MINISTRY OF YOUTH, SPORT AND CULTURE

REVISED

NATIONAL YOUTH POLICY

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Department of Youth
Ministry of Youth, Sport and Culture
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### Abbreviations

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<thead>
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<th>Abbreviation</th>
<th>Description</th>
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<tbody>
<tr>
<td>ASRH</td>
<td>Adolescent Sexual Reproductive Health</td>
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<td>BAIS</td>
<td>Botswana AIDS Impact Survey</td>
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<td>BNYC</td>
<td>Botswana National Youth Council</td>
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<tr>
<td>CBO</td>
<td>Community- Based Organization</td>
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<tr>
<td>CBNRM</td>
<td>Community-Based Natural Resource Management</td>
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<tr>
<td>CSO</td>
<td>Central Statistics Office</td>
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<tr>
<td>DDC</td>
<td>District Development Committee</td>
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<td>DDP</td>
<td>District Development Plan</td>
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<td>DET</td>
<td>District Extension Team</td>
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<td>DOY</td>
<td>Department of Youth</td>
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<tr>
<td>DYC</td>
<td>District Youth Council</td>
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<tr>
<td>HIES</td>
<td>Household Income and Expenditure Survey</td>
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<td>ICT</td>
<td>Information Communication Technology</td>
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<tr>
<td>MSCYA</td>
<td>Multi-Sectoral Committee on Youth Affairs</td>
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<tr>
<td>MYSC</td>
<td>Ministry of Youth, Sport and Culture</td>
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<tr>
<td>NGO</td>
<td>Non-Governmental Organization</td>
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<td>NDP</td>
<td>National Development Plan</td>
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<tr>
<td>NAPfY</td>
<td>National Action Plan for Youth</td>
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<td>NYP</td>
<td>National Youth Policy</td>
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<td>PDP</td>
<td>Population and Development Programme</td>
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SA  Strategic Area
SMME  Small, Medium and Micro Enterprises
ST  Science and Technology
ToR  Terms of Reference
YFP  Youth Focal Points
YO  Youth Officer
1. INTRODUCTION

1.1 Purpose of a Revised National Youth Policy

During the past decade, 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 Revised National Youth Policy is a framework for youth development and empowerment in Botswana.

- It is intended to guide all national efforts in the development and implementation of youth programmes.

- The Revised National Youth Policy is intended to guide in the mobilisation of resources, strengthen implementation mechanisms and improve overall coordination within the youth sector.

- The policy is an acknowledgement and incorporation of emerging issues in the arena of youth development.

- It is aligned to recent national, regional and international youth policies and conventions.

1.2 Rationale

- The Republic of Botswana recognises the great potential of young people in advancing national development.

- According to the 2001 Population and Housing Census the youth account for 38.4% of the national population. This therefore means that Botswana is a youthful country and the challenge for Government is to develop comprehensive intervention strategies and programmes that will ensure that young people are accorded the necessary support and platform to fully exploit their talents to improve their own livelihoods and that of their communities.
• 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 36.0% as per the 2004 Household Income and Expenditure Survey. There is need to create opportunities to gain work experience for the youth through the internship programme and employment schemes particularly targeted at the youth.

• The HIV and AIDS pandemic affects large numbers of young people. According to the preliminary Botswana HIV/ AIDS Impact Survey III Results (2009) the estimated HIV prevalence among the youth is 3.5% for 10 - 14 years, 3.7% for the 15 – 19 years, 12.3% for the 20 – 24 years and 25.9% for 25 – 29 years. The HIV and AIDS pandemic has also many other implications on the socioeconomic development of the country.

• According to the 2002/2003 House Hold Income and Expenditure Survey (HIES) 30.6% of the population lived below the national poverty datum line leaving young people trapped in the cycle of poverty, particularly in rural and remote areas. Young people’s vulnerability to poverty is exacerbated by their limited participation in decision making related to the control of family resources. Therefore they need protection and support from government and other supporting agencies.

• The current low participation of young people in decision making at all levels of governance structures limits their acquisition of leadership skills. There is need to develop mechanisms to tap the potential of the youth into decision making processes.
Recreation, leisure, sport and arts are key to both the emotional and physical development of young people. While such opportunities have increased significantly over the years, there is need to widen the opportunities and to expand infrastructure to rural and urban areas. Strategies have to be devised to divert young people’s energies to productive means.

Education and training remain a critical tool in addressing the mismatch between skills production, entrepreneurship and the job market demands. There are concerns that the school curriculum does not prepare the youth sufficiently for ‘life after school’.

