

Draft

Kerala State Youth Policy-2011**

Department of Youth Affairs, Government of Kerala

1. Preamble

1.1. 'Youths are the buds of today and the flowers of tomorrow' To craft the buds to a full bloomed fragrant beauty, to attract people and spread pleasant smell, we have to nurture their growth by providing a safe and conducive environment and protecting them from all possible dangers that affect the normal growth, development and functioning. This is the role that the Government visualizes in the youth development activities of the state under this youth policy.

1.2. India is emerging as a world economic power to achieve her cherished dream as a developed country. The feeling of unity, commitment and cohesiveness of youth is essential if the country has to promote its nationally accepted values and achieve the cherished goals.

1.3. This policy reflects the commitment of the state of Kerala for the holistic development of the young people of the state on par with

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the global scenario to cope with their needs and aspirations. The state shall evolve appropriate strategy to make the youth aware about their strengths and weaknesses and work towards their self-development, thereby creating an enabling environment for them to become self-reliant and growth oriented. The state will also establish a perspective plan to meet the emerging needs of the youth in different strata of the society.

1.4. Youth programmes will be streamlined based on need assessment and efforts will be made to maintain equity, efficiency, quality, and accountability. The policy also accentuates the need to develop suitable scientific feed back control mechanisms to measure the output of the programme and its impact on the development of the youth of the state.

1.5. While emphasizing the role and effort of the state to deliver the goods and services properly for the betterment of the youth, the youth in turn has also some obligation to use the goods and services in an appropriate way that helps their own positive development which in turn should lead to the development of the community and society at large. This is specially relevant in an era of globalisation and in a period where changes in IT & BT are bringing about drastic variations in the employment pattern and other facets of society.

1.6. Inclusive growth and development of the youth shall be imparted by providing opportunities through direct participation and constructive contribution in planning, implementing and evaluating all youth related activities from Grama Panchayat level to State level.

1.7. Government of India has published two youth policies during 1988 and 2003. While the National Youth Policy 2003 addresses the needs of youth comprehensively, in implementation it needs to be tailored to the unique circumstances of any State. In consonance with this concept, Government of Kerala likes to have a more specific

policy considering the socio economic conditions and needs and aspirations of the youth of the state. Effective coordination of policies, programmes and delivery systems of various departments in the state and other line departments is necessary to congregate the youth developmental activities.

2. Rationale

2.1. The concept of development is ingrained in the proper expansion of human resources and their proper application at the most appropriate time. Thus 'Human Resource Development' and 'Human Resource Management' stand as the pillars of human development. Youth being the vital and vibrant human resource of our country, need overriding attention in order to accelerate the growth pace of our nation.

2.2. Based on the above concept, it is imperative for the country to shift from the conventional parameters of developmental initiatives and interventions to a more scientific and skill based developmental initiative. There is a famous proverb which says that 'If a man is hungry, don't give him fish to eat, but teach him to catch fish'. This is the hard rule that strengthens all the programmes pertaining to youth development. So the approach that the Government likes to follow is to give priority to identify and develop skill to do different activities and minimize subsidies and non-productive supports.

2.3. In the present scenario education persists only up to the employment of a person. Many are left in the lurch with the available knowledge and limited skill till the end of their life. Further development of the person through career planning and step by step and stage by stage training is not being done systematically. Government would like to intervene and initiate some steps to make this grey area more purposeful and productive.

2.4. Physical health and mental health of youth are the two major concerns that the society is facing. Sports and recreational activities are showing a downward trend among youth and pressures from the community are disturbing their mental stability. In order to inspire youth to rise up to the new demands and challenges that the society is expecting from them due to technological advancements, efforts should be made to improve physical health and psychological competency of the youth.

2.5. In our society, criminalization among youth is increasing day by day. Among other things, this mainly happens due to the lack of internalizing values. Value education and practicing ethics are the fundamental concepts that help a person to live in accordance with social norms and obey the rules and regulations of the state. The State Youth Policy 2011 visualizes developing responsible citizenship among youth based on the values as enshrined in the constitution of India.

