



Republic of Mauritius

Ministry of Youth and Sports

NATIONAL 2 YOUTH 0 POLICY 1 6

Youth and Resilience



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Youth and Resilience



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*Prime Minister
Republic of Mauritius*



Message

The National Youth Policy 2016 is a comprehensive policy document that states the vision of the Government of Mauritius for the Youth of the country and also stipulates how this vision will be realised by the Government.

Young people of today are growing up in a digital age characterized by economic uncertainty, and major technological change, completely different from the past generations. This rapid change has an impact on the personal and social development of our youth. A prosperous, happy and safe Republic can only be possible when young minds are empowered with an unconquerable spirit of resilience and courage.

The vision of National Youth Policy 2016 is to create a smart youth for a smart Republic. We hence need to create an irrepressible and bold youth who take responsibility to achieve their full potential, and through them enable our country to shine as a model in the international community of nations. In order to achieve this vision, well-defined objectives, priority areas and policy interventions have been identified.

The focused approach on youth resilience and empowerment, the participative approach involving all stakeholders, will no doubt result in the emergence of a new generation of educated, healthy, positive and brave young population, who are not only economically productive, but are also socially responsible citizens contributing to the task of nation-building.

I see in the youth of our country, the hope for a new social order, the promise of a great era based on social justice and equity and the champions for a better society.

The Rt Hon Sir Anerood Jugnauth GCSK, KCMG, QC
Prime Minister



Republic of Mauritius

Message from the Minister of Youth and Sports

I believe that it is now the right time to rethink the way we address youth issues and problems and to give a new orientation to our youth at the call of changing needs, aspirations and new challenges.

The National Youth Policy 2016 aims at creating a smart youth. It is in this sense unique, as it is a roadmap for an uncharted territory. It aims to guide youth development in a fast changing and highly dynamic global era where the youth will need to constantly re-actualise themselves so as to address challenges not yet defined. Young people are increasingly faced with a number of challenges resulting from rapid societal development. They need to be able to cultivate a critical consciousness enabling them to live in a positive manner. That is why the Policy aims at developing resilience in our young people so they may relentlessly breed smart skills and aptitudes not to adapt to, but to engineer social change.

The National Youth Policy 2016 is geared towards enabling our youth to unleash their potential and creativity and instead of being overprotective, we need to let them capture the learning from every moment of their experience to craft a new societal model for themselves and the coming generations. Let each of their difficulties shape their character and coping skills to strengthen them further. This Policy is hence rooted in a strong belief in youth potential and imprinted with a view of youth as assets.

All stakeholders need to join hands in collaborative efforts to own and carry forward the objectives of this Policy which seeks not to assist but to empower, not to prescribe but to allow the youth to discover, become and be their best.

I invite all citizens of the Republic of Mauritius to give meaning to the National Youth Policy by engaging in an open dialogue with our youth, by investing in them and blessing them in the important mission we have entrusted upon them as they engage the future.

Hon Yogida Sawmynaden

Minister of Youth and Sports



Republic of Mauritius

Message from the Permanent Secretary

The National Youth Policy 2016 is grounded in an extensive process of consultation with youth organizations and other stakeholders both in Mauritius and Rodrigues. In this respect it not only expresses a response to contemporary youth challenges but is also deeply immersed in a participative approach. Embracing a strength-based view of young people, the Policy has been designed to develop youth resilience, enabling youth themselves to address their major needs and challenges, and along with, optimise the opportunities of young men and women.

I wish that the National Youth Policy gains ownership of the various stakeholders and plays a major role in empowering young people to attain the twin objectives of taking initiatives to craft their personal development and fulfil their dreams while contributing to the development of their country. In the process they will need to adopt an innovative mind-set and build a new scale of values based on social equity and a pursuit for excellence.

I would like to acknowledge the enthusiastic and unfailing efforts of all those who have engaged in coordinating the preparation of this document. I also wish to express my appreciation to all stakeholders whose invaluable contribution will be crucial in creating a Smart Youth.

Virendra Kumarsingh Daby

Permanent Secretary

1.0 Introduction and Background

The first National Youth Policy of the Republic of Mauritius was formulated in year 2000. With a view to adapting to the changing needs and aspirations of our youth, the Policy of 2000 was reviewed in 2005 and 2009. The National Youth Policy 2016 defines the new vision of Government, and in particular, the Ministry of Youth and Sports of the Republic of Mauritius, as a timely response to emerging youth needs.