Science and technology are developing rapidly, and offer new and interesting opportunities for the youth. Young people need to participate meaningfully in order to capitalise on investment in science, communication and information technology.

Environment, 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.

Although progress has been made in mainstreaming gender into development, disparities still exist showing lower opportunities for young women compared with young men. There is need to develop strategies that ensure equal access to opportunities.

Youth are at risk of being exposed to dependency creating substances that lead to unhealthy lifestyles. Alcohol and substance
abuse can directly affect the young person’s health and indirectly lead to other threats such as violence, HIV infections, road fatalities and deteriorating moral standards. Strategies will be put in place to address such issues.

- The quality of young people living with disability remains a major challenge hence the need to enhance their independence, self reliance, participation and accessibility to national resources through empowerment. Targeted efforts will be devised to rehabilitate disabled youth to enjoy community life.

- Young people are the nation’s hope in reclaiming the morals that have been affected by modernisation and introduction of foreign cultures. There is need to guide young people to embrace acceptable social values and botho, that define us as a unique nation. Strategies will be devised to engage the community in shaping the moral outlook of young people.

- Channelling resources to youth development and empowerment would accord the nation an opportunity to benefit from the following major strengths of the youth:

  - Their energy, creativity and innovative spirit;
  - Educational skills and achievements;
  - Willingness to volunteer; and
  - Their willingness to take calculated risks.
The policy intends to contribute towards overcoming the following limitations:

- Limited internships, work experiences and job opportunities.
- 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 divide between adults and youth.
- Inadequacies in family structures.

The purpose of the Revised National Youth Policy is to guide and ensure effective coordination of programmes and activities that directly or indirectly benefit the youth and the nation. The policy therefore provides guidelines through which action programmes and services could be developed to provide meaningful involvement of youth in national development strategies to improve their socioeconomic wellbeing.
1.3 Target Group

For purposes of the Revised National Youth Policy ‘youth’ is defined as young women and men who fall within the age bracket of 12-29 years. This takes into account the physical, psychological, cultural, social, biological and political aspects, that explain the Botswana youth situation. Youth also refers to a transitional stage between childhood and adulthood that leads to self-discovery and positioning of oneself within the society.

Young people should not be viewed as a homogeneous group since they have diverse needs that require various interventions designed to address such.

Many youth may not need special assistance, and may be able to develop by 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 living with disabilities.
ii) Youth in dysfunctional families.
iii) Out-of-school and unemployed youth.
iv) Youth in violent situations.
v) Child labourers.
vi) Teenage 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.
x) Youth in remote areas.
xii) Illiterate youth  
xiii) Juveniles.  
xiv) Adolescent caregivers  
xv) Youth in conflict with the law  
xvi) Youth Alcohol and substance abusers

2. **THE POLICY APPROACH TOWARDS YOUTH DEVELOPMENT**

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

Participation requires the active involvement of all stakeholders, especially the youth in the formulation and implementation of youth policies and programmes. Other stakeholders include government, the private sector, NGOs, faith-based organisations, traditional leaders, CBOs and development agencies.

Comprehensiveness requires that linkages between the strategic areas and between sectoral programmes are recognised and continuously taken into account. A supportive and informative environment needs to be provided to move successfully from youth dependency to the autonomy and responsibility of adulthood. The Revised National Youth Policy intends to create a platform that will successfully implement all the strategic areas by recognising the unique contribution of young people to national development. Sharing of knowledge, power, decision-making processes and prestige between youth and adults is needed to achieve a holistic national development programme.
Coordination requires that all stakeholders be aware of each other’s policies, programmes and activities, and complement each other rather than compete. It also requires that coordinative procedures and responsibilities are clearly defined and implemented.

Information sharing and awareness building of stakeholders is critical for the successful and efficient implementation of the Revised National Youth Policy, and to build the required trust and mutual understanding.

Policies, programmes and projects are meaningless without successful implementation. Therefore, the Revised National Youth Policy needs to be realistic, focus on implementation, and be result-oriented.

3. **AIM, GOALS AND OBJECTIVES**

3.1 **Policy 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-centred.
3.2 Policy Goals and Objectives

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

Goal A. Ensure that youth interests and potentials are incorporated in all policies and programmes.

Objectives: This goal shall be met through the following objectives:

A.1. Mainstreaming youth issues in national development strategies.

A.2 Ensuring the harmonisation of other policies, research, programmes and strategies that are oriented towards young people.

A.3 Involving young people at the levels of planning, decision making and implementation 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.
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 in Botswana.

