



REPUBLIC OF BOTSWANA

MINISTRY OF YOUTH, SPORT AND CULTURE

REVISED NATIONAL YOUTH POLICY 2010

AUGUST 2010

MINISTER'S STATEMENT

I am delighted and honoured to present the Revised National Youth Policy 2010. Youth development and empowerment is fundamental to Botswana's development agenda as the youth constitute the majority of the nation of today and the future. The youth as the target population and the beneficiaries of the Policy are called upon to be active participants in its implementation. The youth should not only hope to inherit the future. It is more important that they play a central role in building and shaping the future for themselves and generations to come.

A prime consideration throughout the process of developing the Revised National Youth Policy 2010 was consulting and recording the recommendations of youth countrywide. The Policy should therefore, be seen as a meaningful tool for practitioners to develop programmes and strategies for youth development. The Policy challenges the public sector to review what they are doing and, if necessary, reshape and or create new services. Every programme should be carefully measured and evaluated under the evidence-based approach to effective planning. Above all, the Policy calls for a strong partnership between government, the private sector, non-government organisations, civic society, the community, and the youth themselves.

We live in a global era, which has challenges and opportunities. Botswana should be prepared to confront the challenges and seize the opportunities. During the past decade, youth development in Botswana has been undertaken within the framework of the National Youth Policy and the National Action Plan for Youth, 2001-2010. Emerging new issues in youth development such as information, science and technology; environment conservation and protection; gender development; moral and spiritual development and the promotion of leadership development call for more focus and greater attention to issues affecting the youth. The overall goal of the Policy is to ensure a systematic integration of youth mainstreaming as a key component for

programme development processes within government, the private sector and civil society.

There is widespread acknowledgement or consensus on the challenges of youth empowerment but the pathways to youth empowerment are contentious. There should be a paradigm shift to greater awareness and responsibility in addressing the issues affecting the youth. The change is necessary and urgent. It should be dramatic as young people are dynamic and innovative. This Policy sets out a number of actions we can take to influence and accelerate the course of change – a combination of existing measures and new ideas implemented.

I call on all young people in Botswana to take advantage of all opportunities availed to them in order to reach their full potential.

Shaw Kgathi, MP

Minister of Youth, Sport and Culture

TABLE OF CONTENTS

MINISTER'S STATEMENT	(i)
1. Introduction	
1.1 Purpose of the Revised National Youth Policy 2010	1
1.2 Rationale	1
1.3 Target Group	5
2. The Policy Approach towards Youth Development	6
3. Aim, Goals, Objectives	
3.1 Aim	7
3.2 Goals and Objectives	7
4. Rights and Responsibilities of Youth	
4.1 Rights of Youth	11
4.2 Responsibilities of Youth	12
4.3 Responsibilities of Adults towards the Youth	13
5. Strategic Areas	
5.1 Strategic Area: Youth Employment	14
5.2 Strategic Area: Youth, Poverty and Hunger	16
5.3 Strategic Area: Youth and Environment	17
5.4 Strategic Area: Science and Information Technology	18
5.5 Strategic Area: Youth and Leadership Development	19
5.6 Strategic Area: Vulnerable Youth	20
5.7 Strategic Area: Youth, Sport, Recreation, and Creative Arts	21

5.8	Strategic Area: Youth, Education, Skills Development and Training	22
5.9	Strategic Area: Youth and Health	23
5.10	Strategic Area: Youth, Moral and Spiritual Development	24
5.11	Strategic Area: Youth, Gender and Development	25
5.12	Strategic Area: Youth and Culture	26
6.	Policy Instruments	
6.1	National Action Plan for Youth	29
6.3	Communication, Information and Publicity	29
6.4	Research, Monitoring and Evaluation	29
6.5	Capacity Building and Skills Training	30
7.	Implementation and Institutional Arrangements	
7.1	Department of Youth	31
7.2	Botswana National Youth Council	32
7.3	Establishment of Multi-Sectoral Committees on Youth Programming	34
8.	Policy Review, Monitoring and Evaluation	36