2.6. Though Kerala has the highest literacy rate in India & Human Development Index at par with the West, three major problems that our young people face are unemployment, under employment and lack of employability. Prolonged period of unemployment and under employment will lead to financial stringencies, mental stress and behavioural deviation. This also badly affects the social stability and human resource output that is needed for development of the State. The policy asserts that the only way to launch a frontal assault on the citadels of this social evil lies in skill upgradation and development of scientific temper. The administrative framework to implement this policy should primarily be vested in the youth themselves.

2.7. The situation of young people in Kerala is influenced by contrasting paradoxes created by unique social and economic milieu. The Youth Policy is the commitment of the Government of Kerala to provide its young people with opportunities for obtaining education, for acquiring skills and for participating fully in all aspects of society.

This policy endeavours to consolidate actions and investments of all development sectors that enable youth for a smooth transition from adolescence to adulthood and to take advantage of available opportunities to develop and use their human capital in the process of personal development along with state development.

2.8. This policy acknowledges the ability of youth of Kerala to contribute to their development of societies and this policy paves way for the capacity development among youth by opening up the opportunity for participating in the development process of the state thereby acting as key players in the development process.

2.9. The youth population of Kerala is distinct in many ways. As a most advanced state in terms of literacy and human development, the youth of Kerala has to be seen as partners for the overall growth of the state as well as the nation. The youth population in the state is heterogeneous in terms of religion, caste and socio-economic parameters. As the National Youth Policy is an attempt to address such heterogeneities at national level, the state of Kerala needs to have a comprehensive policy which is to be tailored according to the unique situation of the state.

2.10. This policy is the result of commitment from the Government of Kerala to bridge the widening social gaps existing among the youth of Kerala and is an attempt to help young people in the state who are facing multiple challenges of uncertainties and risks generated by the process of economic and social disparities.

2.11. The KYP 2011 emphasises the need for developing suitable mechanism, criteria and indicators by the State government for measuring the progress of the implementation of the policies, especially with regard to the impact of the programmes on the overall development of young people and their contribution to the state. This will ensure greater accountability of these agencies and continuous improvement of programme initiatives.

3. Target Population

3.1. Government of India has identified youth based on the criteria of age and defined youth as a group of people between the age group of 13-35. As per the 2001 census figures, the number of youth in Kerala as per this definition is 1,32,07,561 (63,57,384 males & 68,50,177 females) and they constitute 41.8% of the total population of the State. National Youth Policy -2003 says that "this policy will cover all the youth in the country in the age group of 13-35 years. It is acknowledged that since all the persons within in this age group are unlikely to be one homogenous group, but rather a conglomeration of sub-groups with differing social roles and requirements, the age group may, therefore, be divided into two broad sub-groups. Youth between the ages of 13-19, which is a major part of the adolescent age group, will be regarded as a separate constituency".

4. Classification of the Target Population based on Age

4.1. This policy suggests a further more specification and classification of the youth population based on felt impact and feed back from the practical application of the youth programmes in the field. The classification of youth as a group between the age group of 13-35 creates so many practical and operational difficulties as specified in the National Policy-2003. Thus considering the peculiarity of different groups a classification is made as under, to get priority and emphasis to each group based on physical and mental status and accomplished need of the persons. This will help the institutions to chalk out more specific and need based programmes which will deliver commendable result on the growth and development of our young population.

4.2. Adolescent Primary Group: (10 to 13 years)-As per the health index at the national and international level, adolescent period starts before 13 years. So this policy suggests including children from 10 years under adolescence. Practically, Upper Primary School children

have different needs and therefore programmes should be formulated and implemented considering these social situations as well. This policy projects the following social groups for specific intervention programmes: rural youth, youth in the urban slums, migrant youths, student youth, non-student youth, tribal youth and young women. Coastal youth, youth with multiple deprivations and youth who are neither in education nor in employment (NEET) also need special focus.

7.2. Rural youth: Poor access to information, less facilities and opportunities, lack of service outlet etc are the major hurdles that the rural youth are facing. There are many occasions when they feel deprived and discriminated when compared to urban youth. If this group is not considered separately with special focus, the state will be losing the resource of the major chunk of our youth population living in the rural areas. Efforts have to be made to improve the living conditions of rural youth and preserve the rural culture, heritage, agriculture and allied activities. This policy emphasizes the felt need for extension activities for the upliftment of rural youth. This will also help to prevent unnecessary migration of people into urban areas.