B.2 Establishing mechanisms for collaboration and cooperation amongst relevant government, non-government and community stake-holders.

B.3 Ensuring that adequate resources are directed towards youth development programmes and promote financial accountability and sustainability.
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 partnerships.

C.3 Promoting healthy lifestyles among young people.

C.4 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 that young people have access to adequate and appropriate programmes and services regardless of their geographic location, race, gender, level of disability, social, religious and economic circumstances.
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 and make contributions towards their realisation.

Objectives: This goal shall be met through the following objectives:

E.1 Harmonising youth development programmes to be in line with the ratified international conventions and bilateral agreements including Commonwealth Youth Programme initiatives.

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 denoted from the Universal Declaration of Human Rights which is considered a statement of principles for states to follow. Botswana acceded and ratified human rights conventions, which are summarised below.

4.1 **Rights of Youth**

i) The right to parental, extended family and community guidance based on *botho*.

ii) The right to express their opinions 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.

iv) The right to knowledge and education.

v) The right to own movable and immovable property.

vi) The right to an enabling credit facility and land access environment.

vii) The right to information and access to media.

viii) The right to be given guidance on the positive customs, traditions, cultures, values and norms of the Botswana society.
ix) The right to freedom of peaceful assembly; form lawful associations, which involves meaningful participation and decision making.

x) The right to be equal before the law and being entitled to equal protection of the law.

xi) The right to health, life planning skills, educational and relevant social services.

xii) The right to decent work and favourable conditions of employment.

xiii) The right of protection from social, economic and political manipulation.

xiv) The right to adequate shelter, food and clothing.

4.2 Responsibilities of Youth

i) 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.

ii) An obligation to embrace positive value systems of respect and botho towards the family and the community at large.

iii) The responsibility to demonstrate, accommodate and respect the process of open communication, and shared dialogue for parent and child relationship building.
iv) The responsibility to demonstrate assertiveness and self-worth in line with positive value systems and attributes of role modelling.

v) The responsibility to encourage the social independence, attach more value on positive attitudes and self motivation.

vi) Cultivate leadership values and deliberate participation in policy development and decision making.

vii) An obligation to protect and account for the country’s resources.

viii) The obligation to access and use information communication technology (ICT) for further development.

ix) An obligation to demonstrate leadership capabilities in partnership with stakeholders in the development process.

x) The obligation to utilise available services wisely and effectively.

xi) To lead a healthy and responsible lifestyle.
4.3 Responsibilities of adults and parents

Adults and parents have the responsibility to look after the youth and provide a caring and supportive environment. They 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) Provision of basic and material needs of the youth.

iv) Support and encourage young people in all aspects of socio-economic life to participate and perform according to their talents and abilities.

v) Provision of guidance and counselling to the youth.

vi) Understand and accept the youth and recognise their potential contribution to society.

vii) Let the youth fully participate in development programmes, and cooperate with them in this endeavour.
5. STRATEGIC AREAS

The following strategic areas have been identified;

5.1 Strategic Area: Youth Employment

Theme: Creation of sustainable employment opportunities for young people.

Issues

i) Low economic growth due to low pace of industrialisation and infrastructural development.

ii) The absence of economic opportunities in the rural areas that encourages rural urban migration which results in congestion of urban centres and brain drainage from rural areas.

iii) Difficulties to penetrate the formal employment sector due:

   • Employers preferences of people with relevant experience,
   • Young people’s possession of qualifications that do not match the skills required by the job market.
   • Low penetration into the international job market.

iv) Low participation of youth in business ventures due to:

   • Limited access to factors of production.
• Low entrepreneurial culture.
• Inhibitive legislative requirements
• Restrictive and conflicting policies and requirements of financial schemes.

v) Lack of skills in project planning, design and development is a common problem among the youth population of Botswana.

vi) Inadequacy of Monitoring and evaluation mechanisms for youth projects.

**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) Sustainable and accountable micro-credit and saving schemes as well as a Youth Development Fund to provide business loans, training and advisory services.

iv) Set aside/reserve a quota of government tenders for the benefit of youth entrepreneurs.

v) Establish youth public works and labour-intensive programmes, by having a youth quota, separate youth employment schemes.

vi) Promote internship or job experience gaining exercises in collaboration with the private sector.
vii) Review regulatory constraints in order to assist youth to access essential production factors.

viii) Capacity building of youth (desk) officers and extension workers in other Ministries to assist with mainstreaming of youth issues.

xi) Decentralisation of planning and decision-making to district and community levels to enhance employment creation and production.

x) Committing more resources to the rural areas.

xi) Establish a one-stop centre to offer youth supportive services.

xii) Matching of skills production with the job market demands.

xiii) Audit of policies to make them more youth-relevant and friendly.
5.2 Strategic Area: Youth, Poverty and Hunger

**Theme:** Improve access to productive and sustainable use of resources in rehabilitative efforts of young people affected by poverty and hunger.