ABBREVIATIONS

ACP	African, Caribbean and Pacific Countries
AYA	African Youth Alliance
ASRH	Adolescent Sexual Reproductive Health
BNYC	Botswana National Youth Council
BOCODOL	Botswana Council for Distance Learning
BOFWA	Botswana Family Welfare Association
BOTA	Botswana Training Authority
CAR	Centre for Applied Research
CBO	Community-Based Organisation
CBNRM	Community –Based National Resources Management
CEDA	Citizen Entrepreneurial Development Agency
CRC	Convention on the Rights of Children
CSO	Central Statistics Office
DOY	Department of Youth
DDC	District Development Committee
DDP	District Development Plans
DET	District Extension Team
DYA	Division of Youth Affairs
DYC	District Youth Council
EU	European Union
FEF	Friedrick Ebert Foundation
JAB	Junior Achievement Botswana
ICCYA	Inter-Ministerial Coordinating Committee on Youth Affairs
ICPD	International Convention on Population and Development
IT	Information Technology
MCST	Ministry of Communications Science and Technology
MDG	Millennium Development Goals
MEWT	Ministry of Environment, Wildlife and Tourism
MFDP	Ministry of Finance and Development Planning
MLHA	Ministry of Labour and Home affairs
MMEWR	Ministry of Minerals, Energy and Water Resources
NGO	Non-Government Organisation
NDP	National Development Plan
NAMPAADD	National Master Plan for Arable Agriculture and Dairy Development
NEPAD	New Partnership for Africa’s Development
NAPFY	National Action Plan for Youth
NCPD	National Council on Population and Development
NPP	National Population Policy
NSF	National Strategic Framework

PDP	Population and Development Programme
SA	Strategic Area
SMME	Small, Medium and Micro Enterprises
ST	Science of Reference
TOR	Terms of Reference
TSP	Tirelo Sechaba Programme
UN	United Nations
UNAIDS	United Nations AIDS Programme
UNICEF	United Nations Children and Education Fund
UNDP	United Nations Development Programme
USAID	United States Agency for International Development
YFP	Youth Focal Points
YO	Youth Officer
YWCA	Young Women Christian Association

INTRODUCTION

1.1. Purpose of the Revised National Youth Policy 2010

In 1996, Parliament passed the first National Youth Policy. Since then, youth development in Botswana has been undertaken within the framework of the National Youth Policy of 1996 and the National Action Plan for Youth, 2001-2010. The overall objective of the framework was to ensure that the youth were given every opportunity to reach their full potential both as individuals and as active citizens of Botswana. However, there have been a number of changes in the socio-economic, socio-cultural and demographic structure of society in Botswana and globally since the adoption of the Policy. In recognition of these, a decision was taken to review the 1996 National Youth Policy which is intended, among others, to address new challenges such as HIV and AIDS, emerging issues such as Science, Information and Technology and Environmental Conservation and Protection. The Revised Policy has also been aligned to recent national, regional and international policies and programmes that address youth development.

1.2 Rationale

Government recognizes the important role played by youth in contributing to socio-economic development objectives. At the same time, the youth need to contribute optimally to sustainable national development and growth. This is important for any country but critical to Botswana where the youth constitute a significant percentage of the population (38.4%) according to the 2001 Population and Housing Census. The challenge for Government is to develop programmes and strategies that will ensure that young people are accorded the necessary support and a platform to fully exploit their talents to improve their livelihoods and in the process, those of their communities.

The youth are faced with several challenges. The high unemployment rate among the youth poses a key challenge. Youth unemployment is a problem because of the general economic factors which include low economic growth and lack of growth in labour intensive sectors and this results in inadequate job creation. Each year, a significant number of young people enter the labour market in search of employment, increasing the competition for the scarce jobs in the formal economy.

HIV/AIDS and associated diseases affect large numbers of youth. According to the Botswana AIDS Impact Survey of 2008, HIV and AIDS prevalence account for 25.9% of illnesses among youth. Moreover, the rapid urbanization causes difficulties for youth to cope with such changes. The life planning skills of the youth are not sufficiently developed to cope with conflicts and emotional pressure or to handle job seekers and the pressure of work in a dynamic economy.

Young people are affected by poverty, and in some instances, hunger. According to Botswana Census Based Poverty Map 2008, Poverty Datum Line is at 30.6% in Botswana. Kgalagadi South and Ngami West are the hardest hit. This effectively means that youth in these areas are directly affected. Despite the fact that poverty levels have continued to drop over the years, poverty reduction among the youth is still a major challenge, particularly for orphan-headed families.

The youth aspire to become present and future leaders yet their participation in development and decision-making processes remain relatively low. There is need to tap into the potential of youth in decision-making processes, for example, with respect to community governance, development and natural resource management.

The youth also aspire for recreational, sport and art opportunities. While such opportunities have increased significantly over the years, there is need to widen the opportunities and to expand the facilities to rural and remote areas. Recreation, sport and arts may offer employment opportunities and contribute towards improved mental and physical health.