7.3. Youth in the Urban Slums: Youth living in urban slums are often homeless, unwanted, unloved, uncared for – people who have become a burden to the society and are shunned by every one. They have some peculiar problems of their own, which keeps them away from the main stream and retards their development. If not attended on top priority, chances of criminalization and untoward activities among this group of youth are quite high. Loosened family bondage, lack of support from the family and society, unfavourable social situations, negligence, vulnerability for exploitation, lack of values and social control etc are some of the major problems prevailing in the urban slums. These issues need to be addressed to save the youth in the slums from the clutches of unholy activities and help them to lead a comfortable normal life.

7.4. Migrant Youth: The number of migrant youth from other states to Kerala is increasing day by day. Even in villages the number of migrant youths is increasing. Lack of employment opportunities in their home state, better income for employment etc are the major reasons for migration. Unfortunately we do not have any statistical or socioeconomic data pertaining to the migrants. Exploitation by the employers, unhealthy living conditions, persistent abuse, high prevalence of communicable diseases, movement of anti-social elements and criminals among the migrants etc are some of the threats that the migrants and the society are facing. Timely intervention is needed to sort out these problems and settle the far reaching consequences of the issue.

7.5. Student Youth: The present curriculum in the schools and colleges are only theoretical inputs to enable students to pass the examinations. The curriculum needs appropriate modification to help the youth to apply the imbibed knowledge for their skill development for a better social living. We have to improve the recreational and extracurricular activities in the schools and colleges. Anxiety, stress and frustration which are common among high school students is a social problem which has to be addressed from a psychological angle. Lack of sufficient educational quality, deficient emotional stability and inappropriate skills of the teachers are grave problems that need timely solutions.

7.6. Non-student youth: Non-student youth mainly comprises of two groups. One group consists of the youth who cannot continue their education due to socio-economic conditions and the other group includes youth who have completed their studies and are waiting for appropriate job opportunities. This policy stresses the need to avoid keeping youth idle. An idle mind is no doubt a devil's workshop. We may facilitate the non-student youth to get some employment and also connect them with the continuing education or open education systems for a life long learning process.

7.7. Tribal Youth: Tribals have a close association with nature and distinct and wholesome cultural practices. Most of them reside in rural areas, some in very remote and inaccessible terrain. They are more vulnerable towards various problems like malnutrition & poor health status. Lack of basic amenities, nonavailability of livelihood opportunities and long history of exploitation have often disillusioned the tribal youth. Educational, social and economic uplift of the tribal folk needs special commitment by the state. Though tribal youth are provided with many central and state schemes and aids, the delivery systems are often poor and scattered. Some of the schemes are not even designed on a need based platform. The ignorance of the community is being used for mischief and exploitations by middle men and officials. The schemes need to be strengthened and integrated based on need assessment and delivery should be monitored appropriately.

7.8. Young women: Young women are generally susceptible and this creates some gender issues and other situational issues due to their vulnerability. The issues have a rippling effect in the long run. Enormous efforts are needed to weed out these issues from the society. Food and nutrition of young women, reproductive health and hygiene, family life education, abuse at work place, equal access to all facilities as men etc are some of the critical areas that should be addressed.

8. Disadvantaged Youth

8.1. There are some youth groups who need special care and attention due to their limitations to move along with the main stream due to many reasons. They are youth at risk, youth victims, youth in the observation homes, youth in the shelters, youth from low income family and adolescents.

8.2. Youth at Risk: There are adolescents and youth being lured by agents, anti-social elements and terrorist groups who are forced to do hazardous occupations and even bonded labour. Alcoholism,

sexual harassment, substance abuse etc are other prevalent hazards among youth. These youth face risky situations, exhibit unpredictable behaviour and need separately designed intervention programmes.

8.3. Youth Victims: Youth victims include HIV and AIDS patients, victims of riots or antisocial activities, abandoned children, sexually exploited children etc. Though the number of people in this group is comparatively less, the severity of the personal stigma and social aversion is very high and this group is prone to many social and personal repercussions. So we cannot just sympathize and keep quiet. In fact we should empathize and take some preventive measures to curb this social menace.

8.4. Youth in Observation homes and Shelters: Providing food, clothing and accommodation is considered as the only support needed to the youth in observation homes and shelters. This view needs a radical change. Well designed plans are necessary for the educational, social and economical well being of these groups.

