



**“Youth Active Citizenship and Volunteering for
Development”
Programme strategy
2009-2013**

VSO Pakistan

December 2009

1. Introduction:

Youth empowerment and volunteering is emerging as an important focus in VSO programmes across the region in its efforts to promote local and national volunteering for development. Asia hosts a large number of populations of young people (age 14-28) faced with numerous challenges of unemployment, lack of quality education, sense of identity and forums to raise their voices including increased communal violence in the name of religion, ethnicity and caste systems. Youth active involvement and empowerment is the key in addressing these challenges of poverty that is also being widely recognised by the development actors, governments and academia all over the world.

In Pakistan, youth is even more vulnerable to these challenges as politically fabricated religious extremism further deepening the already existing divides of ethnicity, gender and class. Abject poverty (40% of population living below the poverty line) coupled with lack of education, employment and guidance leading a considerable number of youth, particularly poor youth in rural and urban peripheries an easy target for drugs and criminal mafias and the extremist “Jihadi” groups.

VSO Pakistan guided by its corporate strategic document “Focus for Change”, pilots its *“Youth Active citizenship and Volunteering Programme”* to promote local and national volunteering actions in empowering youth to address VSO vision of reducing poverty and disadvantage—a root cause for the most challenges faced by youth today.

“Youth Active Citizenship and Volunteering Programme” builds on the successful interventions of VSO’s Youth and gender focused work based on experiences and learning from Participation and Governance (particularly Global Exchange Programme), Education and HIV&AIDS programmes over recent years. In addition to the key considerations and findings of an empirical research and consultations with partners, conducted by VSO Pakistan in 2008/09 to explore potential of national and local volunteering programme in Pakistan. The study identified youth volunteering for development as a huge potential in Pakistan. In addition to Focus Youth Group discussions with the youth in rural areas of Punjab that helped to understand youth development needs and expectations from their perspective.

The strategy will deliver its key strategic objectives by creating an enabling environment by mobilising and building capacity of important actors like media, civil society groups, and government agencies in developing youth and volunteering friendly programmes. It will also develop and build capacity of young leaders, their organisations and networks to effectively participate in the development of their communities and articulate their issues. Programme will aim at strengthening partners capacity in volunteer management programmes, youth empowerment and bringing all the key stakeholders together through a national forum for better coordination and resource mobilisation. This will help them to work together to create a conducive policy, social and legal environment for the recognition of volunteering actions and youth active citizenship in Pakistan. In addition to encouraging existing partners and youth organisations to set up youth forums to give them greater voice and an opportunity to build their perspectives and take collective positions on key national issues and challenges.

The ultimate beneficiary groups will be poor rural youth and their communities, women, people with disability, people living with HIV& AIDS and religious minorities. These

groups will be reached through three types of volunteers a) Youth Volunteers (14- 29 age) in urban and rural communities. Girls will particularly be encouraged; b) Skilled and professional volunteers from all sections of corporate, academia, media and CSOs etc; c) Retired and older people.

2. Context Analysis:

With over 156 million people, Pakistan is one of the most populace countries. Youth make up 70% of its total population, with some 36 million within the age bracket of 14-29 (UNFPA 07/08). This is the largest number of youth than ever before in the history of Pakistan. The Youth of Pakistan present the most promising resource and in huge quantity-a big reservoir of energy, which can play an important role in socio-economic, political, cultural and ideological revolution in Pakistan and contribute significantly in economic development and poverty alleviation. To capitalise on this demographic dividend in the given political, social and economic milieu coupled with growing extremism and worsening security situation, is one of the most challenging but needed task. If not done, may turn into a demographic disaster, as rightly mentioned in the Next Generation Report by British Council (published 2009).

State of Youth In Pakistan:

There exists no national level representative data about the state of youth in Pakistan. Most insight about youth issues in Pakistan comes either from UN reports, qualitative studies from INGOs, national level NGOs or newspaper articles and research papers written on the subject. However, if the situation assessed through the current socio-economic and political indicators, despite number of sectoral reforms in the area of health, education, gender and political, reforms, it does not promise the progress required to address the growing demographic needs of young population in Pakistan or meeting the targets of MDGs.

Lack of access to and quality education, is considered a major stumbling block in unlocking the full potential of the youth and access to better economic opportunities, by both urban and rural youth¹. Only 2.1% GDP is spent on education. Less than 40% young people are enrolled in schools, compared to the South Asian average of 58%. The majority of children and especially girls from rural areas are the ones who are denied this basic right of education. Conversely, the highly educated youth (only 5%) with exception to few urban youth from elite private schools thought that the quality of education that they get at public schools and university does not necessarily equip them with confidence and skills required by the current Job market or make them an active citizen².