Education and training opportunities remain a critical challenge to the youth. While school enrolment has increased significantly, and Botswana has achieved universal primary education, there is still a challenge for spaces in junior and senior secondary education level. There are concerns that primary and secondary schools do not provide the youth with skills to compete in the labour market. In order to be competitive and have a chance of finding a decent job, young people increasingly need to acquire knowledge and skills through higher levels of education and training. Life planning skills, vocational training and skills to manage and own businesses are essential for the youth.

Science and technology are developing rapidly, and offer new and interesting opportunities for the youth. The youth need to participate meaningfully in science and technology in order to capitalise on investment in these areas.

Gender and environment are cross-cutting issues that still pose major challenges. Sustainable development and maintenance of natural resources are vital for the future of the youth.

Economic diversification and strengthening of the renewable natural resource base are particularly important for development. Resource conservation is therefore of interest and a task for the youth. With regard to gender, progress has been made with gender equality but challenges remain and need to be addressed. The Revised National Youth Policy 2010 intends to exploit the

youth's strengths and address their weaknesses. The following major strengths of the youth need to be tapped into;

- i) Energy, creativity and innovative spirit;
- ii) Educational skills and achievements;
- iii) Willingness to volunteer; and,
- iv) Willingness to take risks

The policy also intends to contribute towards overcoming the following weaknesses:

- Inadequate access to complementary factors of production such as finance, land and skills
- Insufficient life skills to accept responsibilities and handle crises, conflicts and pressures.
- Low self-esteem, which prevents young people from fully participating in the development process and becoming responsible and accountable.

The purpose of the National Youth Policy is to guide and ensure coordination of programmes and activities that directly or indirectly benefit the youth and the country.

1.3 Target Group

According to the Revised National Youth Policy 2010, youth refers to persons of ages 15 - 35 years. The age group of 15 - 35 is one stage when critical decisions of life are taken such as schooling, sexual activity, career paths, development of family and when children move into adulthood. Following the amendment introduced by the Interpretation (Amendment) Act, 2010 (Act No 9 of 2010) the age of majority is 18 years.

However, the transition from child-hood to adulthood, may occur at different ages and over different periods depending on the economic, social and cultural context. In addition to the age dimension, it is important to recognize that young people are not a homogeneous group they differ in terms of their opportunities and circumstances in society. Young people differ in terms of gender, urban/rural status and disability status. For example, young females are much more vulnerable to HIV and AIDS than their male counterparts.

Many youth may not need special assistance, and may be able to develop themselves, given the right family and policy environment. However, a variety of vulnerable or risk groups exist among the youth that are often unable to do so. The Policy will pay special attention to these vulnerable groups. The major vulnerable groups are:

- i) Youth with disabilities
- ii) Youth in unstable or divorced families
- iii) Out of school and unemployed youth
- iv) Youth in violent situations
- v) Youth in Child labour
- vi) Adolescent parents
- vii) Youth living in the streets

- viii) Youth living with HIV and AIDS or other life threatening diseases
- ix) Orphans
- x) Youth sex workers
- xi) Youth in remote areas
- xii) Illiterate youth
- xiii) Juvenile delinquency
- xiv) Adolescent caregivers
- xv) Youth in crime
- xvi) Alcohol and substance abuse among youth

2. THE POLICY APPROACH TOWARDS YOUTH DEVELOPMENT

The Revised National Youth Policy 2010 is a participatory, comprehensive, coordinated, informative and result-oriented approach on youth development. It is a manifestation of a political will and commitment of the nation to the development of a well-rounded young person and their participation in all spheres of public and private life.

Participation requires the active involvement of all stakeholders, including the youth in the formulation and implementation of youth policies and programmes. Other stakeholders include the private sector, NGOs, faith-based organisations, traditional leaders, CBOs and development partners. The Policy recognizes linkages between the strategic areas and between sectoral programmes.

Coordination of these programmes require that all stakeholders need to complement each other in providing services to the youth since these issues are cross cutting. It also requires that coordination mechanisms are clearly defined. Policies and projects are meaningless without successful implementation.

Therefore, the Revised National Youth Policy 2010 has adopted a realistic, focused and result oriented approach to youth development.

3. AIM, GOALS AND OBJECTIVES

3.1. Aim

The overall aim of the policy is to mainstream and promote youth participation in community and civic affairs ensuring that youth programmes engage the youth and are youth-centered.

3.2 Goals and Objectives

The Revised National Youth Policy 2010 seeks to address the following goals and objectives.

GOAL A. Ensure that youth interest and potential are incorporated in all policies and programmes.