8.5. Youth from low income families: There are number of youth from low income families who normally will not come under any assistance of the government and suffer financial stringencies for higher studies. This policy recognizes the need to support such groups by devising appropriate strategies.

8.6. Differently abled youth: Many people in the rural areas are unaware about the facilities provided by the government to the differently abled children and hence they experience lack of provisions for education and health care. There are also cases where these children are discriminated against. They are also in need of vocational skill and support for development. Government has to extend awareness to all sections of the people about the available support and take the responsibility to rehabilitate them with necessary provisions and protection for their development.

8.7. Adolescents: Adolescence is a period of 'storm and stress' with intense fluctuating emotions. The physical changes that take place during adolescence cause major psychological and behavioural variations that affect their personality and future development. Identity crisis is another issue which needs to be overcome by ideological commitments based on values. Many times they are aggressive, overindulging and nervous. They may also have family problems, substance abuse, adjustment crisis, depression or even suicidal tendency. Many of the issues are due to their needs and concerns as part of the physical and mental change during the period of adolescence. So a very cautious intervention is needed to support the adolescents for their healthy and comfortable growth.

9.0. Overarching Principles of State Youth Policy 2011

9.1. The Kerala State Youth Policy 2011 is in conformity with the National Youth Policy 2003 and other policies, plans, and social and cultural ethos existing in the state.

9.2. Youth development policies and programmes are to encompass all aspects of the life of young people and respond to their physical, psychological, social, economic and spiritual needs.

9.3. It must be recognised that youth is not a homogeneous group and there are numerous differentials based on their habitat, environment in which they live, socio-economic status of the families they belong to, and their own lifestyle.

9.4. Young people should be considered as objects as well as subjects of the youth development programmes.

9.5. Youth development programmes should reach out to all sections of the youth population and be accessible to them. These should be

free from all forms of discrimination – based on gender, caste, ethnicity, language, or physical or mental condition – in the spirit of the Constitution of India.

9.6. All youth development programmes may be integrated into the mainstream policies and programmes of the state in conformity with the goals and objectives of state plans.

9.7. Young people in the state may be viewed as partners in the development process and it is the responsibility of the state to ensure an environment which is conducive for youth participation in development process.

9.8. A vital segment of the youth population belongs to tribal and coastal and all youth development programmes should reach out to these sections of the youth population and be accessible to them.

9.9. Young people's access to development programmes and proactive transparency in service delivery may be ensured in order to have a holistic youth development in the state.

9.10. The policy should facilitate coordination mechanism between different departments in delivering youth development programmes.

9.11. Tribal youth of the state form the most disadvantaged section of society and the policy must ensure that all the developmental efforts aiming at them are delivered with complete effectiveness.

9.12. The Policy should pave way for an environment in which young people are not vulnerable to anti-social and anti-national forces and such other elements in the country.

10. Vision Statement

10.1. To transform Kerala into a vibrant society and a socially, economically and technologically advanced state on par with the global standards by providing focused and specific attention on the physical and mental health and comprehensive development of the youth of the state so that these individuals enjoy healthy productive lives in harmony with their social responsibilities.

10.2. To make youth as the focal point of human capital development to lead the state into a place where enhancing the quality of human life is given prime importance. In this sense, this policy acknowledges that youth are the real wealth of the state.

10.3. To involve young men and women in the social, political, economic, spiritual and cultural development of the state through their active participation.

11. Goal

11.1. Empowerment and socio economic development of youth by creating a positive change in the level of knowledge, attitude and skills through multiple intervention strategies appropriate to each sub group to attain holistic development of the youth.

12. Mission

12.1. To create an enabling environment for youth participation in the development process by incorporating the values of social justice and equality.

12.2. To provide an opportunity to the youth of the state for their overall development – in social, economical, political, cultural and spiritual terms.

13. General Objective

13.1. Devise and implement integrated and multisectoral approach for planning and management of the human resource potential and mechanism to improve self development of the adolescent and youth between the age group of 10 to 35, by inculcating knowledge, attitude, values and skills through training techniques, programmes and activities, in order to equip them to lead a happy and comfortable personal and social life with economic stability and skill. The modus operandi should be equitable and gender sensitive and be guided by principles of transparency and community participation involving all stakeholders.