**Issues**

i) Poverty remains a major concern amongst the youth due to their limited control of family resources.

ii) High levels of unemployment amongst the youth increases their vulnerability to poverty and hunger.

iii) The most serious forms of poverty are concentrated in the country’s most remote areas.

iv) Data regarding youth poverty are inadequate which limits further analysis and the development of youth specific poverty reduction interventions.

v) Poverty and hunger can also lead to ills such as child labour, prostitution, crime, malnutrition and other economic and social ills.

vi) Extravagant lifestyles predisposes young people to poverty as they quickly deplete the wealth at their disposal.

vii) Mismanagement of resources left in the care of guardians to orphans.
Strategies

i) Develop youth poverty reduction and food security programmes, 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 efficiently utilise available resources.

v) Devise measures to curb instances of abuse of orphans’ properties by guardians.

5.3 Strategic area: Youth and the Environment

Theme: Conserving the environment for sustainable development to benefit the young people.

Issues

i) Issues of environment have become increasingly important over the years.

ii) Climate change which is influenced by pollution, poor waste management, deforestation, water catchment destruction and desertification. It impacts negatively on young people’s livelihoods and lifestyles.
iii) Depletion and degradation of natural resources compromise the future of youth.

iv) Unsustainable harvesting of veld products and wildlife compromise the future of the tourism industry.

v) Land degradation affects agricultural production.

vi) Polluted water can cause diseases among young people.

vii) Depletion of water resources poses a threat to young people’s lives.

viii) Potential conflict in the utilisation and management of shared natural resources exist.

**Strategies**

i) Invest revenues to develop sustainable approaches for the effective utilisation of renewable natural resources such as solar power, land and vegetation with view of enhancing their productive potential.

ii) Improve environmental management such as;
    - Environmental resource rehabilitation,
    - Productive and sustainable use of natural resources,
    - Biodiversity conservation,
    - Recycling and re-use of materials.

iii) Raise environmental awareness and education.

iv) Promote Community Based Natural Resources Management.

v) Research the income and employment generating potential of natural resources.
vi) Facilitate engagement of the youth in income generating environment projects.

vii) Include the financing of environmental conservation projects under the Youth Development Fund.

viii) Facilitate young people’s involvement in the tourism industry.

ix) Promote the establishment of youth environmental clubs and facilitate their linkages.

5.4 Strategic area: Science and Information Technology

Theme: Leveraging on Science and Information Technology to improve the quality of life for young people.

Issues

i) Limited access to Science and Information Communication Technologies (ICTs) by youth compromise their contribution to the growth of national economy.

ii) The revolution brought about by the emergence of science, ICTs has significant economic, social and cultural challenges on young people.

iii) The high costs of ICTs hampers youth in exploiting opportunities in career, business and education to the optimum.
iv) Unregulated access to modern media have the potential of damaging the values that evolved from culture and tradition.

v) ICTs seems to be concentrated in urban areas, thus limiting access for those in rural areas.

**Strategies**

i) Seek ways to harness the potential and limit the adverse effects of new technologies.

ii) Explore ways to increase access to both new and conventional media, especially in the rural areas.

iii) Exploit and further enhance investments made in information technology and education.

iv) Promote partnerships between young people, the private sector and government in exploiting science and ICTs.

v) Provision of ICT services at youth centres.

vi) Use ICTs to promote dialogue and understanding between youth and adults.

vii) Support research and development activities on modern and indigenous technologies.

viii) Promote and support technological entrepreneurship.

ix) Protect young people’s innovations and inventions.
x) Include funding of ICT projects under the Youth Development Fund.

5.5 Strategic Area: Youth and Leadership Development

Theme: Facilitation of meaningful youth contribution to community and national development.

Issues

i) Young persons are not adequately involved and enrolled in leadership positions and decision-making processes/structures.

ii) The generational gaps between adults and the youth have potential to fuel conflict situations.

iii) Low youth participation in policy formulation and programme development.

iv) Low youth participation in the electoral process.

