16 years
- **The Transition Years:** 19 to 24 years or 17 to 19 years
- **Mature Years:** 25 to 35 years or above 20 years

Recommendation 4: It is recommended that age range of youth henceforth for the Republic of Mauritius be reviewed to 14 – 35 years. However taking into consideration, problems faced by those under 14 years, it is recommended that specific programmes be designed and implemented accordingly.

5.7 Strategic Framework- Pathways for Youth Development

| Wellness and Attitude: Physical and mental health • Non Formal Education: Development and enrichment opportunities • Employment and Employability: Employment vision and training. • Entrepreneurship: Developing an entrepreneurial attitude. • Recreation and leisure | Specific Youth Population — Youth involved in the system and programmes — All Youth | Health safety and wellness: Feel good factor — School, family, community engagement: social connection and cultural linkage — Educational achievements. Career orientation Employment | SMART YOUTH |

Figure 24: Model of Implementation of Youth Programmes. Source: Designed for this Report

Resources	Activities	Outputs	Short and medium term outcomes	Outcomes and Impacts
Actors involved.	Which activities	What has been produced from the resources and activities	The results per programme and activities	The final results and the impact on youth.
All activities and programmes executed by the Youth Sector to use this template for proper follow up.				

Table 38: Monitoring Mechanism

5.8 Policy Areas

5.8.1 Informal Education

It is important first to make a distinction between formal, non-formal and informal education. Formal education corresponds to a systematic, organized education model, structured and administered according to a given set of laws and norms, presenting a rather rigid curriculum as regards objectives, content and methodology. Non formal education refers to 'any organized educational activity outside the established formal system, whether operating separately or as an important feature of some broader activity that is intended to serve identifiable learning clientèle and learning objectives.' (Coombs et al 1973)

Informal education refers to activities and interactions with youth and students in a flexible manner, leaving them the space, mode of exchange and choice of both the process and the final outcome of the interactions (Mahoney, 2001). According to Coombs et al (1973), informal education is a truly lifelong process whereby every individual acquires attitudes, values, skills and knowledge from daily experience and the educative influences and resources in his or her environment including the family, the neighbourhood, the work and leisure site as well as the marketplace, the library and the mass media. Each encounter with life has the potential to become a learning moment.

To the extent that young people engage voluntarily, they assume greater responsibility for their learning and development. They also have the option to be actors capable of leading and even transforming the activity or programme instead of being mere passive consumers. Informal learning may or may not be intentional. Although flexible in nature, informal education made intentional within a youth programme, needs to have a set of defined yet emergent objectives and perspectives. Informal education has an important place in youth development programmes as it helps young people to grow and prepares them for a challenging and dynamic environment and pathway.

5.8.2 Employment and employability

Employment and Employability are fundamental components for youth development. Employment is defined as an occupation by which one earns a living. It implies the activity or work for which a person has been engaged and is being paid for (Dictionary.com). According to Wikipedia, "Employability" can be defined as "doing value creating work, getting paid for it and learning – at the same time enhancing the ability to get work in the future. "Employment and Employability are closely linked

concepts. Employability is related to work and the ability to be employed. These abilities or skills, as they may be called, include:

- Ability to gain initial employment
- Ability to maintain employment and
- Ability to obtain new employment

It is believed that youth development programmes require fundamental changes so as to become more responsive to improving the employability of young people.

5.8.3 Entrepreneurship

Youth entrepreneurship is crucial in any country. It can be used as a solution to unemployment but as the same time there is the need to develop an entrepreneurial culture, whereby developing the skills and willingness to look for solution and adopt a positive attitude towards life. It is important also to understand the cultural dimension of entrepreneur, in other words more readily welcoming the approach of risk taking and leaving behind the perception of failure in a negative way. ***Entrepreneurship*** here means "a process centrally concerned with the notion of opportunity, its recognition, discovery and/or creation, where opportunity is defined as the creation of new value to society in part or in whole" (Schendel & Hitt, 2007). Entrepreneurship is understood in a wide social, cultural and economic context, as well as being innovative at home, school, leisure and at work. Entrepreneurship involves life attitudes, including the readiness and the courage to act in a challenging social, cultural and economic context.

From a social perspective, entrepreneurship builds positive self-esteem and identity within communities. Culturally, it unblocks the perceptions that indigenous culture is backwards and inspires creativity and originality within communities. Educationally it contextualises learning and teaching and promotes the value of indigenous knowledge. In entrepreneurial terms it stimulates the establishment of micro-businesses.

Entrepreneurship education is to provide young people with training through interactive and participatory teaching methods aiming to develop entrepreneurial skills, attitudes and mind-sets, among young women and men. The specific objectives are to:
- Develop positive attitudes towards sustainable enterprises and self-employment among the population, by targeting youth and stakeholders for enterprise development
- Create awareness about entrepreneurship as a career option for young people

- Provide knowledge and practice of the desirable attributes of, and specific challenges in starting and operating a sustainable enterprise
- Facilitate the better understanding of the functions and operations of sustainable enterprises
- Develop Entrepreneurial culture - prepare young women and men to be more entrepreneurial in their work and in their everyday lives.

5.8.4 Wellness and Attitude

A good attitude is the mother of success. It is difficult to articulate what attitude is. A person's attitude is important, and has a significant bearing on the level of success one can achieve in life. To have an optimistic and positive attitude in life, one needs to be inclined to practise positive self-talk. The dominant mental habits include always seeing the glass half full, always feeling a sense of hope and trust that things will turn out in his/her favour. A person's attitude determines how he/she would be in future situation, independent of the circumstance that presents itself. If one has a positive attitude then definitely one will come out on the top. The locus of control is within us and not outside.

Wellness is an active process of becoming aware of and making choices towards a healthy and fulfilling life. It is a conscious, self-directed and evolving process of achieving full potential. Wellness is more than being free from illness, it is a dynamic process of change and growth. Maintaining an optimal level of wellness is absolutely crucial to live a higher quality of life. Wellness matters because everything we do and every emotion we feel relates to our wellbeing. In turn our wellbeing directly affects our actions and emotions. It is an ongoing circle. Therefore, it is important for everyone to achieve optimal wellness in order to subdue stress, reduce the risk of illness and ensure positive interactions. There are eight dimensions of wellness namely:-

(1) **Emotional wellness** - understanding the feelings and coping effectively with stress
(2) **Environmental wellness** - encourages to respect the delicate balance between the environment and oneself.
(3) **Intellectual wellness**- involves having an open mind when one encounters new ideas and continues to expand knowledge
(4) **Financial wellness**- involves a process of learning how to successfully manage financial expenses. Money plays a crucial role in one's life and not having enough of it may impact on health as well as academic performance.