14. Specific Objectives

14.1. Congregate all the youth related programmes and activities of different departments and NGOs for mutual coordination and to provide uniform thrust and distribution to the different strata of youth population in all the areas in the state.

14.2. Strengthen the programme delivery system of youth related activities in the state by providing well established network in the districts and blocks.

14.3. Adopt different measures to make the youth aware about the importance of self development and devise appropriate strategies to apply SWOT analysis training programmes to overcome the difficulties in the day to day activities.

14.4. Provide sufficient training facilities in all the districts to train youth to gain and maintain physical and mental health. Develop a strategy to impart training on specific areas like life skills, personality, leadership, career planning, career development and family life education to accelerate the youth development process.

14.5. Promote value education among youth by making it a part of the curriculum in schools and colleges and also by training programmes and follow up. Education should lead to the mainstreaming of young men and women in the overall development of the society. Transition from school to work must be smooth. Environmental education, health awareness and the spirit of national integration should be ingrained into their minds through the educational system.

14.6. Increase the involvement of student youth in NCC, NSS, NYK, Scouts and Guides, Sports Club, Arts Club, Community Police and Student Police service in order to imbibe and reinforce discipline, nonviolence, leadership, community service, social cohesion, volunteerism, democratic participation and leadership so that they develop capabilities and qualities that are essential for a positive youth development and become responsible citizens who care for their families and communities in which they live.

14.7. Improve the quality of teachers in schools and colleges so that they will be in a better position to impart knowledge as well as the behaviour modelling of the children.

14.8. Organize parenting training programmes for parents of children up to plus two level.

14.9. Instil the spirit of volunteerism and initiative among youth in order to improve their skill for social life and increase their social commitment, including commitment to the art and cultural moorings

of the state. Also encourage voluntary sector to develop programmes that promote youth volunteering and support recruitment and training of youth for social action in the community.

14.10. With a view to curb isolation of youth from the main stream and get direct experience from community activities, channelize the youth force into various socio-economic and welfare activities to increase their involvement and commitment. Youth must be empowered to take up the challenge of eliminating all forms of social and economic discrimination and exploitation, counter forces that threaten to undermine social harmony and launch a crusade against unhealthy social practices and evils and uphold human rights to all sections of society.

14.11. Take initiative with the help of KSYWB and NYKS to form and affiliate at least one youth club and mahilasamajam in every revenue village of Kerala with a view to promote them as the grass root level youth organizations of the state that can support the extension activities of the Government and other agencies in the village.

14.12. Increase the network of NGOs, youth clubs and sports clubs and encourage their involvement in youth developmental activities. Youth participation in the development process should be promoted through Panchayati Raj Institutions (PRIs).

14.13. Improve vocational skill and skill upgradation programmes that are appropriate and relevant to youth in the prevailing socio-economic situations that will make them economically self reliant. Avenues must be provided to improve employability and multiskilling.

14.14. Initiate appropriate measures to increase the literacy level of tribal people in the state.

14.15. Reduce the rate of school drop outs in tribal and costal areas.

14.16. Promote dignity of labour among youth

14.17. Constitute a resource pool of unemployed and under employed youth in every panchayat with a view to use their services for the part-time extension activities of government departments and other agencies. The resource pool may also be motivated to take up agricultural and allied services in the idle fertile lands and paddy fields.

14.18. Pool the semi-skilled and skilled workers in the panchayat under one umbrella to solve the demand of workers and also to assure employment opportunities.

14.19. Reduce unemployment by increasing employability.

14.20. Reduce unemployment by timely recruitment and promotion

14.21. Motivate the youth to become the vanguard of the society.

14.22. Segregate, prioritize and implement programmes based on the need of the youth in the different strata of the society, such as rural youth, urban youth, migrant youth, student youth, non-student youth, tribal youth, youth at risk, youth victims, youth in observation homes, youth from low income families, young women, differently abled youth, adolescents, youth and young adults based on the age criteria stipulated above, through affirmative action and measures.

14.23. To guide the youth in a manner that they become active partners in promoting sustainable development, contributing productively to state and local initiatives in maintaining harmonious

balance between ecological and environment considerations, on the one hand, and developmental needs, on the other through a programme of training and education.