Strategies

i) Promote youth involvement in policy and programme formulation.

ii) Engage the youth in district and national development plan formulation.
iii) Develop a mentorship programme of skilled individuals to groom youth for leadership positions at all levels of society.

iv) Promote a youth friendly environment in both modern and traditional leadership settings.

v) Develop a communication strategy to provide insights on youth leadership skills.

vi) Engage youth role models to instil leadership qualities.

vii) Resuscitate and strengthen the youth parliament.

5.6 Strategic Area: Vulnerable Youth

Theme: Creating a conducive environment for the active participation of vulnerable youth groups.

Issues

i) This is a diverse group with different interests, special needs, challenges and ability levels that need to be fully incorporated in programme development.

ii) Providing support to vulnerable youth groups in a favourable environment remains a challenge.

iii) The rehabilitation of ex-convicts/juveniles, sex workers, street youth, victims of abuse has not received adequate attention.
iv) There is minimal involvement of vulnerable youth group categories in policy formulation and development.

v) Facilities, infrastructure, information and services are inadequate and sometimes inappropriate.

vi) Limited data on the status of vulnerable youth.

**Strategies**

i) Seek innovative ways of enhancing participation of vulnerable groups to assess their needs and livelihoods in policy development.

ii) Promotion of foster care programme to enhance young people’s social functioning.

iii) Design and implement effective special support programmes for each vulnerable youth group.

iv) Provide appropriate infrastructure, facilities and services to this diverse vulnerable youth group.

v) Develop and incorporate programmes aimed at mitigating social ills affecting the vulnerable youth group.

vi) Develop programmes that will reduce stigmatisation of the vulnerable youth.

vii) Provision of specific youth-oriented correctional facilities for youth in conflict with the law.
viii) Upgrade and expand specialised institutions serving vulnerable youth.

ix) Establishment of youth courts and provision of legal counsel to vulnerable youth.

x) Involve the vulnerable youth groups in Adolescent Sexual Reproductive Health (ASRH) programmes.

5.7 Strategic area: Recreation, Sport and Creative Arts

Theme: Using recreation, sport and creative arts to enhance young people’s wellbeing, social responsibility, discipline.

Issues

i) Recreation, sport and creative arts expose young people’s inherent talents, energy and vibrant quality.

ii) Inadequate involvement of young people in the formulation of policies related to recreation, sport and creative arts.

iii) The potential of Arts has not been fully exploited to reduce unemployment.

iv) There is limited access by young people to existing recreational and sporting facilities.

v) Limited innovation in the promotion of recreational and sporting activities.
vi) Sporting activities and arts has great potential in teaching responsibility and developing positive role models.

vii) Effective utilisation of sport, recreation and leisure can curb social ills among the youth.

viii) There are challenges in the management and coordination of existing recreation, sporting and leisure facilities.

ix) Inhibitive costs to young people in accessing privately owned recreation, sporting facilities.

**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) Develop and expand programmes and facilities that embrace leisure and recreation.

iv) Link participation in recreation, sport and creative arts programmes to other socio-economic programmes.

v) Professionalise artwork and sport to achieve innovative employment.

vi) Promote indigenous sporting activities that exist in the communities to resuscitate cultural identity and values.
vii) Campaign against the use of performance enhancing drugs in sport and recreation.

viii) In collaboration with donor agencies and private sector seek innovative ways to provide young people with sport equipment and access to playing fields and other facilities.

ix) Strengthen community support and creation of a conducive environment for effective management of recreation, sport and creative arts facilities and programmes.

x) Identify and promote indigenous sporting and recreational activities.
5.8 Strategic area: Youth, Education and Training

Theme: Repackaging educational and training opportunities to serve as effective means for young people to contribute meaningfully to national development.

Issues

i) The pace of developing educational infrastructure does not match young people’s demand resulting in low rate of transition from secondary to tertiary level.

ii) Vandalism of educational infrastructure and equipment compromise the quality of the learning environment.

iii) Notwithstanding the piloting of a double shift programme/system in selected schools existing educational infrastructure is underemployed.

iv) Mismatch between skills production and the national economy’s labour market requirements remains a concern giving rise to graduate unemployment and the continuing importation of critical skills for economic growth.

v) The current system of educational certification emphasises on academic performance as opposed to practical life skills and work competencies.

vi) Challenges in the process of registration and accreditation of educational and training institutions and programmes still exist.
vii) Inadequate support to learners who are excel in non-academic or extra curricula activities.