This Policy, in line with the Smart Youth 2020 initiative (Smart Youth 2020 Report – Revamping the Youth Sector, 2016), lays emphasis on opportunities to empower young people to develop their resilience and a sense of belonging to society. It is an essential planning tool guiding the country in its approach to youth development and expresses the robust commitment of the Ministry of Youth and Sports and other stakeholders on interventions and services that would ensure the rise of a smart youth for 2020.

The Policy identifies key areas in which interventions are required to enable youth development. The document provides a holistic approach to empower youth to rise to achieve their full potential. In order to attain this vision, all stakeholders have a responsibility to work towards the objectives around the five identified areas, namely; Informal Education, Employment & Employability, Entrepreneurship, Recreational Activities and Wellness & Attitude. As an integral part of the efforts to promote policy implementation, an Action Plan has been developed with specific responsibilities of identified role players.

Youth development should be based on the principles of social and economic justice, human rights, empowerment, active participation and citizenship. In this respect, it is essential to have a multi-sectoral approach involving stakeholders from the public sector, the private sector and civil society, all working together for promoting youth development. A number of monitoring and evaluation mechanisms are identified to support the systematic and effective implementation of the Policy and Action Plan.

The Policy applies to the Republic of Mauritius.

2.0 Vision, Mission and Objectives

2.1 Vision

A society with a smart and vibrant youth.

2.2 Mission

To create a dynamic youth sector that responds smartly and systematically to the ever changing needs and aspirations of young people of the Republic of Mauritius

2.3 Objectives

The National Youth Policy has the following objectives:

1. To be a guide for devising a five year Action Plan for the implementation of specific activities and enlistment of stakeholders that would help empower and build the resilience of young people of the Republic of Mauritius.
2. To prompt the Youth Sector to come up with Standard Operating Procedures (SOPs) that would enable the timely and systematic implementation of the Action Plan
3. To provide for a Monitoring, Evaluation and Reporting framework for both the Action Plan and the SOPs.

3.0 Definition of ‘Youth’

The National Youth Policy 2010 – 2014 defined ‘Youth’ as those between 14 and 29 years of age living in the Republic of Mauritius. However, with the Smart Youth 2020 Report, and to be consistent with the African Youth Charter, which Mauritius has ratified, ‘Youth’ in the Republic of Mauritius will henceforth be defined as any young person falling within the age group of 14 to 35 years. Legislation will have to be amended to that effect.

The Policy recognizes that youth have diverse needs, and accordingly adopts differentiated approaches and intervention techniques to address the specific situations and needs of the young people.

Youth were previously considered to be the ‘Leaders of tomorrow’; the Policy emphasises that Youth are ‘**Leaders of today**’ and they have a vital role to play in the Republic of Mauritius.

3.1 Youth Profile

The Republic of Mauritius has a total area of 1969 square kilometres and includes islands namely Mauritius, Rodrigues, Agaléga, Tromelin, Cargados Carajos, and the Chagos Archipelago, including Diego Garcia and any other island comprised in the State of Mauritius. The estimated population as at July 2014 was 1,260,934 of which 624,002 were males and 636,932 females. The Youth population was 422,535 as at July 2014, which included 213,396 males and 209,139 females.

	Population	Male	Female	Total
1	Youth Population (14 to 35 Years)	213,396	209,139	422,535
2	% of Youth Population	34%	33%	33%
3	Youth Population in the Island of Mauritius	206,211	201,670	407,881
4	Youth Population in the Island of Rodrigues	7,185	7,469	14,654
	Total Population	624,002	636,932	1,260,934

*Table 1: Youth Population and its percentage in the Republic of Mauritius
Source: Statistics Mauritius – 2014*

As shown in Table 2 below, 28% of the youth population are in full time education. Young people are involved in secondary, vocational/technical and tertiary education.

Population		Male	Female	Total
1	Total Population aged between 14 to 34 years	204,703	202,081	406,784
2	Youth Population attending in full time education (14 to 34 Years)	56,650	58,042	114,692
3	% of Youth Population attending full time education	28%	29%	28%

*Table 2: Youth Population attending full time education and its percentage in the Republic of Mauritius
Source: Statistics Mauritius, Population Census - 2011*

Handicapped youth in the Republic of Mauritius represents 1.9 % of the youth population as depicted in Table 3 below.