Objectives:

This goal shall be met through the following objectives:

- A.1. Mainstreaming youth issues in the development agenda;
- A.2. Ensuring the harmonisation of other policies, research, programmes and strategies that are oriented towards young people;
- A.3. Involving and encouraging participation of young people at planning, decision-making and implementation levels of development programmes;

- A.4. Assisting young people in attaining the knowledge, skills and experiences required to enable them to effectively participate in national development and society as a whole;
- A.5 Recognising, promoting and supporting the efforts of young people in community, district and national development efforts through programmes which promote leadership, practical skills and opportunities for participation; and,
- A.6 Addressing the specific socio-economic problems faced by young people that inhibit their capacity to actively participate in society.

GOAL B. Ensure the establishment of an efficient institutional structure within Government/NGOs and the Private Sector to implement youth programmes and activities.

Objectives:

This goal shall be met through the following objectives:

- B.1 Designing a comprehensive, multi-sectoral response to the major problems and needs of young people;
- B.2 Establishing mechanisms for collaboration and cooperation amongst relevant Government, Non-Government and community stakeholders;

- B.3 Ensuring that adequate resources are directed towards youth development programmes and promote the financial accountability and sustainability are promoted; and,
- B.4 Ensuring that research, programmes and strategies are oriented towards young people.

GOAL C. Promote mutual understanding and trust between young people and adults within society.

Objectives:

This goal shall be met through the following objectives:

- C.1 Promoting and safeguarding the rights and responsibilities of young people;
- C.2 Promoting youth/adult partnership;
- C.3 Promoting rights and responsibilities of young people;
- C.4 Promoting healthy lifestyles amongst young people; and,
- C.5 Promoting the spirit of patriotism and participation amongst young people in all national activities.

GOAL D. Promote specific youth programmes and activities that are essential for youth development.

Objectives

This goal shall be met through the following objectives:

- D.1 Ensuring equitable access to appropriate programmes and services regardless of their geographic location, race, gender, disability, social, religious and economic circumstances; and,
- D.2 Implementing a communication strategy to empower the youth and stakeholders with critical information;

GOAL E. Ensure compliance with regional and international conventions that the country has ratified or acceded to and make contributions towards their realisation.

Objectives:

This goal shall be met through the following objectives:

- E.1 Domesticating ratified international conventions and bilateral agreements; and,
- E.2 Promoting and supporting implementation mechanisms of ratified regional and international conventions.

4. RIGHTS AND RESPONSIBILITIES OF YOUTH

The rights and responsibilities of youth are articulated in the Universal Declaration of Human Rights which is considered a statement of principles for states to follow.

4.1 Rights of Youth

- i) The right to be provided with appropriate direction and guidance by parents or where applicable, members of the extended family, the community as provided by the local custom, legal guardians or other persons legally responsible for the youth, in a manner consistent with the evolving capacities of the youth;
- ii) The right to express their opinion and views freely, including open and reciprocal communication facilitated by parents;
- iii) The right to be protected from abuse, discrimination, stigmatisation, exploitation and all forms of oppression and repression;
- iv) The right to own movable and immovable property consistent with legislation and the constitution;
- v) The right to an enabling credit facility and land access;
- vi) The right to information and access to media;
- vii) The right to be given guidance on the positive customs, traditions, cultures, values and norms of the Botswana society;

- viii) The right to freedom of peaceful assembly; form lawful associations which involve meaningful participation and decision-making;
- ix) The right to be equal before the law and entitlement to equal protection of the law; and,
- x) The right to health, life planning, educational and relevant social services.

4.2 **Responsibilities of Youth**

The Youth as citizens have a national, community and family values and responsibilities that they must account for and these include:

- i) The obligation to embrace positive value systems of respect for authority and **Botho** towards parents, extended family and the community as enshrined in the Constitution and Vision 2016;
- ii) The responsibility to demonstrate, accommodate and respect the process of open communication and shared dialogue for parent and child relationship building;
- iii) The responsibility to demonstrate assertiveness and self-worth in line with positive value systems and attributes of role modeling;
- iv) The responsibility to promote the socio-economic independence of youth, attach more value on positive attitudes and self motivation;
- v) The responsibility to cultivate leadership values and deliberate participation in policy development and decision-making;

- vi) The obligation to protect and account for the country's physical, financial and natural resources demonstrating a high level of ownership for the benefit of themselves and future generations;
- vii) The obligation to display good qualities and expertise in the management of both physical and financial resources.
- viii) The obligation to positively use information and media to further the development of youth and the country;
- ix) The obligation to embrace the positive customs, traditions, cultures, values and norms and participate in the emergence of new cultures that respond to character building;
- x) An obligation to demonstrate leadership capabilities in partnership with the critical partners in the development process; and,
- xi) The obligation to utilise the services wisely and effectively, and to lead healthy and responsible lives.