**Strategies**

i) Establish smart partnerships in education and training between policy makers, learners, trainers and other key stakeholders.

ii) Strengthen collaborations with key stakeholders in the management of school facilities, discipline, learning programmes and environment.

iii) Utilise existing educational infrastructure to expand the provision of skills training programmes to the out-of-school youth.

iv) Design innovative ways of promoting life long learning and career development.

v) Leverage on ICTs to develop and offer e-learning programmes.

vi) Provide school social workers and nurses to attend to student welfare matters.

vii) Provide incentives to tertiary lecturers to conduct research and publish on youth issues.

viii) Develop strategies to support learners who excel in non-academic and extra-curricula activities to balance these with academic performance.
5.9 **Strategic Area: Youth and Health**

**Theme:** Making adequate provisions to enhance young people’s health, wellbeing and positive lifestyles.

**Issues:**

i) Increasing rate of HIV incidences amongst the youth compromises their health and wellbeing.

ii) The impact of HIV and AIDS scourge has increased the vulnerability of young people to other social ills.

iii) Alcohol, drugs and other substance abuse is common amongst the youth, thereby exposing them to health risks.

iv) Engaging in unsafe practices and behaviours puts the health of young people at risk.

v) Limited Youth Friendly Health Services (YFSH) and programme compromise the wellbeing of young people.

vi) There is a communication gap between the youth and adults in issues of sexual reproductive health (SRH).

vii) Current outreach programmes are not sustainable hence reduce their impact on the youth.

viii) Gender based violence (GBV) increases the risks to HIV transmission and other health related problems among girls and young women.
ix) Challenges in accessing health resources and services by vulnerable youth groups places them at high risk.

x) Some cultural norms and values can compromise the health and wellbeing of young people.

xi) Insufficient leisure and recreation programmes and activities compromise their potential in promoting fitness and health among the youth.

xii) Inadequate capacity building in the area of health education and promotion for youth interventions.

xiii) Economic hardships influence health risk behaviours amongst the youth.

xiv) Lack of a comprehensive communication strategy on youth and health matters.

**Strategies:**

i) Meaningful and timely participation of youth in policy formulation, implementation, monitoring and evaluation.

ii) Conduct capacity building programmes and facilitate strategic networking between youth, adults and the media on issues of health.

iii) Develop and implement rehabilitation programmes for drug, alcohol and other substance youth abusers.

iv) Accelerate and sustain the network of youth-friendly health facilities.
v) Develop and implement a comprehensive youth anti-alcohol and substance abuse strategy.

vi) Mainstreaming ASRH and HIV prevention into youth livelihood programmes.

vii) Intensify peer education programmes to enhance young people’s health and social functioning.

ix) Establish a supportive legal environment for youth to access ASRH, HIV and AIDS and other health services.

x) Develop programmes and projects for young persons living with HIV and AIDS and network with the commonwealth programme of young ambassadors positively living with HIV and AIDS.

xi) Development of a comprehensive youth empowerment strategy on behaviour change.

xi) Design programmes on guidance and counselling strategies for strengthening psycho-social support for the youth.
5.10: Strategic Area: Youth Moral and Spiritual Development

Theme: Promotion of moral and spiritual development in order to foster peace, uphold ethics and appropriate values for national unity.

Issues

i) Moral degeneration among young people remains a challenge due to socio-economic changes.

ii) Lack of meaningful parental guidance, support and communication has also played a part in the erosion of morality.

iii) Inadequate religious programmes to support moral regeneration of the youth.

iv) Foreign cultural influences, as reflected in the media, have influenced youth behaviours negatively.

v) Decline in extended family system, community cohesion and weakening of cultural and religious institutions.

vi) Minimal integration of religious institutions to complement moral and religious education among the youth.

Strategies

i) Intensification of media programmes to emphasise the importance of the role of the family in shaping moral and spiritual values among the youth.
ii) Devise innovative strategies that will promote open dialogue between youth and parents.

iii) Strengthen the Moral and Spiritual Curriculum, to incorporate the concept of *botho* and its attributes.

iv) Strengthen partnerships with religious or faith-based institutions and the government to provide programmes on moral and spiritual development.

v) Develop programmes for out-of-school youth on morality and spirituality.

vi) Research and promote cultural practices that support good morals and character building.

vii) Devise innovative strategies to engage leaders and public figures to be good role models to the youth.

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5.11 Strategic Area: Youth, Gender and Development

**Theme:** Mainstreaming gender issues among the youth for sustainable development.

**Issues**

i) The social, economic and political marginalisation faced by young women remain a national challenge.

ii) The socio-economic and cultural context of gender issues for the youth population in Botswana is not clearly documented.
iii) The patriarchal system inherent in traditional and cultural practices continue to hamper the development of the young woman.

iv) Gender disparities in decision making structures at all levels of society is still a challenge for the youth.

v) Socialisation process which places emphasis on biological differences between young men and women compromises effort to gender equity.