		Male	Female	Total
1	Total Population (15 to 34 Years)	195,357	192,688	388,045
2	Youth Population	4,240	3,195	7,435
3	% of Youth Population	2.2%	1.6%	1.9%

*Table 3: Percentage of Handicapped Youth in the Republic of Mauritius
Source: Statistics Mauritius, Population Census - 2011*

The marital status of the youth population according to the Population Census 2011 is shown in Table 4 below.

Marital status of youth population		Male	Female	Total
1	Single Youth	133,974	92,705	226,679
2	Married Youth	55,428	90,426	145,854
3	Divorced, Widow or single parent Youth	3,652	8,661	12,313
4	Other and not stated	2,303	896	3,199
Total Population (15 to 34 Years)		195,357	192,688	388,045

*Table 4: Distribution of Youth in terms of marital status.
Source: Statistics Mauritius, Population Census - 2011*

Youth employment is depicted in Table 5 below. The percentage of unemployed youth in relation to active youth population is 11% for males, and 17% for females.

Activity status		Male	Female	Total
1	Active Youth Population	140,336	94,968	235,304
2	Not Currently Active Population	44,023	87,484	131,507
3	Activity status not stated	1,362	626	1,988
4	Unemployed Youth	14,940	15,862	30,802
Total Population (16 to 34 Years)		185,721	183,078	368,799
Percentage of Unemployed youth in relation to Active Youth Population		11%	17%	13%

Table 5: Distribution of youth in terms of Youth employment

Source: Statistics Mauritius, Population Census – 2011

According to the Ministry of Labour and Industrial Relations (2014, Quarter 3)), 24,500 unemployed Mauritians were below 30 years, that is, 56% of the total unemployed. Out of the 24,500 unemployed youth, 13,800 were women and 10,700 were men. The Report states that each year, about 7,600 young persons join the labour market, out of whom, some 43% do not hold a School Certificate.

3.2 Contemporary Youth Challenges

The upper age extension of youth from 29 to 35 years, will register more youth involved in the economic and social life of the country. The youth as a productive workforce need to be empowered to contribute effectively to the economic development of the country.

3.2.1 Youth and Education

Education is central to the development of a nation, particularly to improving the lives of young people. The decision for free education has brought a strategic shift from a low to a high literacy rate. Successive reforms in the Educational Sector including the Nine Year Schooling, demonstrate the willingness of the State to have a more educated society. However, the educational system must be geared towards promoting a lifelong learning culture. Youth being a heterogeneous group with varying educational needs, requires that appropriate policies be designed. Access to quality education will address all factors that impede success namely, poverty, vulnerable family environments and other social evils like substance abuse and violence.

3.2.2 Youth and Employment

Youth unemployment is a global phenomenon and Mauritius is no exception with some 20 % of youth between 16 and 24 years old being unemployed in the first quarter of 2016. Various reasons have been put forward to explain that issue, namely skills mismatch and lack of experience of the youth.

As this issue concerns all stakeholders, a joint public-private initiative, namely the Skills Working Group, has been implementing, together with the Ministry of Labour, Industrial Relations, Employment and Training (MLIRET), the Youth Employment Programme (YEP) and the Dual Training Programme (DTP) to render youth more employable thereby facilitating the possibility of their employment upon completion of these programmes.

The Youth Employment Programme enables unemployed youth to obtain training and placement in private firms for an initial period of one year with the possibility of permanent employment thereafter on condition of satisfactory performance. If the unemployed has not been able to secure a job after the one year, he/she is allowed another year of placement in another company under the same programme. Moreover, the YEP has been extended to the Civil Service and other Government Bodies since October 2015 with a view to enhancing employability of more and more youth in the labour market.

The Dual Training Programme is a joint Government/Private Sector partnership programme which provides opportunity for a direct match between demand and supply of companies' requirements and lessens the consequences of misdirected planning in terms of addressing labour mismatch. It combines the job training with institution based learning to provide the apprentice with the necessary skills and knowledge to learn trade.

Young people, during consultations, have mentioned that farming and agriculture are avenues to be explored in terms of employment opportunities.

3.2.3 Youth and Health

A healthy youth population is imperative for the wellness of the nation. It also contributes to nation building. There are a few youth specific health issues and risky behaviours that need targeted approach. The prerequisite for wellness are mainly the regular practice of sports and adoption of healthy lifestyles and positive attitudes. The Mauritius Non-Communicable Disease Survey 2015 shows the prevalence of health related issues namely, the lack of exercise, alcohol consumption, smoking and depression among youth aged 18 to 34 years.