14.24. To facilitate access to all sections of youth to basic nutrition and health especially related to reproductive and sexual health information and facilities and services including access to mental health services. Also promote a healthy lifestyle, free of substance abuse and other unhealthy addictions, and dissuade them from engaging in harmful sexual practices.

14.25. To enhance the availability of facilities in sports and constructive recreation for all sections of youth with special focus on differently-abled youth and young women.

14.26. To instil in young women and men a culture of scientific thinking, critical analysis, and rational attitude in their day-to-day life; and make them sensitive to the needs and concerns of socially and economically disadvantaged sections of the society, with the help of appropriate programmes.

14.27. To encourage youth to actively engage in monitoring and evaluation process of development work undertaken by government and non-government agencies and institutions including the PRIs.

15. Thrust areas

15.1. Education

15.2. Livelihood promotion

- A) Under the PRI institutions, a Livelihood Resource Centre may be initiated to train the poor young people in the area. The objective of the school should be as follows.

- i) Bringing the poor young people in panchayats and educating on different livelihood schemes available in the state
- ii) To build an understanding on the concept of livelihoods, livelihood promotion and the dynamics and scope of entrepreneurship
- iii) To understand market, product and demand condition of local economy
- iv) Learn the different tools and techniques for livelihood promotion
- v) To acquire knowledge on demand driven products

B) This Livelihood Resource Centre also will help in tackling issues related to migration

15.3. Employment and Entrepreneurship Development

15.4. Employability and Competency building

15.5. Vocational Training and Skill Development

15.6. Multi-skilling

15.7. Sports

15.8. Youth Health and Adolescent Sexual and Reproductive Health

15.9. Environment

15.10. Alcoholism

15.11. Recreation and Leisure-time activities

15.12. Suicide

15.13. Gender Justice and Equality

15.14. Youth Participation

15.15. Youth in conflict with law

15.16. Human Rights & Social justice

15.17. Counselling especially career counselling

16. Strategy of Operation

16.1. Inter-departmental coordination committee has to be set up to consolidate the youth related activities of all the departments of the state. All related youth organizations and NGOs doing youth activities may be included in the committee. The committee shall consolidate all available youth programmes in the beginning of the financial year and make a judicious distribution based on the consent of the parent department to different strata of youth population in all the districts of the state. The committee has to evaluate the progress made at the middle of the year and also on completion of the financial year and suggest remedial measures to the Government as regards shortfall.

16.2. At present the State Youth Welfare Board is not having well established district and block level offices to co-ordinate youth development activities. An appropriate structure at the District and Blocks to consolidate and deliver the youth related activities has to be devised.

16.3. A full fledged Directorate of Youth Affairs may be formed with district level offices to implement and coordinate the youth welfare activities under the direct supervision of Secretary Youth Affairs. A system for periodical collection, compilation and utilisation of data pertaining to youth and identification of the issues and problems in this sector shall be institutionalised.

16.4. A State Youth Council may be established under the Chairmanship of the Chief Minister in which the Ministers and Secretaries and Directors of all Development Departments will be the members. The Minister of Youth Affairs may be the Vice Chairman of the Council.

16.5. The Department of Youth Affairs may be designated as the nodal Department for Youth and Adolescent development. The Department should monitor the implementation of youth related programmes implemented by other departments.

16.6. State Youth Commission may be established to study and suggest measures for youth development and involvement of youth in development.

16.7. A Youth Development Fund may be established at state level to find funding for youth initiatives.

16.8. At least five percent of the development plan funds allotted to Local Government Institutions may be set apart for the youth programmes at local level.

16.9. A State Youth Forum may be formed so that all the stake holders of youth can come together and deliberate on their issues.

16.10. State Youth Centre and District Youth Centres may be established which will function as the resource Centre for youth programmes and the place where youth can get information according to their requirements.

16.11. A comprehensive Skill Development Mission may be set up.

16.12. A State Institute of Youth Development may be started to develop youth related resource materials, training manuals and to organize training programmes for youth. This Institute may be given the responsibility to monitor the implementation of Youth Policy and to evaluate the schemes for youth development.

16.13. A youth training institute has to be set up in every district under the direct supervision of the Department of Youth Affairs. The centre can be managed with the help of panelled guest faculty members available in every district. Improving the structure and pattern of functioning can be done after studying the feedback.