(5) **Occupational wellness** - is about one's occupational endeavours and appreciating one's contribution. This dimension of wellness encourages personal satisfaction and enrichment of one's life through work.

(6) **Physical wellness**- relates to maintaining a healthy body and seeking care when needed. Physical health is attained through exercise, eating well and getting enough sleep, among others

(7) **Social wellness** - helps one to perform social roles effectively and comfortably and create a support network. It develops and encourages relationship with peers

(8) **Spiritual wellness** - allows to develop a set of values that help to seek meaning and purpose. It can be represented in many ways, for example, through relaxation or religion. But being spiritually well means knowing which resources to use to cope with issues that come up in everyday life.

5.8.5 Recreational Activities.

Recreational, from the term recreation, refers to an activity done for enjoyment when one is not working. It denotes the time spent in an activity one loves to engage in, with intent to feel revitalized and relaxed. Recreational activities provide people an opportunity to spend time with themselves, to get involved in events as a source of mental and physical relaxation, increase social bonding and develop leadership and interpersonal skills.

Young people need to have opportunities to develop themselves. Thus recreational programs, which are organised, structured, and supervised provide excellent opportunities for adolescents to develop and grow to become fully functioning adults. Participation in these activities is associated with autonomy and identity development, positive social relationships, and learning conflict resolution, academic success, mental health, and civic engagement. Participation in recreational activities/ programs results in reduction of juvenile delinquency, increased positive and reduced negative behaviours, reduced violence, improved educational performance, decreased health care costs related to obesity, enhanced self-confidence, optimism and initiative, and higher productivity in youth.

> ***Recommendations 5: It is recommended that all programmes and activities organised are conceived, planned and implemented within a pedagogy deriving from these <u>vital areas of youth development.</u> Specific, measurable, achievable, realistic, and time sensitive strategic objectives need to be developed for each programme area and evaluation exercises be carried out to confirm or disconfirm the attainment of these strategic objectives***

5.9   Youth Programmes

SN	Policy Areas	Youth Programmes
1	**Informal Education**	Youth leadership training programme Leadership Practical Projects. National Volunteer Scheme. Forums/seminars by International Role Models as speakers. Literary Activities. Debate Clubs. Outreach Youth Integration Programmes Preservation of Environment. Disaster management training. Peer based Mentoring Programme. Theme Based Youth Exchange. Value Education. Intercultural Workshops/Exchange. Youth Empowerment Camp Youth for Caring Communities: Community Based Project. Assertiveness training for Young Girls. Tutoring, study skills training and instruction leading to completion of secondary formal school, including dropout prevention strategies. Alternate secondary school services and informal education. Training in Foreign Languages.
2	**Employment and employability**	Youth Employability Training Programme. Preparing for the World of work. Workshop on Social Intelligence/Networking. Workshop on Self-Management Career Counselling Programme. Summer Employment opportunities linked to academic, occupational and technical learning. Paid and unpaid work experience. Occupational skills training.
3	**Wellness and Attitude**	Yoga. Tai Chi Physical Fitness. Zumba and Aerobics. Swimming. Bicycle Tour Life Skills Programme. Stress Management and Resilience training. Emotional Intelligence Programmes Positive thinking Promotion Drug Prevention Programmes Suicide prevention Environmental Awareness Healthy Lifestyle Promotion Youth Counselling Service Peer Counselling Programme Youth Health Retreat (Residential).

SN	Policy Areas	Youth Programmes
4	**Recreational Activities**	Smart Youth Festival Song and Dance Competition National Smart Youth Talent Drama Slam Art and Design Hiking/Outing and outdoor activities Photography.
5	**Youth Entrepreneurship**	Entrepreneurship Training. Entrepreneurship support services Mentoring and follow up Comprehensive guidance and counselling.
6	**Integrated actions**	Interactive Youth Website Youth Resource Centre Carte Jeunes Young Volunteer Scheme The Duke of Edinburg's International Award - Mauritius Smart Youth Excellence Award National Youth Parliament (Referring to Rodrigues model)

Table 39: Proposed list of Youth Programmes and Activities

5.9.1 Details of National Smart Youth Empowerment Camp.

Age range: Starting from the age of 14 years.

Period: Ongoing activity

Objectives:

- Bring youth to develop their team spirit and live in community with good relationship network.

- Develop life skills and leadership skills among youth.

- Involve youth in community projects and develop service ethics.

- Empower youth to clarify their career directions and fulfil their dreams.

- Promote values, discipline, sense of belongingness and nation building.

This programme is meant for both the early and transition years youth.

Outcome of programme:

- Profiling of youth towards a benchmark

- Engaging all young people in dialogues on their own and the country's development.

- Develop a youth responsive development plan which can be supported and monitored with expected results.
- Establish genuine youth clubs with high impact potential.
- Give importance and highlight various cultures and their contributions to the Mauritian and Rodriguan society.
- Promote exchange of ideas and build friendship circles.
- Creating a committed and empowered youth contributing directly to their self-development and that of the community, and the country, bringing social and patriotic cohesion.

Facilitators

A team of facilitators/trainers will lead the camp, and can include:

- The Ministry of Youth and Sports
- The Police
- Recognised and relevant Bodies and NGO's related to all associated activities.
- Mauritius Employers Federation.
- The Council of Religions
- Relevant Training Institutions (Local or International) which can conduct a Training of Trainers.
  Programme Duration: 15 or 10 consecutive days

Type: Residential

Timing: Within normal curriculum and all year round.

Proposed start date: July 2016.

5.10:   Legal framework for Youth Work

It is suggested that the legal implication of youth work be explored in consultation with relevant authorities so as to develop an adapted legal framework.

Recommendation 6: A legal awareness programme be organised involving all those working with young people to discuss about the legal aspect of youth work interventions.