Age specific prevalence of those who		18 to 24 years	25 to 34 years
1	Exercise 30 minutes per day	20.0	22.0
2	Consume Alcohol more than 4 times per week	3.4	4.8
3	Current smoker	21.6	26.4
4	Depression	11.6	11.3

Table 6: Health status of young people aged 18 to 34 years.

Source: National NCD Survey 2015

As many youth health problems are behavioural in nature, the challenge for the youth sector is to motivate young people to adopt healthy lifestyles in the face of strong negative peer pressures.

3.3 Rights and Obligations

The Policy recognizes the fundamental rights and liberties which are guaranteed by the Constitution of the Republic of Mauritius and which emanate from the most important international and regional treaties on Human Rights that the Republic of Mauritius has signed or ratified, namely:

- The International Covenant on Civil and Political Rights 1966;
- The International Covenant on Social, Economic and Cultural Rights 1966;
- Convention against Discrimination in Education 1970;
- International Convention on the Elimination of All Forms of Racial Discrimination, 1972;
- The Convention on the Elimination of all Forms of Discrimination against Women 1979;
- The African Charter on Human and People's Rights 1981;
- The Convention on the Rights of the Child 1989;
- The African Charter on the Rights and Welfare of the Child 1992;
- Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour 2000;
- Protocol to the African Charter on Human and Peoples' Rights on the Establishment of an African Court on Human and Peoples' Rights 2003;
- African [Banjul] Charter on Human and Peoples' Rights 2003;
- International Conventions against Doping in Sports (UNESCO), 2006;
- The African Youth Charter, 2006.
- UN 2030 Agenda on Sustainable Development, 2015.

The Policy recognizes that young persons, depending on their age and maturity, should not only enjoy their youth but also participate in the development of the country, without discrimination by reason of place of origin, race, political opinion, colour, creed or gender.

3.3.1 Rights of Youth

The following rights are more specifically recognized to youth:

- The inherent right to life and security of the person;
- The right to a name, a proper identity and nationality;
- The right to live in an atmosphere of love and affection and to keep all family ties;
- The liberty of movement including the right to travel abroad and re-enter the natal land freely;
- The right to maintain the child-parent relationship;
- The freedom of opinion and expression;
- The freedom of thought, conscience and religion;
- The freedom of association;
- The right to privacy and non-interference in personal matters;
- The right to be protected from libel, slander and defamation and all forms of abuse, neglect and exploitation;
- The right to be protected from harassment, whether sexual or otherwise, as well as violence of any kind, including protection for cruel treatment or punishment, unlawful arrest or deprivation of liberty;
- The right to access to appropriate information;
- The right to proper education and training;
- The right to equal opportunities;
- The right to adequate housing, health care, and social security;
- The right to leisure, cultural and sports activities;
- The right to a safe, clean and healthy environment.

3.3.2 Responsibilities of Youth

Every right also entails a responsibility and that can only be exercised to the extent that it does not restrict the rights of others and/or the community as a whole. Like adults, youth also have specific responsibilities which can be summed up as follows:

- To promote peace, security and **sustainable** development;
- To respect public property and the property of others;
- To promote positive and dignified values, tolerance and great respect for ethics in all aspects of life;
- To promote respect for other young persons, for adults and the elderly;
- To give support to the community by helping in social and philanthropic work;
- To promote gender equality and respect for the rights and dignity of girls and women;
- To discourage acts of violence, crime, exploitation and oppression of vulnerable persons or groups;
- To give value to learning and training for oneself and others;
- To **ensure environmental protection, management and stewardship**;
- To promote a healthy lifestyle free from disease, alcohol and drugs;
- To consider sex as a life giving activity and not as a degrading violent form of abuse;
- To seek information on health issues more specifically reproductive health;
- To participate freely and fully in the social, economic, cultural and political life of the country;
- To seek to acquire leadership skills and share knowledge and know-how with others;
- To be youth ambassadors and promote international exchanges.

3.3.3 Obligations of the State

Government has the prime responsibility to ensure that the youth can enjoy the State rights. It should also provide the necessary framework for young people to fulfil their responsibilities.