4.3 Responsibilities of adults towards the youth

Parents and families have the responsibility to look after the youth and provide a caring environment. Adults have the responsibility to:

- i) Be positive role models;
- ii) Provide a favourable physical, emotional, mental, moral, cultural, spiritual and economic environment for youth development and well-being;

- iii) Support and encourage young people to participate and perform according to their abilities in education, training and employment;
- iv) Understand and accept the youth and recognise their potential contribution to society; and
- v) Allow the youth to fully participate in development programmes and cooperate with them in this endeavour.

5. **STRATEGIC AREAS**

The following twelve (12) strategic areas have been identified as deserving special attention.

5.1 **Youth Employment**

The high unemployment rate among the youth poses a key challenge. Youth unemployment is high particularly among females. The youth unemployment rate for females is 45.9%, while that for males is 36% as per the 2004 Household Income and Expenditure Survey.

Strategies

- i) Make the education curricula responsive to the demands of the labour market;
- ii) Identification of youth talent and subsequent development for income generation and employment creation;

- iii) Establish micro-credit and saving schemes as well as Youth Development Fund to provide business loans, training and advisory services;
- iv) Develop preferential procurement policies that will encourage purchase of goods and services produced by young people;
- v) Decentralisation of planning and decision-making to district and community levels to enhance employment creation and production;
- vi) Create youth employment to attain economic sustainable livelihoods;
- vii) Establish a one-stop centre for youth to offer one on one job opportunities finding support to those still looking for jobs;
- viii) Audit policies to make them more youth-relevant and friendly;
- ix) Establish youth public works and labour intensive programmes, by having a youth quota, separate youth employment schemes;
- x) Promote local and international volunteerism schemes that will utilise the pool of unemployed youth; and,
- xi) Committing more resources to the rural areas.

5.2 Strategic Area: Youth, Poverty and Hunger

Poverty amongst the youth remains high in the country despite poverty reduction efforts. The most affected are the Remote Area Dwellers, Orphans, the Youth and female headed households. Poverty remains a major concern among the youth due to their limited control of family resources.

Strategies

- i) Develop a youth poverty reduction programme, specifically for vulnerable youth groups;
- ii) Research into the root causes of youth poverty to identify effective remedial interventions;
- iii) Increase employment opportunities for youth;
- iv) Strengthen the skills of youth to empower them to effectively and effectively utilise the available resources; and,
- v) Improve access to productive resources to enhance livelihoods and encourage sustainable use of resources for the benefit of future generations.

5.3 Strategic Area: Youth and Environment

Develop sustainable approaches for effective utilisation of renewable natural resources.

- i) Raise environment awareness and education;
- ii) Promote youth participation in tourism and environmental conservation;
- iii) Research the income and employment generating potential of natural resources;
- iv) Introduce land and range management programmes as land degradation affects the agricultural and rural economy; and,
- v) Water resources play an important role in young peoples' lives hence need to be conserved for drinking and irrigation purposes in a clean and healthy environment free of pollution.

Strategies

- i) Invest resources productively for the benefit of the youth and posterity, and to enhance the use of renewable natural resources such as solar power, land and vegetation to increase its productive potential;
- ii) Improve environmental management, resource rehabilitation and biodiversity conservation, productive and sustainable use of natural resources, recycling and re-use towards environmental management;

- iii) Raise environmental awareness and public education on the effects of resource depletion, environmental management and improvement of livelihood of the youth.
- iv) Research the income and employment generating potential of natural resources such as the grapple plant (*sengaparile*).

5.4 Strategic Area: Science and Information Technology

The advent of globalisation has made science, information and technology , an essential aspect of life. The revolution brought by the emergence of Science, information and technology has significant economic, social and cultural developments. Networks have emerged, that increase young people's participation in global affairs and their access to such knowledge and information.

Strategies

- i) Explore ways to increase access to ICT services to young people;
- ii) Promote partnerships between young people, the private sector and government exploiting opportunities;
- iii) Establish technology facilities in youth centres and use media for promoting information technology;
- iv) Use ICT services to promote dialogue and understanding between youth and adults;

- v) Support research and development activities on modern and indigenous technologies.
- vi) Establish the promotion of technological literacy among the youth through the education system by making sure that the information communication technology are incorporated in the curriculum and encouraging ICT research in institutions of higher learning and industry; and,
- vii) Promote and support technological entrepreneurship.

5.5 **Strategic Area: Youth and Leadership Development**

Youth are not adequately involved and enrolled in leadership positions and decision-making process/structures at the level of the family, the community, district and at national level.