6.:   Recommendations: Organisational Structure and Staffing

6.1 Overview of Current Framework
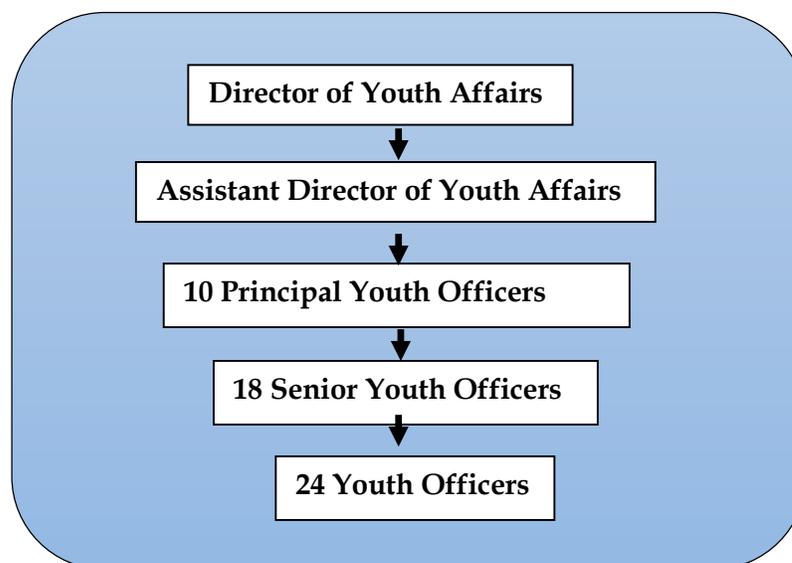
Figure 25: Current Framework for Youth Sector, Mauritius.

Salient features of the present structure are as follows:

- Each PYO is responsible for one region and equally has an assignment at National level
- Eighteen Senior Youth Officers are responsible for Youth Centres and supervision of Youth Officers in the region
- Two Senior Youth Officers have special assignments in connection with The Duke of Edinburg's International Award - Mauritius (DOFE)
- Some Youth Officers are responsible for Youth Centres while three Youth Officers have special assignments (DOFE)
- PYOs are given an assignment for a Youth Programme which they have to develop and implement at national level.
- Such situations create significant disparities in the way each Youth Programme is implemented in each region.
- Since Youth Programmes are not implemented with consistency, young people may be deprived from some of the Youth Programmes.
- Activities are organised on an ad hoc basis and no long term Youth Programme is planned.
- There is a lack of accountability for accomplishment of assignments.

6.2   New Structure: First Proposal

6.2.1   Staffing/ Job Descriptions

- Actual staff in office: 10 PYOs, 18 SYOs and 24 YOs, making a total of 52 Officers.
- Each region should have the equal number of staff, that is approximately 5 Officers, 1 PYO, 1 to 2 SYOs and 2 to 3 YOs
- The staff of each region will work as a team to implement the Youth Programme in a comprehensive and integrated manner in the region and achieve the target set.

6.2.2   Roles and Responsibilities of each Grade

- The DYA will be responsible for the overall management of the Youth Sector.
- The Assistant Director of Youth Affairs will be entrusted with two main streams of functions each as follows:
  - The first function will comprise Training/ Staff Development, Research and Documentation, Performance Management, Public Relations/ Marketing and Branding, Infrastructure.
  - The second function will comprise Policy and programme development and implementation. It also includes leadership for all youth programmes as well as the DOFE and the PPEJ which are international programmes.
- The ten PYO's will have dual functions. The primary function will be to act as a think tank, as a Project team undertaking project appraisals of all submitted projects, a coordinating/ implementation team for national level events. The second function will be the supervision of regional staff, coordination of regional activities, and support/training of regional teams.
- The PYO's shall form a committee with ADYA and DYA where all policies and decisions shall be taken and each PYO will then ensure that these activities are implemented in their respective region.
- The committee shall also work on all National Activities and assist in the implementation of these activities
- The Regional team comprising SYO's and YO's is responsible for the implementation of all programmes in the respective regions. SYO's will be responsible of district wise actions while YO's will focus on Centres activities.
- It is also proposed to have a pool of Experts/ Resource Persons/ Specialists in specific fields of youth development such as Psychologist, Counsellor, Training Consultant, Health professionals.

- The Animateurs will play an important role as the peer to peer youth work is essential for the young people. Animateurs will be responsible for running activities in specific fields such as music, karate, drama etc. under the supervision of the Youth Cadre. The National Volunteers Scheme can be the basis from which young people can be trained and act as an Animateurs. The aim is to have 3 Animateurs in each Region, who will be our contact and as such report and assist in the planning and implementation of Youth Programme in the region. They will be required to have long term Youth Development programme and as such have a better touch of the needs and aspirations of young people of each region. The profile of the Animateurs, including boys and girls, could include the following: Secondary education, computer literate, passion for working with youth, ability to communicate effectively, ability to take on and complete tasks, be a team player, adhere to confidentiality principles, be multi skilled, and willing to undergo further training. Animateurs should be aged from 18 to 35 years.
- A pool of resource persons can be solicited related to the different programme requirements, for example a Psychologist can be available as backup for the Youth Counselling Service
- It is proposed that the Regional Youth Council will work under the guidance and supervision of the Regional Team of Youth Cadre.
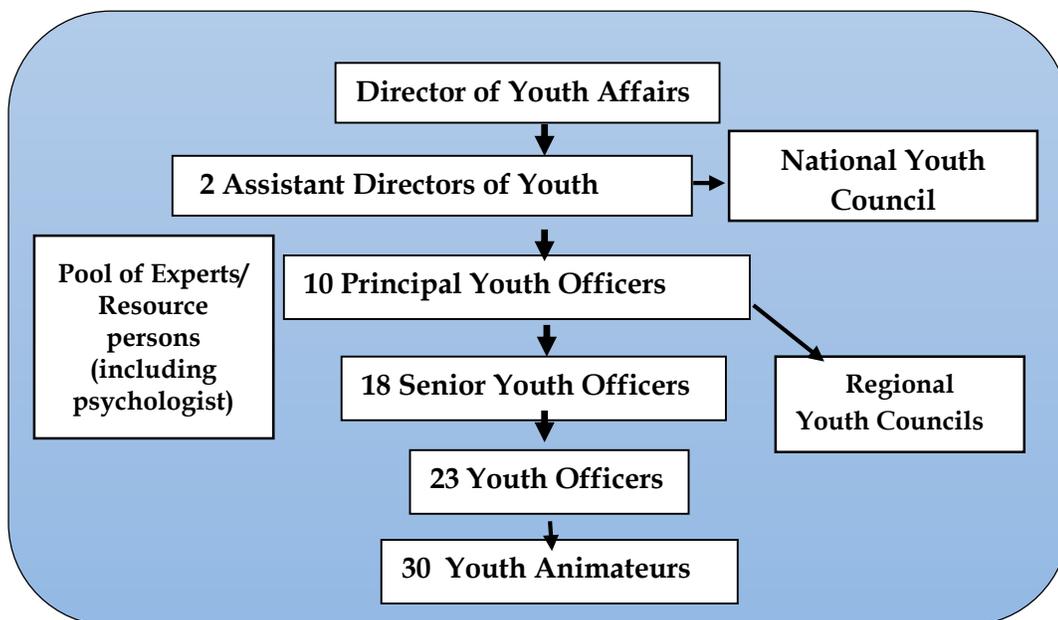