3.3.4 Obligations / Responsibilities of Parents / Responsible Parties

Parents/Responsible Parties have a key role to play in order to ensure the proper development and well-being of the youth, and to respect and promote the rights of youth and more specifically:

- To ensure that their child grows up in an environment of warmth and affection, security and stability;
- To promote his/her physical and psychological development;
- To ensure the protection of children without overpowering them;
- To teach human rights, values and emphasize the need for greater social justice and gender equality to children and wards;
- To recognize the individuality of youngsters according to age and maturity and to allow them, whenever possible, to make their choice of educational fields and career;
- To respect the privacy, choice of friends and partners of their child including those who are still under the family roof;
- To give counsel, support, help and ensure parental guidance, depending on the particular needs of the child;
- To act as positive role models;
- To recognize the capacities of young persons and to be sensitive to their real needs along with those of the parents themselves;
- To treat young people with respect and give them opportunities to contribute positively to societal development.

3.3.5 Responsibilities of the Private Sector

The private sector which operates and grows through its human resources has obligations and responsibilities towards its employees, and society at large.

Besides safeguarding the right of its workers, the private sector should provide them with all the prerequisites for their personal and the companies' advancement. As a key stakeholder, the private sector should:

- Respect gender equality and social justice;
- Recognise the right of the disabled;
- Respect labour laws and treat employees in such a way to enable them to give their optimum;
- Give all the required training to the workers for effective delivery;
- Provide a healthy and conducive atmosphere for optimum production;
- Undertake initiatives that incorporate environmental sustainability and promote greater environmental responsibility;
- Contribute to community/social and philanthropic actions.

4.0 Values and Principles

The Policy is based on a set of principles and values which are enshrined in the Constitution of the Republic of Mauritius which recognises the fundamental rights and freedom of the individual, the right to Mauritian citizenship enjoying all privileges it entails. In this respect the Policy seeks to promote cultural diversity while preserving unity in diversity, and peaceful coexistence and tolerance. These values and principles will help young people to reach their full potential to lead healthy, fulfilling, successful and productive lives, and will inspire them to make a difference in their communities, society, nation, environment and the world.

4.1 Values

The Policy is based on the core values of human rights, gender equity and social justice. All programmes emanating from this Policy have to be viewed from a human rights perspective before and during its implementation. In this respect, the Policy promotes the following values:

- Recognition of youth as worthy of respect and dignity;
- Recognition of youth as partners for development;
- Placing young people at the heart of national development;
- Promoting ethical behaviour and transparency;
- Promoting excellence, innovation and creativity in actions;
- Voluntary engagement of youth, without coercion of any kind;
- Community involvement recognising that youth are part of social systems;
- Relationships based on mutual respect;
- Recognising and valuing diversity;
- Social responsibility;
- Gender sensitivity recognising the special needs of young women.

4.2 Principles

The Policy upholds the following principles:

- ✓ **Non-discriminatory** approach where no distinction is made in youth programmes against youth, on the basis of age, gender, race, disability, sexual orientation, or any other form, in accessing resources and services necessary for their development.
- ✓ **Holistic** perspective which embraces all aspects of physical, emotional, social, economic and spiritual development of young people.
- ✓ **Transparency and accountability** incorporated in all actions undertaken by all organisations working towards the policy objectives.
- ✓ **Social cohesion and national unity** promoting youth as an integral part of society involving them in nation building.
- ✓ **Civic engagement and participation** integrating leadership, youth empowerment and creating space for youth voice and democratic ideals.

5.0 Target Youth Groups

Young people have diverse needs. In the same manner, diverse interventions should be specifically designed to address those needs. It is crucial therefore that mainstream policies and programmes across all sectors should work in synergy to ensure that the needs of all young people are effectively addressed.

This Policy recognises various challenges facing youth from different backgrounds. It also acknowledges that problems experienced by specific categories of youth groups are unique, multifaceted and require involvement of various service providers across different sectors. Therefore, it would be important to identify the broad categories of youth groups requiring support so that their needs are integrated in all mainstream programmes. They include, but are not limited to the following:

- Young women
- Young men
- Youth in school – formal institutions
- Out of school youth
- Working youth
- Unemployed youth
- Married youth
- Vulnerable youth - in conflict with the law
- Orphans
- Less privileged youth
- Handicapped youth
- Youth at risk - exposed to unhealthy lifestyles
- Street youth
- Single parent youth
- Young couples living together outside marriage.

6.0 Goal and Policy Objectives

The National Youth Policy aims at creating a vibrant and resilient youth for the Republic of Mauritius.