Strategies

- i)** Promote youth involvement in national decision making process;
- ii)** Develop a leadership mentorship programme of skilled individuals to groom youth for leadership positions at all levels of society;
- iii)** Promote youth role models to instill leadership qualities;
- iv)** Promote and strengthen the Youth Parliament;

- v) Promote local and international youth exchange programmes;
- vi) Promote patriotism and leadership; and,
- vii) Incorporate youth leadership development programmes in national and district plans.

5.6 **Strategic Area: Vulnerable Youth**

This is a diverse group with different interests, special needs, challenges and disability levels. Understanding of the specific needs and interest of each group is limited and needs to be improved. The rehabilitation of ex-convicts/juveniles, sex workers, and youth victims of abuse has not received adequate attention in terms of gender balance and livelihood strategies. There is therefore an urgent need to adequately empower these vulnerable groups for their economic survival.

Strategies

- i) Enhance participation of vulnerable youth groups to assess their needs and livelihoods in policy development;
- ii) Design and implement effective special support programmes;
- iii) Provide appropriate infrastructure, facilities and services;
- iv) Develop programmes to reduce stigmatisation;
- v) Develop programmes and projects for young people living with HIV and AIDS and network with the regional and international

programme of young ambassadors positively living with HIV and AIDS;

- vi) Provision of specific youth-oriented correctional facilities for youth in conflict with the law;
- vii) Upgrade and expand specialized institutions serving vulnerable youth; and,
- viii) Involve vulnerable youth groups in Adolescent Sexual Reproductive Health Programmes.

5.7 Strategic Area: Youth, Sport, Recreation and Creative Arts

Recreation, leisure, sport and arts are key to both the emotional and physical development of young people.

Strategies

- i) Promote youth participation in decision-making bodies and policy formulation relating to recreation, sport, leisure and creative arts;
- ii) Improve youth access to recreation, sport and creative arts programmes and facilities;
- iii) Link participation in sport to other programmes designed to deliver basic and/or informal education, enhance environmental awareness, promoted health and gender awareness;

- iv) Professionalise artwork and sport to achieve innovative employment;
- v) Encourage cultural activities and establish cultural villages to resuscitate cultural identity and values;
- vi) Campaign against the use of performance enhancing drugs in sport and recreation;
- vii) Integrate cultural activities with tourism to create employment for young people;
- viii) Collaborate with donor agencies, business and NGO's; and,
- ix) Seek innovative ways to provide young people with sport equipment and access to playing fields and other facilities.

5.8 Strategic Area: Youth, Education, Skills Development and Training

Education and Training remains a critical tool in addressing the mismatch between skills production, entrepreneurship and the demands of the job market.

Strategies

- i) Establish smart partnerships in education and skills development between policy makers, learners, trainers;
- ii) Design innovative ways of promoting life long learning and career paths;

- iii) Strengthen the capacity of the Research Division to collaborate with tertiary and research institutions in interrogating youth issues;
- iv) Develop strategies to support learners who excel in non-academic and extra-curricula activities to balance these with academic performance;
- v) Leverage on ICTs to develop and offer e-learning programmes; and,
- vi) Utilise existing educational infrastructure to expand the provision of skills training programmes to the Out-of-School youth.

5.9 Youth and Health

In general, young people comparatively constitute the healthiest age group of the population. However, the major threat to the health status of young people results from a range of behavioural factors which place their health at risk. Some of these are exposures to Sexually Transmitted Infections (STI); HIV and AIDS; alcohol; drug and substance abuse; and high levels of pregnancy among young women.

Strategies

- i) Undertake capacity building programmes on issues of youth health;
- ii) Develop and implement rehabilitation programmes for drug, alcohol and substance abuse among young people;
- iii) Accelerate and sustain the network of youth-friendly services to youth especially to the vulnerable groups;

- iv) Mainstreaming ASRH and HIV prevention into youth life skills programmes and peer education;
- v) Design programmes and guidance/counseling strategies for strengthening the mental stability of youth;
- vi) Establish a supportive legal environment for youth to access ASRH, HIV and AIDS and other health services;
- vii) Develop programmes and projects for young persons living with HIV/AIDS; and,
- viii) Develop comprehensive youth and health empowerment programmes.

5.10 Strategic Area: Youth, Moral and Spiritual Development

Good morals, acquired through parental and community up-bringing efforts have been eroded by socio-economic changes. Lack of parental guidance, support and community has also played a part in the erosion of morality. In addition, decline in extended family system, community cohesion and weakening of cultural and religious institutions.