16.14. A net work of reputed voluntary agencies doing youth related activities in the state can be brought under one umbrella, to understand the different types of activities being done by them and also to identify the well functioning centres to whom Government can extend some programme support. In every block one such nodal NGO can be identified to help and support village level youth clubs and mahilasamajams identified and promoted from every revenue village. A district level and state level committee of NGOs can also be designed to strengthen the network of youth organizations. This can in turn lead to an array of youth centres, village knowledge centres and common facility centres throughout the length and breadth of the state. From the Grama Panchayat level itself, this mechanism should work in unison with local self government institutions. Officials from State Youth Welfare Board and Nehru Yuva Kendra can be included in the committee to maintain the coordination between Central Government, State Government and voluntary agencies.

16.15. Training is the most predominant factor that improves the practical knowledge, positive attitude and skill to do an activity effectively and efficiently. Here efficiency is the quality of the work and effectiveness is the calibre to do the work at the appropriate time within the specific time limit. Unfortunately youth are not being trained periodically after school or college education. This

limits their development. So a strategy may be evolved to train youth in the different strata of the society with a specific objective to improve their practical knowledge on the work related activities, positive attitude and skill to do different activities in a befitting manner.

16.16. On analyzing the reasons behind criminalization and anti-social activities, social psychologists have pointed out the lack of value orientation as one of the dominant reasons for such deviant behaviour. Unfortunately we do not have a systematic value education system in school or college curriculum. This policy points out the need for a well thought out value inculcating programme in schools and colleges. This should be implemented not with an intention to write and pass the examination, but to get internalized and practice it in day to day activities.

16.17. Mental health problems are increasing among adolescent and youth day by day. Psychologists have pointed out that a countable percentage of the physical illness in adolescents and youth are due to mental aberrations. So we need some effective mechanism to help the adolescents and youth to maintain psychological competence. The programme can be implemented in association with education department, health department and youth affairs department.

16.18. As a result of the change in the life style of parents and children, parents neglect the physical well being and recreational activities of the children. Physical exercises, games and recreational activities are getting detached even from schools and colleges as the only concentration of parents and teachers is on academic performance based on marks obtained in the examination. Because of this negligence and ignorance in physical health and food habits, we are creating an unhealthy youth force from whom it is not possible to get the expected human resource output. This is a grave situation where intervention is necessary with the help of education department and health department.

16.19. Due to the limitations in the present educational system, social commitment and volunteerism are getting marginalized among adolescents and youth. So school and college curriculum has to be modified by adding compulsory community service. This will inculcate discipline, social commitment and social involvement and also pave the way for personality development and leadership. The service of NCC, NYK, State Youth Welfare Board, Scouts and Guides, Sports clubs, Arts clubs, Community police, and Student police etc can be utilized. Integration between these agencies should be fostered. Involvement in one of these agencies may be made compulsory during school and college period. In addition, NSS programme may be made mandatory in all the higher education institutions from Higher Secondary onwards, which can be a self-supporting programme, where the staff support will be provided by State.

16.20. In order to mould our children at a younger age we need well experienced and well qualified teachers at primary classes. If children fail to imbibe qualities and behaviour modulation, at least at the primary school level, the foundation of human development will get spoiled or delayed. In order to achieve this, a protracted discussion may be held with Education department and the minimum qualification for primary school teacher may be raised to graduation with 2 years teacher training course. Teacher trainees may be selected cautiously considering the skill and commitment. Only experienced teachers may be posted at primary classes.

16.21. Ignorance and negligence of parents are the major reasons for the poor development of the children. Most of the parents do not know what are the dos and don'ts of parenting. Training on parenting to the parents in a phased manner can be implemented with the help of State Youth Welfare Board, Nehru Yuva Kendra, State Resource Centre, reputed NGOs etc.

16.22. Studies show that the literacy rate of tribes in Kerala alarmingly low when compared to the literacy rate of people in other sectors. This hampers the development of the tribal people in Kerala. To set right this issue, intensive literacy programmes need to be implemented in the tribal settlements. Kerala State Literacy Mission and State Resource Centre, Kerala can be entrusted with this assignment.