Youth resilience embraces a strength-based view of young people, founded on the belief that youth are capable of playing an active role in their development and that of society. Contemporary youth are facing a number of challenges associated with a fast changing social environment. It is believed that positive youth development takes place in the face of challenges. Resilience is the process of effectively mobilizing internal and external resources in adapting to, or managing life challenges, in a highly dynamic environment.

Thus, cultivation of resilience means fostering young people's capacity, flexibility, and coping strategies as they go through developmental changes and life stresses, in order to bounce back from difficult life experiences and achieve positive outcomes (Kaplan, 1999).

Resilience develops in the presence of a number of protective factors, namely psychosocial bonding and close relationships with supportive adults, recognition of one's competence by oneself and society, optimism as is manifested in a belief in one's capacities, a sense of meaning in life, and a clear and positive identity. Resilience is also promoted by a positive and stable physical, socio cultural, professional and political environment, where youth are able to participate in decisions affecting their lives.

The Policy aims at ensuring that optimum conditions are put in place to provide young people with equal opportunities to reach their full potential, both as resilient individuals and as active participants in the overall social, economic and cultural development of the nation.

The Policy however also recognises that we are living in a global village, it is not always possible to create the ideal conditions for youth. Hence, the Policy aims at equipping young people with the internal and external resources to take up leadership roles in new environments, and to be smart in crafting their development in a constantly changing society.

Therefore, in order to develop a smart and resilient youth in the Republic of Mauritius, the Policy is geared towards:

1. Emphasising principles and values enshrined in the Constitution of the Republic of Mauritius and developing positive attitudes which lead to the consolidation of a legitimate and harmonious society, a culture of peace and intercultural tolerance;
2. Providing equal access to information on strategic areas and equal opportunities in all fields of youth development to different target groups;
3. Providing young people with a varied set of opportunities through adequate and appropriate programmes, resources and services that support and foster their holistic development;
4. Promoting the full and integral participation of youth in decision making at all levels and in creative actions that promote their personal and social development at all levels of national/regional life;
5. Consolidating social support between youth and all stakeholders so as to reinforce healthy behaviours, develop positive social values and norms;
6. Providing a physically and psychologically safe environment and medium for youth interactions and programmes whereby human rights can be exercised and responsibilities accepted;
7. Mainstreaming and promoting gender equality in all youth programmes and activities;
8. Developing quality relationships by providing skilled and committed personnel/youth workers to engage with youth.

7.0 Strategic Policy Areas

Undeniably, there are underlying dynamics that are affecting young people all around the world including changes in demographics and technologies, economics and politics and employment opportunities. Young people are at the heart of today's great strategic opportunities and challenges, from rebuilding the global economy to constructing sustainable democracies.

With a view to improving the quality of life and providing conditions for success for every young person, and thus creating a SMART YOUTH by year 2020, this Policy has targeted five strategic areas namely:

1. Informal Education
2. Employment and Employability
3. Entrepreneurship
4. Recreational Activities
5. Wellness and Attitude

Each of these areas are described and developed into strategic objectives which are aligned with the mission and the vision of the Policy.

7.1 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.

The extent to which young people engage voluntarily and assume greater responsibility, will determine their learning capacity. 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, has 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 world.

The Policy Objective is to set up an integrated programme of informal education geared towards the promotion of youth responsibility for their own learning and development, and for an inclusive community life.

7.2 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 the needs of young people to become more employable.

The Policy Objective is to enhance youth employability and young people's active participation in the labour market, by equipping them with the ability and skills to gain initial employment, maintain current employment and develop new career paths.

7.3 Entrepreneurship

Youth entrepreneurship is crucial in any country. It can be used as a solution to unemployment but at the same time it creates an entrepreneurial culture, developing the skills and willingness to look for solutions and adopt a positive attitude towards life.

The cultural dimension of entrepreneurship emphasises risk taking and leaves behind the perception of failure as a negative happening. The Policy adopts a view of entrepreneurship as *“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 formation of micro-businesses.

Entrepreneurship education aims at providing young people with training through interactive and participatory teaching methods so as 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 a better understanding of the functions and operations of sustainable enterprises
- Develop entrepreneurial culture - preparing young women and men to be more entrepreneurial in their work and in their everyday lives.

The Policy objective is to provide young people with training to develop their entrepreneurial skills, mind-set and culture and to promote sustainable youth enterprise as a significant strategy for fostering economic development and growth.