Strategies

- i) Recognise the positive role of the family in shaping moral and spiritual values among the youth;
- ii) Promote inter-generational dialogue;

- iii) Strengthen the moral and spiritual curriculum to incorporate the concept of both and its attributes;
- iv) Strengthen partnership with religious or faith-based institutions and the government;
- v) Develop programmes for Out-of-School youth on morality;
- vi) Promote cultural practices that support good morals and character building; and
- vii) Innovative strategies to engage leaders and public figures to be good role models to the youth.

5.11 **Strategic Area: Youth, Gender and Development**

Women have long been disadvantaged in many respects, in education, training, income, economic rights and decision-making. Young women face particular difficulties in society such as higher levels of unemployment as compared to young men, few occupational opportunities and high number of pregnancies.

Strategies

- i) Mainstream gender issues in all youth programmes;
- ii) Provide programmes aimed at improving the opportunities for young women and men to achieving equal opportunities;
- iii) Develop a communication strategy on youth gender issues;

- iv) Strengthen the role of the family and community in improving the status of young women and men;
- v) Review laws policies and customary practices that hinder progress in achieving gender equality and equity among youth; and
- vi) Strengthen strategic partnerships with youth NGO's that support the gender programming.

5.12 **Strategic Area: Youth and Culture**

There are a number of factors which are creating change to traditional cultural life such as the influence of foreign cultures and the increasing urbanisation of the population. There are also inadequate positive role models to foster young peoples' integrity, confidence self respect and self worth in order for them to aspire to be responsible citizens.

Strategies

- i) Encourage the promotion of indigenous cultural practices and role models in society;
- ii) Undertake local and international cultural exchange programmes;
- iii) Promote inter-generational exchange of knowledge through mentoring programmes and volunteerism;
- iv) Promote civic pride and responsibility among the youth for nation-building and unity;
- v) Promote youth participation in cultural industries;

- vi) Encourage cultural identity;
- vii) Promote cultural tourism;
- viii) Mainstream culture within national youth programmes and projects;
- ix) Encourage the promotion of indigenous images and role models in society, and the cross cultural exchange and sharing;
- x) Take action to curb negative stereotypes in society and provide young people with opportunities to propagate alternative images;
- xi) Promote the practice of positive values amongst the youth such as equality, tolerance, cooperation and respect for diversity;
- xii) Promote knowledge transfer through volunteering and mentoring opportunities, including promotion of indigenous knowledge;
- xiii) Promote culture as an investment in national development using culture to engage young people in team building, leadership and healthy living;
- xiv) Encourage cultural identification and indigenous self-expression;
- xv) Encourage young people's artistic and cultural expression through festivals, competitions and other means;

- xvi) Promote the integrity of the family unit and the strengthening of nuclear and extended family networks; and,
- xvii) Mainstreaming culture within the national policies that affect youth as well as in the school curriculum.

6. POLICY INSTRUMENTS

The aims and objectives of the policy will be pursued and attained through a set of complementary related policy instruments, and programmes which are described in more detail below:

6.1 The National Action Plan for Youth

The National Action Plan for Youth will be the major policy instrument that provides a guide on how to operationalise the various programmes and activities that need to be carried out and timeframes of such actions as well as the agencies that have to act upon these. It also provides guidelines on the linkages between various implementing agencies and stakeholders in the realisation of the needs of youth in Botswana. The plan is essential as it states strategies and priority areas of action.

6.2 Communication, Information and Publicity

There is need to create and/or improve awareness of the Revised National Youth Policy 2010; the opportunities it offers the youth and the role of different stakeholders in the process of youth empowerment and development needed to make the policy more effective. Furthermore, successful youth and youth projects will be used as examples. This can be achieved by more effective use of both print and electronic media.

6.3 Research, Monitoring and Evaluation

A research, monitoring and evaluation capacity component will be developed to improve understanding of youth constraints and policy performance. In collaboration with the Central Statistics Office, statistics on socio-economic and demographic indicators of youth will be regularly

collected and analysed to support policy implementation and inform stakeholders.

6.4 Capacity-Building and Skills Training

Training and capacity building will be strengthened to cover youth organizations and other institutions such as the Non Governmental Organisations. Training will be conducted in the key facts of youth work and in methods such as youth audits, youth impact assessment and leadership skills.

7. POLICY IMPLEMENTATION AND INSTITUTIONAL ARRANGEMENTS

Institutional arrangements for the Revised National Youth Policy 2010 and the National Action Plan for Youth are within the Department of Youth in the Ministry of Youth, Sport and Culture. The following is an all inclusive institutional arrangement for effective policy implementation.