**Strategies**

i) Make gender considerations a requirement for all youth programmes and projects.

ii) Develop gender programmes for in and out-of-school youth in a participatory manner.

iii) Provide appropriate programmes aimed at improving the opportunities for young women and men to achieve gender equity.

iv) Develop a communication strategy on youth gender issues.

v) Strengthen the role of the family and community in improving the status of young women and men.

vi) Review laws, policies and customary practices that hinder progress in achieving gender equality and equity among youth.

vii) Establish strategic partnerships with youth NGOs that support the gender movement.
5.12 Strategic Area: Youth and Culture

Theme: Fostering positive values, cultural customs and practices for young people.

Issues

i) Limited knowledge of the different cultures, tradition and history of Botswana Society create a vacuum in efforts of promoting cultural regeneration to young people.

ii) Deminishing cultural values among the young people including *botho, tlotlo, tekano, bopelotelele, boipelego, kagisanyo* among others, leading to loss of national identity.

iii) Disintegration of the family unit as a support structure for youth socialisation and nurturing is a cause for concern.

iv) 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.

v) The general deterioration of morals and social values has limited young people’s appreciation of their cultural heritage.

vi) Rapid adoption of foreign cultures erodes indigenous culture.
vii) Cultural dynamics are a challenge among the youth.

viii) Ongoing efforts to raise the interest of young people in cultural activities are relevant.

ix) The weakening of the role of the family as a nucleus of socio-economic development has contributed to youth involvement in various forms of social ills.

**Strategies**

i) Encourage the promotion of indigenous cultural practices and role models in society.

ii) Undertake local and international cultural exchange programmes.

iii) Take action to curb negative cultural stereotypes in society and provide young people with opportunities to portray emerging culture.

iv) Promote inter-generational exchange of knowledge through mentoring programmes and volunteerism.

v) Cultivate civic pride and responsibility among the youth for nation-building and unity.

vi) Promote the practice of positive values among the youth for ease appreciation of cultural diversity.

vii) Promote youth participation in cultural industries thereby preserving it for posterity.

viii) Encourage cultural identification and indigenous self-expression through dance, song and artefacts.
ix) Encourage young peoples’ artistic and cultural expression through festivals, competitions and other means.

x) Promote the integrity of the family unit and the strengthening of nuclear and extended family networks.

xi) Integrate cultural activities with tourism to create employment for young people.

xii) Develop a social climate that allows candid discussions on issues of culture.

xiii) Mainstreaming culture within national youth programmes and projects.
6. POLICY INSTRUMENTS

The aim, goals and objectives of the revised policy will be pursued with the following set of inter-related instruments;

6.1 Mainstreaming Instruments

i) Sectoral Policies and Programmes will cover all strategic areas of the revised policy. The following sectors will be covered; health, labour, education, transport and communication, infrastructure, poverty reduction, science and technology, food security, environment and gender, agriculture, tourism, wildlife and mining.

ii) Incentives for the private sector to give special attention to youth development and empowerment.

iii) Assessment tools to determine the impact of sectoral policies and programmes for youth.

iv) Youth data bank as an account for the investment in youth development.

v) A State of the Youth Report; prepared every five years as an input to new NDP and DDP submissions.
6.2 The National Action Plan for Youth (NAPfY)

The NAPfY 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.

6.3 Communication Strategy

There is need to create and improve awareness of the Revised National Youth Policy; 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.

Successful youth and youth projects will be used as examples for dissemination and duplication. This can be achieved by more effective use of both traditional and modern media.

6.4 Research, Data Analysis and Monitoring

A research, data analysis and monitoring component will be developed to improve understanding of youth constraints and policy performance. In collaboration with the Central Statistics Office, data on socio-
economic and demographic indicators of youth will be regularly collected and analysed to support policy implementation and inform stakeholders.

Incentives will be provided to promote research on issues that have a direct and indirect impact on the status of youth with view of informing policy and programme formulation.