Figure 26: Proposed New Structure of the Youth Sector, Mauritius

6.3 Second Proposal

The second proposal rests upon the same staffing but differs in the following task allocation model:

- The two Assistant Director of Youth Affairs assist the Director in his duties, and in addition each responsible for monitoring and evaluation at a strategic level.
- Five Principal Youth Officers are allocated specific functions of Training and Development, Performance management, Research and Documentation, Marketing and Public Relations, and Resource Management/Infrastructure.
- All PYO's together with the DYA and ADYA's form a Planning/Project team.
- The other PYO's are entrusted with regional implementation of programmes, each PYO supervising two regions, with a lead SYO and a team of Youth Officers and Animateurs in each region.
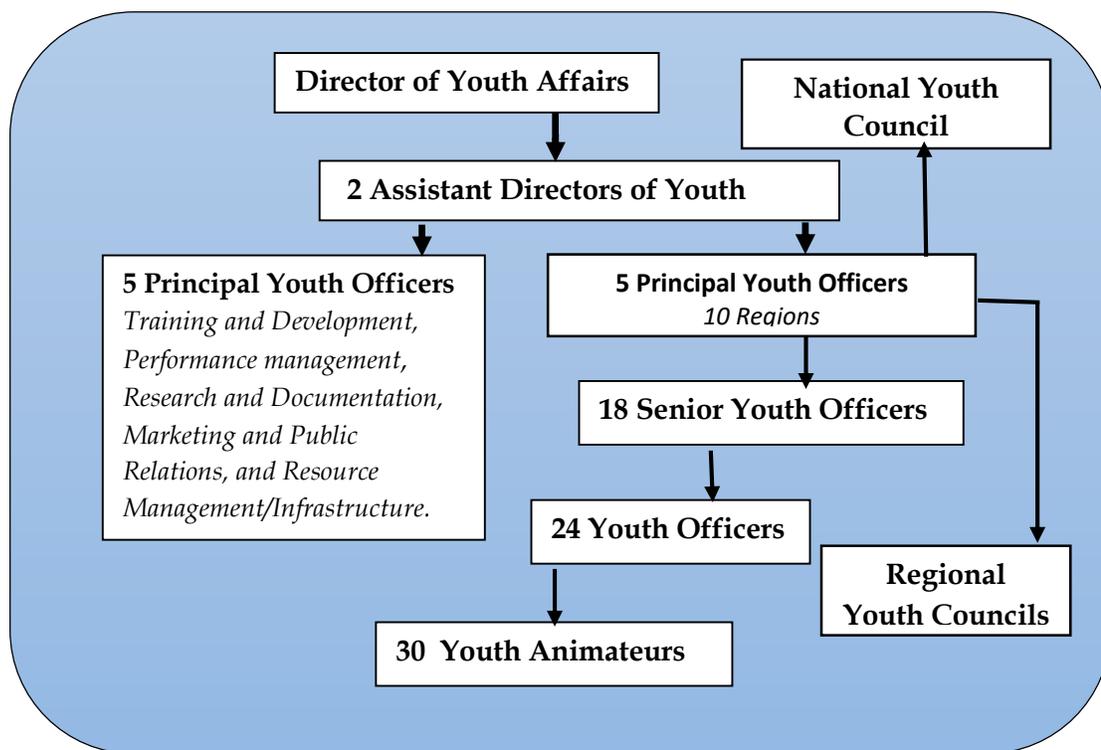

Figure 27: Second Proposal for New Structure of the Youth Sector

Recommendation 7: It is recommended that the Ministry finalises the best structure to be in place in <u>January 2016</u> to carry forward the Smart Youth Initiative.

6.4 Proposed new structure of National and Regional Youth Councils

A. Programmatic Organisation
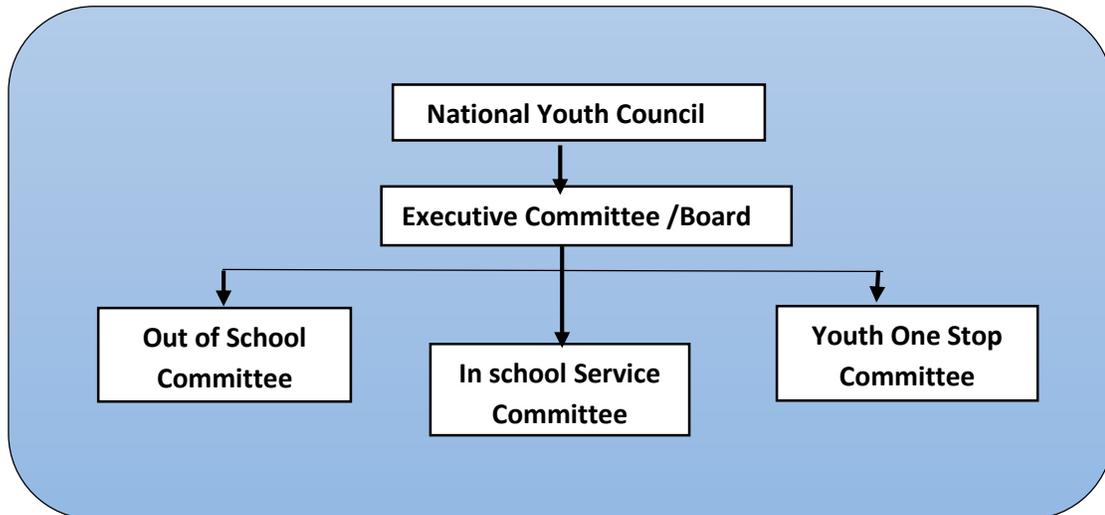
Figure 28: Programmatic Proposal: National Youth Council