7.1 Department of Youth

7.1.1. The Role of Department of Youth (DOY)

The Department of Youth shall oversee the coordination of youth affairs in Botswana as well as the implementation of the Revised National Youth Policy 2010 and National Action Plan for Youth.

The major functions of the Department of Youth will be to:

- i) Develop, coordinate, review and monitor all policies that relate to young people;
- ii) Promote collaborative efforts within relevant Government Ministries;
- iii) Implement and monitor youth programmes and initiatives;
- iv) Promote collaborative efforts within relevant Ministries and stakeholders;
- v) Plan and implement specific projects and initiatives related to youth;

- vi) Identify and support the roles and functions of regional and international organizations;
- vii) Design and maintain an effective interface between the government (at central, district and local levels) and the non-government sector;
- viii) Initiate, conduct and distribute research and information related to youth and youth programmes in Botswana;
- ix) Monitor the implementation of the Youth Development fund; and,
- x) Coordinate and support youth services at district level.

7.2 Botswana National Youth Council (BNYC)

7.2.1.The Role of the BNYC

The role of the BNYC shall reflect its membership by Non-Government Organisations, Community-based Organisations and networks. BNYC acts as the "Voice of the youth" through the Department of Youth. In this way, BNYC represents part of the stakeholders outside the government sphere. The objectives of the BNYC are:

- i) To advice government on all matters pertaining to youth activities in the non-governmental sector;
- ii) To guide, encourage and plan youth activities within the non-governmental sector;

- iii) To coordinate the exchange of information and discussion with voluntary organizations working with or for the youth;
- iv) Monitor the implementation of the Youth Development fund;
- v) To act as a channel through which organizations can be informed of government policy and programmes affecting youth; and,
- vi) It shall be a non-sectarian, non-partisan or non-party organization which shall avoid formal association with any political party.

7.2.2. Membership of the BNYC

Membership of the Council is open to any registered youth non-governmental organization and district youth councils providing services to young people in Botswana. District Youth Councils will be formed in every district of Botswana to perform the following functions:

- i) Represent young women and men in the district;
- ii) Identify major youth concerns, needs and opportunities;
- iii) Identify projects that can be recommended for funding;
- iv) Promote collaboration and cooperation amongst the youth organizations operating within the district; and,
- v) Plan, develop and implement projects and programmes that are of benefit to local youth people.

7.3 Establishment of Multi-Sectoral Committees on Youth Programming (MSCY)

These committees will:

- i) Ensure the establishment of ministerial youth plans to be agreed between the Department of Youth and individual Ministries;
- ii) Ensure full integration of youth matters into policy and programme formulation of Ministries;
- i) Monitor progress on youth mainstreaming;
- ii) Advise Government on policy matters relating to youth;
- iii) Identify and address emerging youth issues and challenges; and,
- iv) Ensure trust and mutual understanding among stakeholders

There will be one Committee at National level which will comprise all key stakeholders with representatives at a more senior level for authority and decision-making. The Multi-Sectoral Committees on Youth (MSCY) will report directly to the Permanent Secretary, Ministry of Youth, Sport and Culture, and it will be serviced by the Department of Youth. There will be sectoral technical sub-committees of the main Multi-Sectoral Committees will be formed from the different strategic areas/sectors as outlined in the Revised National Youth Policy 2010 and the National Action Plan for Youth, for example, Education, Health, Sport, etc.

At district level, already existing structures such as the District Development committees (DDCs), District Extension Teams (DETs), Village Extension Teams and others will be explored to check the extent to which their inclusion in the operationalisation of the Revised National

Youth Policy 2010 and National Action Plan for Youth will be beneficial in addressing youth issues. They can either be strengthened or new committees formed to address these specific issues.

8. POLICY REVIEW, MONITORING AND EVALUATION

The Policy and Plan will be reviewed every five (5) years to bring them in line with the ever changing national and international trends. Information and statistics will be compiled and an effective monitoring system will be established and implemented.

In addition, the performance and relevance of the Policy and the Plan will be reviewed. This review will focus on the policy performance in terms of its objectives and adequacy of the instruments as well as on major changes that are necessary because of new national and international developments.

The Department of Youth will keep records of the implementation of the Revised National Youth Policy 2010 and National Action Plan for Youth. In-house monitoring will lead to regular minor reviews, for example, during the Mid-Term Review. This review will focus on the performance of plans and activities for the strategic areas. The review results will be discussed with all stakeholders in the Multi-Sectoral Committee on Youth.

Monitoring mechanisms will permit regular adjustments in policy implementation to be made whenever necessary. This will be done by the Department of Youth.