6.5 Capacity Building and Skills Training

Capacity building and skills training will be conducted in key facets of youth development work. In addition regular audits of the skills within the youth sector will be undertaken to guide in the deployment of human resources and their further development with view of having maximum impact on the target group.
7. IMPLEMENTATION AND COORDINATION MECHANISMS

The effective implementation of the Revised National Youth Policy assumes a robust and well-integrated approach to youth development. The following implementation and coordination mechanisms are proposed for effective delivery of both the Revised National Youth Policy and National Action Plan for Youth:

7.1. Ministry of Youth, Sport and Culture

7.1.1 The Role of the Ministry of Youth, Sport and Culture.

The mandate of youth development and empowerment rests with the Ministry of Youth, Sport and Culture coordinated through the Department of Youth.

The Ministry leads all efforts of mobilising resources for effective implementation of the Revised National Policy on Youth.

7.2 Department of Youth

7.2.1 The Role of Department of Youth

The Department of Youth shall assume overall responsibility for the coordination of youth affairs in Botswana.

The major functions of the Department of Youth will be as follows:
i) To develop, coordinate, review and monitor all policies that relate to youth development.

ii) To promote collaborative efforts within Government ministries, the private sector, non-governmental organisations, community-based organisations, young people and development partners.

iii) To plan, implement, monitor and evaluate youth programmes and initiatives.

iv) To identify and support the roles and functions of regional and international organisations.

v) To design and maintain an effective interface between the government and the non-government sector.

vi) To initiate, conduct and disseminate research information related to youth affairs in Botswana.

vii) To establish a National Youth Development Fund which will be used to support young people’s social, political, economic and cultural development.

viii) Coordinate and support youth services at all levels.

ix) Support the establishment and coordination of the Botswana National Youth Council.
7.3 Botswana National Youth Council

7.3.1 The Role of the BNYC

The composition of the BNYC needs to reflect its membership of youth NGOs, CBOs and networks. The roles of the BNYC are:

i) To advise government on all matters pertaining to youth activities in the non-government sector.

ii) To guide, encourage and plan youth activities within the non-government sector.

iii) To coordinate, by exchange of information and discussion, programmes and projects of voluntary organisations working with and for the youth.

iv) To promote a channel through which organisations can be informed of government policy and programmes affecting youth.

v) To be non-sectorial in the delivery of youth programming within the youth NGO sector.

vi) To lead all advocacy and lobbying efforts on issues affecting the youth and youth-serving organisations in a neutral atmosphere.

vii) To establish and support the District Youth Councils and affiliates.
7.4. Establishment of Multi-Sectoral Committees on Youth Affairs (MSCYA)

The cross-cutting nature of youth issues calls for all stakeholders in youth development to have a role in the implementation process. Multi-Sectoral Committees on Youth Affairs (MSCYA) will be established comprising of key stakeholders including: the youth, Non Government Organisations, Government, faith-based organisations, traditional leaders, researchers, trainers, community, and the private sector. These committees will be the driving force behind the coordination of youth affairs in Botswana and shall oversee the implementation of the Revised National Youth Policy and Revised National Action Plan for Youth.

The composition of MSCYA allow all stakeholders to view youth issues as part of their programming and to further have a role in the implementation process as well as give progress report in terms of what they have done in relation to youth development issues.

Its functions will be:

i) Review implementation of sectoral youth plans.

ii) Ensure full integration of youth matters into policy and programme formulation of all sectors.

iii) Monitoring progress of youth mainstreaming in all sectors.

iv) Review the progress with youth development and empowerment.
v) Advise Government on policy matters related to youth
development and empowerment.

vi) Identify and address emerging youth concerns and issues.

vii) Ensure trust and mutual understanding among stakeholders.

There will be one Committee at National level chaired by the Minister of Youth, Sport and Culture comprising of all key stakeholders with representatives at a more senior level to lend it authority and aid decision making. This committee’s secretariat will be drawn from the Department of Youth.

There will technical sub-committees that will be responsible for servicing and advising the National Multi-Sectoral Committees on Youth Affairs (MYCYA). These sub-committees will be formed from the different strategic areas as outlined in the Revised National Youth Policy and Revised Action Plan for Youth.

At district level, Multi-Sectoral Committee on Youth Affairs will be established as a sub-committee of the District Development Committee. These committees will be chaired by the Regional Youth Officer whose staff will make up the Secretariat.
8. POLICY REVIEW, MONITORING AND EVALUATION

The Ministry of Youth, Sport and Culture and the Multi Sectoral Committee on Youth Affairs shall be responsible for timely and periodic review, monitoring and evaluation of the policy. Monitoring mechanisms will permit regular adjustments in policy implementation to be made whenever necessary.

The Policy will be reviewed every ten (10) years with a provision for a mid-term review on its fifth year of implementation. These reviews will allow for the alignment with the ever changing national and international environment.