B. Functional Organisation
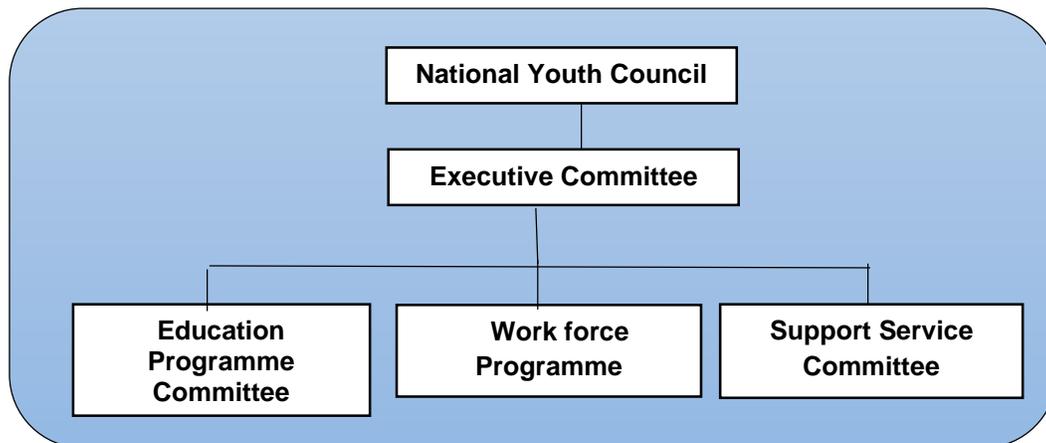
Figure 29: Functional Proposal: National Youth Council

C. Workgroup Organisation.
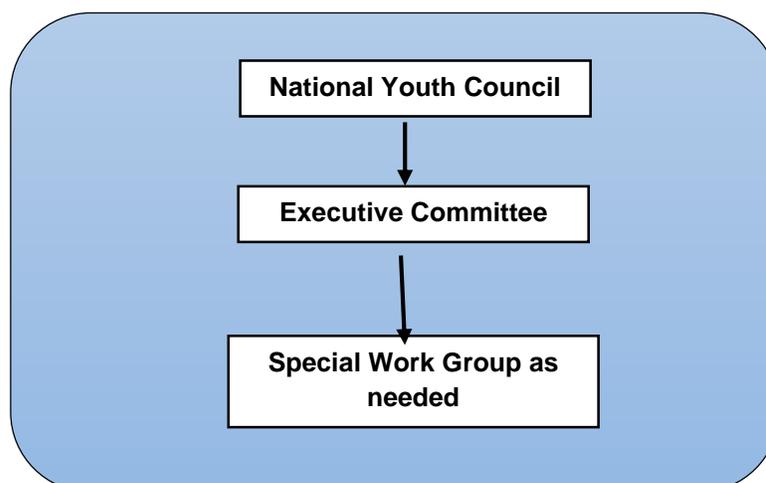
Figure 30: Workgroup Proposal: National Youth Council

Recommendation 8: It is recommended that the National Youth Council and its regional components work in close collaboration with Ministry of Youth and Sports for the implementation of youth programmes.

Recommendation 9: It is recommended that the National Youth Council Act be reviewed to have a better representation of young people at the NYC Board so as to enhance more active participation of youth in decision making.

7. Recommendation: Human Resource Needs and Training

The Youth Cadre of the Ministry have a Diploma in Social Work. A majority of them also hold a Degree in Social Work. Some Officers are presently following a Top up Degree in Youth Development at the Open University of Mauritius. They have also been periodically exposed to a number of short courses as and when the opportunity was available. There is no current training policy or established plan/ programme for capacity building for the Youth sector.

The new perspective on youth work proposed by the Smart Youth 2020 Initiative calls upon Youth Cadre to embrace a professional approach and explore innovative practices both in design and delivery of evidence-based comprehensive programmes for youth. The purpose of Human Resource Strategy is to recognise and value existing capacities through appropriate rewards and to build on these capabilities using a performance- related, systematic training programme.

In this respect the training of the staff of the Youth Sector springs out as priority so as to equip them with the knowledge, skills and attitudes to lead all the youth programmes towards the creation of the Smart Youth 2020. A Training Needs Analysis has to be carried out to assess the areas of priority as well as the scope of training. Emphasis is put on a systematic approach to training and on performance based training, all training incorporating a crucial aspect of transfer of training to the work situation. All training programmes need to include a Personal/Team Development Plan. A comprehensive training should hence be put in place as from January 2016. The following areas of training and capacity building are offered as proposals to be further explored and refined.

A. Induction training
B. Smart Re-engineering
C. Developing the right attitude towards youth
D. Technical training in relation to youth activities
E. Quality Assurance and Awareness
F. Innovative Leadership based on a psychological approach.
G. Project Management
H. Talent Management
I. Train the Trainer
J. Coaching, Mentoring and Counselling
K. Training Design and Curriculum Development
L. Communication Design
M. Public Speaking and communication
N. Appreciative Inquiry for Culture Change
O. Research and Development

7.1   Training Calendar

Duration of programme: 6 to 20 hours.

Year	2016							2017			Remarks
Month	Jan	Feb	Mar	April	May	Sept	Nov	Jan	Feb	Mar	
A	■										
B	■										
C	■										
D		■									
E			■								
F			■								
G				■							
H				■							
I					■						
J							■				
K									■		
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Figure 31: Training Calendar

Recommendation 10: It is recommended that a Human Resource Training Policy and programme be put in place including, but not limited to the above mentioned areas of training and capacity building.

7.2   Training of Youth Leaders

An important component of the Training Policy will be capacity building for Animateurs, Youth Leaders, Peer Educators and Peer Counsellors.

Recommendation11: It is recommended that a Youth Academy be set up for Capacity Building for Animateurs, Youth Leaders and young people.

8.   Recommendation: Logistics, Rebranding and Infrastructure

The Youth Centre is a socio-educational and recreational centre with opportunities for youth to develop their physical, social, emotional and cognitive abilities to experience achievements, leadership, enjoyment and a sense of belongingness and recognition. The Youth Centre offers organised instructional programmes for physical and in some cases mental activities such as dance, yoga, martial arts, science, crafts, theatre, debates, literary and other such programmes as will be

designed. It also offers opportunities for unstructured activities such as game playing, socialising, club meetings, and outdoor activities. While structured activities are an essential part of a youth centre programme, staffed facilities and control/supervision are critical elements. These elements impact facility design as do considerations for youth friendly and youth appealing design. Safety is also of paramount importance.