16.23. In coastal areas and tribal areas drop outs of students in school classes are high. This policy suggests locating the reasons for the drop out with the help of education department and initiating steps to limit drop outs with the help of other departments working for the socio-economic development of the people.

16.24. Dignity of labour is on a diminishing trend amidst youth. This creates unemployment and also paucity of employees in certain sectors. Some motivational and awareness initiatives are needed to promote the dignity of labour among youth. Students who have completed 18 years of age can be encouraged to take up part-time jobs to create a work culture among youth and also to create an interest to earn money and become self-reliant.

16.25. Our youth are facing severe unemployment though many of them are well educated. The major reason for that is the lack of planning in education and reluctance to move from the conventional pattern of employment. Our youth need career planning at every stage and should locate a job that suits them best, and continue or plan the education according to that. Then employability will increase and unemployment can be reduced. Open and distance learning should be recognised on par with on campus education in order to achieve these objectives.

16.26. There are many instances where recruitment to vacant posts gets inordinately delayed due to the impediment in reporting the vacancy to the PSC, doing timely selection by the PSC and posting by

the department. Joint effort with the help of other departments and PSC may be initiated to do the recruitment on time and appoint people within the minimum time frame. This will reduce unemployment to a certain extent and also increase the manpower and efficiency of government offices.

16.27. There is an emerging need of semi-skilled and skilled workers even in the villages of Kerala. Though workers are available in many areas, their service is not available to the needy house holds. So the policy insists to form a common pool of semi-skilled and skilled workers at panchayat level with facility to provide their service to the needy persons. This group can be trained by the government so that they will be in a better position to do their job. Semi-skilled persons can be trained to become skilled persons. Unskilled persons can also be attracted to this group by giving training in some particular trade that he/she likes to do. The existing framework of Yuva Karma Sena needs to be strengthened to face disasters and other contingencies.

16.28. Social justice and rule of law cannot be implemented properly only by Government officials. We need the help and support of the people to get timely information and intervention. Selected youth force can be motivated to work as 'feeder cadre' to pass timely information to authorities to curb corruption and anti social activities.

17. Implementation Strategies & Operational Action Plan

17.1. State level coordination committee: The policy envisages an Inter-departmental Coordination Committee under the Chairmanship of the Minister of Youth Affairs with Secretary Youth Affairs as its Member Secretary, so that a composite and integrated action plan can be formulated for the implementation of the youth activities in the state.

17.2. State level core committee: A state level core committee under the chairmanship of Secretary Youth Affairs may be constituted with members from Education Department, Health Department, State Youth Welfare Board, Nehru Yuva Kendra Sangathan and NGOs to supervise the implementation of the programme at the state level.

17.3. The area under the purview of the presently existing DACYP (District Advisory Committee on Youth Programmes) under the chairmanship of District Collector, shall be extended to cover all the district level activities as per the policy, under the supervision of the District Panchayat President.

17.4. At the block level a nodal NGO/Voluntary Agency shall be identified to coordinate the activities under the chairmanship of Block Panchayat President. Representatives from KSYWB, NYK and one member from each affiliated youth club may be included in the committee to implement the programmes at the block level under the supervision and control of the District Committee.

17.5. In every panchayat there shall be a panchayat level implementation committee under the chairmanship of Standing Committee Chairman with nominees from KSYWB, NYK and NGOs.

18. Monitoring and Evaluation

18.1. The proposals of the State Youth Policy may be converted into action points and appropriate monitoring indicators developed. This policy entrusts the monitoring and evaluation to the State Level Core Committee. Evaluation shall be done at least once in six months. During the evaluation the setbacks faced may be discussed and the reason for the delay and poor performance may be analyzed and appropriate measures may be initiated within the policy frame work to improve the performance. A cell may be set up in the department for coordinating monitoring and evaluation.

19. Review

19.1. This policy may be reviewed on completion of five years from the date of its implementation. It is also suggested to look into the need to prepare a separate policy for adolescents considering their peculiar needs and concerns which are often different from those of the youth group.

20. Conclusion

The policy recognises that the youth can be the greatest asset of the State if they are provided with the means to lead a healthy and economically productive life. The State and the Society owe to the youth their duty to create conditions such that they attain the highest level of excellence and contribute to the society in creating a fairer State.