7.4 Recreational Activities

A recreational activity, referring to the term recreation, is 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 with an opportunity to spend time with themselves, to get involved in events as a source of mental and physical relaxation, to increase social bonding and develop leadership and interpersonal skills.

Young people need self-development opportunities. Thus, organised, structured, and supervised recreational programmes, provide excellent opportunities for adolescents to develop and grow into fully functioning adults. Participation in these activities brings autonomy and identity development, positive social relationships, conflict resolution skills, academic success, mental health, and civic engagement. Participation in recreational activities/programmes results in reduction of juvenile delinquency, increased positive behaviours 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.

The Policy Objective is to mandate the provision of quality leisure for the self-development of youth and to set up non-competitive/youth friendly recreational activities to reduce negative behaviour, improve educational performance and promote higher productivity.

7.5 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 situations, independent of the circumstance that presents itself. If one has a positive attitude, then, definitely one will succeed in life. 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 cycle. 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** - encouraging respect for the delicate balance between the environment and oneself.
3. **Intellectual wellness** - involving an open mind when one encounters new ideas and continuing to expand knowledge
4. **Financial wellness**- involving 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** – incorporating one's occupational endeavours and appreciating one's contribution to economic life. This dimension of wellness encourages personal satisfaction and enrichment of one's life through work.

6. **Physical wellness** - relating 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** - helping one to perform social roles effectively and comfortably and creating a support network. It develops and encourages relationship with peers
8. **Spiritual wellness** – allowing the development of 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 crop up in everyday life.

The Policy Objectives are to:

- ***create awareness on wellness and attitude as a prerequisite for making smart choices towards a healthy and fulfilling life.***
- ***develop and implement a comprehensive programme inclusive of physical, emotional, social, environmental and spiritual wellness that seeks to improve the overall well-being of young people, and to address issues that impact negatively on such well-being.***

8.0 Implementation Mechanism

The Policy recognises the importance of the close collaboration of all stakeholders involved in the implementation of youth empowerment programmes in order to realise policy goals and objectives as well as to achieve efficient and optimum utilisation of resources.

The Policy acknowledges that there are many challenges facing youth and that there is a wide range of stakeholders engaged in the implementation of youth programmes. It is important to build stakeholder maps in each strategic area in order to understand the role of the various actors, identify and coordinate their inputs and activities, and optimise all resources available.

The Ministry of Youth and Sports has the overall responsibility for the coordination of the policy, its implementation, monitoring, evaluation and its review. Monitoring and evaluation will be done on an ongoing basis, in collaboration with other Ministries, Non-Governmental Organisations (NGO's) and other stakeholders, so as to record progress in attaining policy objectives

The National Youth Council is an implementing, supervisory and facilitating agency for youth development programmes. It is expected to serve as a special interest group both for youth organisations and for young people in general, and to ensure democratic participation at the level of their organisation and in society as a whole.

Various Ministries collaborate actively in the implementation of the National Youth Policy. An Inter-Ministerial Committee will be set up to coordinate actions and programmes for youth, so as to optimize resources, mobilise efforts and to minimise duplication in intervention programmes. The Committee will also be called upon to provide inputs as a think-tank for creating a national impact on youth programmes.

Youth NGOs are vital partners, with the potential of contributing to youth development in terms of leading advocacy, setting new agendas, promoting social dialogue on key youth issues at grass root level, and promoting youth participation in decision making. Operating as individual organisations, or as a collective entity, they have the responsibility of implementing the policy within their organisational mandate and their rich network.

The Policy recognises the contribution of the Private Sector in youth development. To enhance this collaboration, a Public-Private Partnership Sharing Committee will be set up at different levels to mobilise and utilise available resources in terms of technical expertise, knowledge base, logistics and financial inputs.

In order to optimise stakeholder collaboration, a Steering Committee will be set up to work out an implementation plan which will be continuously monitored and periodically evaluated. An Action Plan 2016 - 2020 will be developed, taking into consideration the guiding principles, and bringing forth the Policy vision.

Finally the Policy acknowledges and lauds the crucial role of International Organisations in driving youth programmes through benchmarking and technical input, as well as exchange of experience and learning opportunities in best practices. Links with International Organisations focusing on youth development will be reinforced.

9.0 Policy Review

The National Youth Policy will be revisited every five years in order to enable the Ministry of Youth and Sports and Government to take stock of key achievements and challenges, and review its focus in the light of upcoming priorities for youth development.

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