8.1 Space type and Building Organisation

A Youth Centre serves the dual purpose of accommodating unstructured social interaction among different age groups (early, transition and mature years) and providing instructional classes all in a safe and supervised environment. This drives the facility layout and functional space agencies.
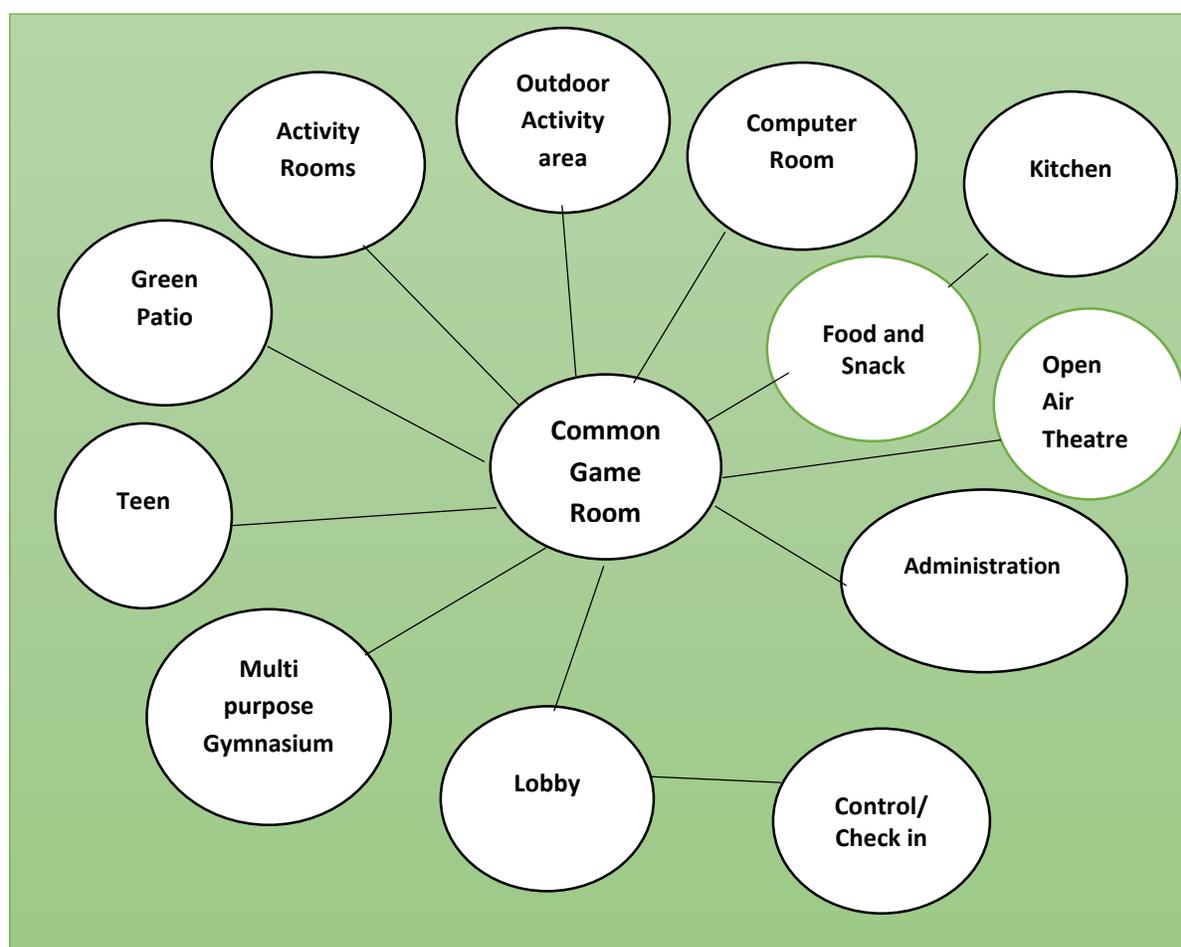

Figure 32: Proposal for Youth Centre Space

Typical youth centre activity space includes the following:

- Control Desk/Check in
- Commons/Games Room
- Snack Bar
- Activity Rooms/ Classrooms
- Multipurpose room/Gymnasium
- Computer room
- Teen Room
- Outdoor Activity Area

Typical youth centre support space includes the following:

- Administrative office space
- Toilet and janitor facilities
- Kitchen
- Mechanical/Electrical/Common Maintenance space
- Store room

Design considerations

Key design goals and considerations include the following:

- Create a home like environment
- Encourage creativity
- Encourage autonomy
- Include appropriate space for staff
- Maintain a safe and healthy environment

Infrastructure

- Logo
- Colour code
- Improving façade of actuals to be standard.

Recommendation 12: A full Rebranding of all Youth Centres should be done. In addition the physical appearance/architecture and facilities of Youth centres should be enhanced in line with the needs of youth.

9.   Recommendations: Monitoring and Implementation Methods and tools.

All the monitoring and implementation methods should be based on a Quality Management System (QMS, either ISO 9001 or Malcom Baldrige Model). This exercise will comprise two phases namely, the preparation of the the Standard Operating Procedures Manual, and secondly the follow up and implementation. In any case there should be a Monitoring and Implementation/ Steering Committee to lead all the actions of the Smart Youth 2020. Identification of Key Results Areas (KRA's) and Key Performance Indicators (KPI's) should be introduced at all levels of the Youth Section of the Ministry.

A Steering Committee will be responsible for the Quality Assurance management and for checking and monitoring as well as auditing all activities for the youth in collaboration with the staff of the Youth Sector of the Ministry. The Steering Committee will design and prepare the Standard Operating Procedures (SOP's).This Committee could comprised a sample of Officers of the Ministry who were involved in the preparation of this report. An independent, qualified Resource Person should lead the Steering Committee.

A Management Information System needs to be set up for collecting relevant data on youth programmes, target groups, resources spent as well as on the programme impact and receptivity by the target audience.

> *Recommendation 13: It is recommended that the writing of Standard Operation Procedures together with the new Policy be started strategically and in parallel with Youth Programmes for youth.*

10.   Recommendations: Implementation Monitoring and Evaluation.

sn	Action	2016												2017		
		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	J	F	M
1	Set up Steering Cttee															
2	Staff Training															
3	Training of Youth Leaders															
4	QMS															
5	Youth Program 1 Annual															
6	Youth Programs															

Table 40: Implementation Plan

Recommendation 14: It is recommended that the Smart Youth initiative as timed above is put in operation as from January 2016.

11. Recommendations: Public-Private Partnership

A meeting was organised with Representatives of the Private sector, namely from the Banking and Finance sector, the Hospitality sector and other top companies. A number of suggestions were obtained relating to the quality of services offered to young people and the need to be responsive to new youth needs and aspirations. A high proportion of young adults above 20 years work in enterprise and business organisations. It was proposed that youth development programmes be put in place in enterprises with the support of managers so as to promote the unfolding of talents and potentials. The contribution of the private sector in the Smart Youth 2020 Initiative was discussed and agreement in principle obtained. In this respect two recommendations were made.

Recommendation 15: It is recommended that a Public –Private Partnership Sharing Mechanism/Committee be set up to discuss and implement sponsored Youth Initiatives

Recommendation 16: It is recommended to set up a Smart Youth 2020 Fund for mobilising and utilising resources from Private Sector and international Agencies.

12.   Recommendations for Rodrigues

12.1 Special Features of Rodrigues Youth Sector

The youth in Rodrigues are very dynamic with full potential for creativity and innovation, but they need to be guided and empowered to be able to develop their talents through activities towards the Rodriguan specificity. There are certain programmes which have been developed with high originality. One of them is the Atelier de Savoir which lays the foundation for job oriented skills for adolescents. However the operational management of these structures needs to be reviewed, in addition a team of trained instructors needs to be put in place for high quality delivery. The programme should include the promotion of job and entrepreneurial skills to equip them for the challenging world of work. A follow up component will also enhance the effectiveness of the programme enabling all trainees to be supported in their transition and work adaptation phases. As the centre is also a meeting/ interaction place for the young trainees, a series of other facilities such as a documentation corner, an IT room, sports equipment should be put at their disposal for extra-curricular opportunities. Youth workers can organise activities in various fields for them as part of their learning experience.

Secondly the Youth Parliament is a laudable initiative. It can be optimised by a more complete capture of its outcome and the rich content generated by youth can be used to drive any action put in place by the Rodrigues Youth Service for its beneficiaries.

As several of the groups pointed to the increase in social problems linked to alcohol abuse, teenage pregnancy and risky sexual behaviours among youth, the need for a comprehensive and integrated youth health programme within a life skills education perspective is proposed to reinforce the actions of the Youth Counselling Centre. The programme can include a well-designed school based component to reach students. The dynamic team of counsellors can be expanded and given further training to enable them undertake broader community actions and projects in collaboration with the rich network of NGO's already in existence.

It has been noticed that youth in Rodrigues are concerned about the high rate of unemployment and the brain drain towards Mauritius and other islands in the vicinity. They are open to entrepreneurship initiatives. Hence this component needs to be expanded throughout youth programmes offered.

12.2 Organisational Structure for Rodrigues
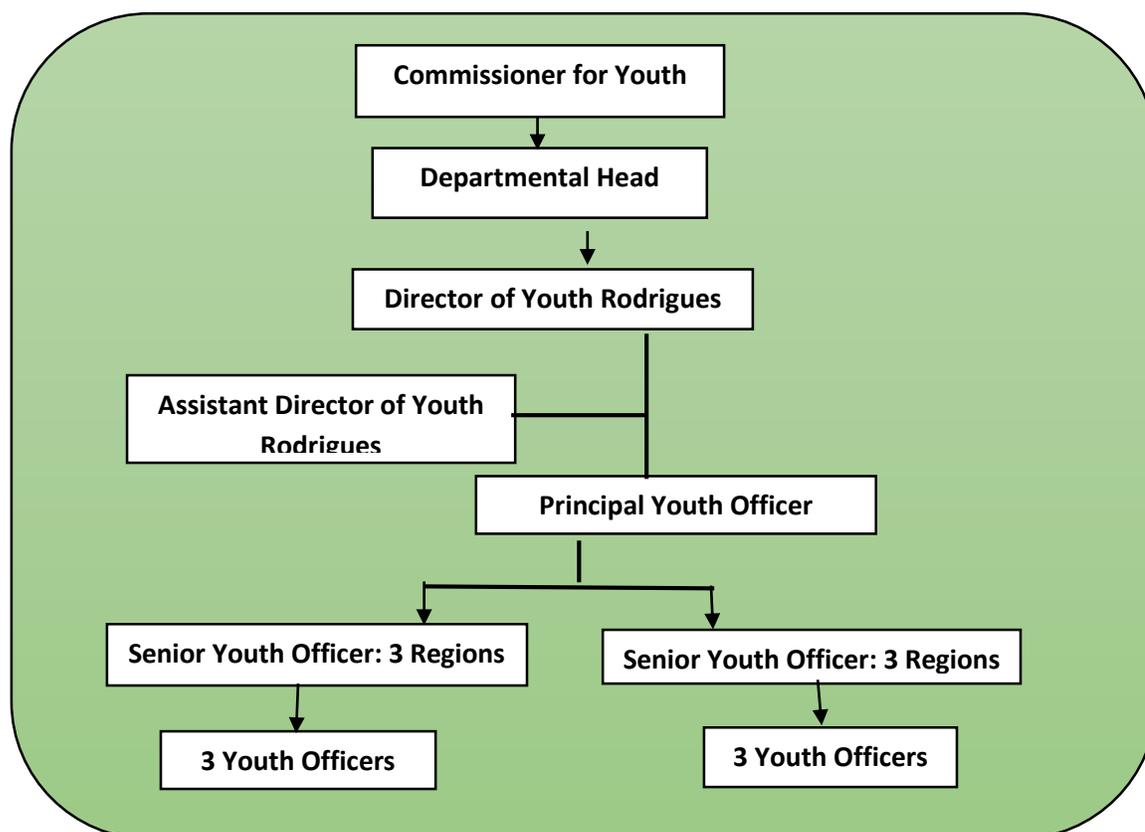
Figure 33: Proposed Structure for Rodrigues

Although many youth activities are being offered by the Youth Service, the general public seemed to be insufficiently informed about same. All the activities and recommendations in this report apply to Rodrigues as well. In this respect and in regard to above mentioned points, the following recommendations are made:

Recommendation 17: A new strategy be put in place for better coordination, communication and more systematic networking among the various commissions and departments to be promoted.

Recommendation 18: The organisational structure to be more fluid with the direct participation of youth leaders in all sectors and regions of Rodrigues including NGO's.

Recommendation 19: The Regional Youth Council should work in closer coordination with the Youth Services, Rodrigues.

Recommendation 20: Training of Youth Cadres and Youth leaders in the related fields mentioned in this report but giving special attention to the specific needs of Rodrigues.

Recommendation 21: The Youth Services Rodrigues should work in conjunction with NGO's for stronger partnership and implementation of coordinated work.

13.   Recap of Recommendations

Recommendation 1: In order to put across a strong image about its vision and purpose, it is recommended that the Vision and Mission Statement of the Youth Sector be reviewed to include the Smart Youth philosophy. The Statement should be promoted in all official documents and premises for youth.

Recommendation 2: It is recommended that guiding values be discussed and internalised, and translated in the overall functioning of the Youth Section at all levels of hierarchy.

Recommendation 3: It is recommended that proactive smart strategies, goals and objectives be widely discussed and incorporated in all youth programmes and initiatives.

Recommendation 4: It is recommended that age range of youth henceforth for the Republic of Mauritius be reviewed to 14 – 35 years. However taking into consideration, problems faced by those under 14 years, it is recommended that specific programmes be designed and implemented accordingly.

Recommendations 5: It is recommended that all programmes and activities organised are conceived, planned and implemented within a pedagogy deriving from these vital areas of youth development. Specific, measurable, achievable and time sensitive strategic

objectives need to be developed for each programme area and evaluation exercises be carried out to confirm or disconfirm the attainment of these strategic objectives

Recommendation 6: A legal awareness programme be organised involving all those working with young people to discuss about the legal aspect of youth work interventions.

Recommendation 7: It is recommended that the Ministry finalises the best structure to be in place in January 2016 to carry forward the Smart Youth Initiative

Recommendation 8: It is recommended that the National Youth Council and its regional components work in close collaboration with Ministry of Youth and Sports for the implementation of youth programmes.

Recommendation 9: It is recommended that the National Youth Council Act be reviewed to have a better representation of young people at the NYC Board so as to enhance more active participation of youth in decision making.

Recommendation 10: It is recommended that a Human Resource Training Policy and programmes be put in place including, but not limited to the above mentioned areas of training and capacity building.

Recommendation11: It is recommended that a Youth Academy be set up for Capacity Building for Animateurs, Youth Leaders and young people.

Recommendation 12: A full Rebranding of all Youth Centres should be done. In addition the physical appearance/architecture and facilities of Youth centres should be enhanced in line with the needs of youth.

Recommendation 13: It is recommended that the writing of Standard Operation Procedures together with the new Policy be started strategically and in parallel with Youth Programmes for youth.

Recommendation 14: It is recommended that the Smart Youth initiative as timed above is put in operation as from January 2016.

Recommendation 15: It is recommended that a Public –Private Partnership Sharing Mechanism/Committee be set up to discuss and implement sponsored Youth Initiatives

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Recommendation 21: The Youth Services Rodrigues should work in conjunction with NGO's for stronger partnership and implementation of coordinated work.

Way forward

- Setting up of Steering Committee for Implementation of the Smart Youth 2020.
- Undertake a Gap Analysis
- Review and finalise the **National Youth Policy for 2016-2020**.
- Work out up a detailed **Strategic Action Plan** based on the recommendations.
- Writing of Standard Operating Procedures and monitoring/evaluation tools
- Revise the **Organisational Structure** of the Youth Sector
- Mobilise resources (public and private sources)
- Launching of Action Plan
- Periodic feedback and follow up.
- Preventive and curative actions.

Conclusion

The Smart Youth Initiative had as objectives to gather information on current youth needs and aspirations with a view to make proposals for revamping the Youth Sector. The series of consultations and the survey provided rich data and brought a deeper and clearer picture on the dreams and vision of youth. They also enabled a critical appraisal of the existing structures, provisions, delivery systems, programmes and activities as well as the functioning of Youth Centres.

While several proposals were made by interviewees and respondents on ways and means to improve the current provisions, the insight obtained enabled the emergence of new ideas and suggestions. A series of recommendations have been formulated in terms of organisational structures, work processes, human resource optimisation and capacity building as well as better utilisation of resources while also offering suggestions for harnessing new resources from partners. Solid public-private collaboration has been strongly advocated to create an inclusive initiative where resources are mobilised for the common objective of creating a Smart Youth by 2020.

The team is confident that all recommendations made will be widely discussed, elaborated and translated into strategic actions for successful implementation for attaining the vision a Smart Youth by 2020 both in Mauritius and Rodrigues.

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- Mr. V. K. Daby , Permanent Secretary, Ministry of Youth and Sports
- Mr. J.P. Rangan , Deputy Permanent Secretary, Ministry of Youth and Sports
- Mr Jean Paul Colin, Departmental Head Commissioner for Youth and rigues
- Mr. V. Putchay , Director of Youth Affairs
- Mr S. Reebye, Assistant Director of Youth Affairs
- Dr Jimmy Mok Vee Hoong, UCSI
- Mr. Jean Mario Baptiste, Head, – Youth Services Rodrigues
- Mr. Antonio Volbert – Sports Officer - Rodrigues
- Youth Cadre Ministry of Youth and Sports
- Youth Cadre Commission for Youth Services, Rodrigues
- Mr. M. Glover, Trust for Excellence in Sports
- Mrs. S. Rawat, Chairperson, Mauritius Sports Council
- Ms. R. Ramloll, Chairperson, National Youth Council
- Mauritius Police Force
- Tertiary Education Commission
- Mauritius Qualifications Authority
- Krishnand Sewa Ashram, Calebasses
- Youth Clubs Members
- Advisory Committee Members of Youth Centres
- Representative of Ministries
- Members of Regional Youth Councils (Mauritius and Rodrigues)
- University of Mauritius
- Trainees, Atelier de Savoir, Rodrigues
- Representatives of Non-Governmental Organisations (Mauritius and Rodrigues)
- Representatives of Banks
- Representatives of Insurance Companies
- Representative of Hospitality Services
- Students of Colleges (Mauritius and Rodrigues)
- Rectors (Mauritius and Rodrigues)
- Peer Counsellors, Educators and Animateurs, Adolescent Youth and Health Counselling Centre, Rodrigues
- Sports Coaches

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