The official unemployment is not as high at around 8%, but 70% of employment is in informal sector and underemployment among youth is rife (UNDP, Human Development Report 2007³). Underemployment of youth in addition to poor quality of education, poor

¹ Aurang Zeb.Bilal, youth in governance: Exploring Dynamics of youth Participation in Pakistan, Unpublished paper by ISS 2007.

² Next Generation Report, by British Council 2009.

³ UNDP Human development report 2007/08

human resource, is also related to poor economic growth that stands at 1.2 per annum. According to the projection made for next ten year, 35 million jobs will be required for the growing youth population⁴. This challenge can not be met alone by the government, unless there is real commitment and political will for improving governance, setting up formal mechanisms of participation especially of youth and public and private partnerships.

Youth faces number of challenges to their participation in policies, programmes and decision-making processes that directly or indirectly shapes their lives⁵. These challenges, in most studies carried out with youth, are articulated as lack of formal mechanisms or forums, general perception that youth lack ability to do so and cultural expectation and norms of respecting elders decisions weather its their education, marriage or career. With little exception of educated urban youth that asserts their right to take choices, the decision for vast number of rural and urban youth particularly females, are still made by their elders. According to the national consultation report by World Population Foundation⁶, majority of youth perceived that government makes policies in closed spaces and current youth policy is one such example where consultation process on policy included only few hundred urban-based youth organisations and groups. Long history of undemocratic rule, lack of civil liberties and ban on student and trade unions have disengaged youth from the political processes as well. Just 2% youth were members of a political party, while only 39% voted in the last election. At university campuses student groups, taken over and corrupted by political parties, are often more interested in violent feuds⁷.

Gender and Social Exclusion:

Youth is not a homogeneous group in Pakistan, their ability to exercise their rights and access to resources & opportunities are determined by gender, social class and rural or urban contexts they come from. Young females, for example face more discrimination and exclusion, compare to their male counterparts. Gender disparities are pervasive; girls are less educated than boys, their nutritional levels are low mobility is strongly restricted, their access to employment and income generating activities are limited⁸. Their participation in social, political and decision-making processes is hampered by restricted mobility and violence that prevails in all most all social classes and forms. However, the poor rural girls are more venerable, where early marriages, honour killings and domestic violence are day-to-day reality. Gender inequalities, is one of the important impediment in realising the MDG targets for reducing maternal mortality, achieving primary universal education and poverty reduction (Study on Social Exclusion by DFID 2003).

According to WHO reports total population of People Living with HIV is (all ages) 96,000 (0.1%), 27000 of which are young girls in age bracket of 18-29. Similarly, most vulnerable groups of MSM and drug users are young people. The sexual and reproductive health and rights of young people is of growing concern in Pakistan. The

⁴ Next Generation Report, by British Council 2009.

⁵ Aurang Zeb.Bilal, youth in governance: Exploring Dynamics of youth Participation in Pakistan, Unpublished paper by ISS 2007.

⁶ Report National Consultation on Youth by WPF, 2008

⁷ Reports by NGOs, Shirkat Gah and Aurat Foundation.

⁸ Scoping Study, Social Exclusion by DFID in Pakistan 2003

reproductive health needs are largely ignored of health services in Pakistan and considered tabooed due to the conservative nature of the society. Physical and sexual abuse, unsafe abortions, early marriages and early pregnancies, HIV and Aids and sexually transmitted diseases that lack of awareness and appropriate service provision make youth further vulnerable in both urban and rural areas⁹. According to UN reports total population of People Living with HIV is (all ages) 96,000 (0.1%), 27000 of which are young girls in age bracket of 18-29. Similarly, most vulnerable groups MSM and drug users are young people.

Disabilities represent another manifestation of social exclusion. 3.29 million people (10% of total population) suffer from disabilities. One-third of these people live below the poverty line. 77% of the people with disabilities have no access to education. 66% of the people with disabilities live in rural areas. Girls with disabilities are twice as more likely to be abused than women without disabilities People with disabilities are abandoned in shelter homes and Shrines, where they are victims of violence and abuse. Many exist practically as prisoners within their homes. Those who run away from homes often turn to beggary for self-support. They are invisible citizens mostly unseen and unheard in schools, on buses, in the workplace and restaurants

Youth Activism and volunteering Context:

Despite all the challenges and having little hope in politicians and government to deliver, youth love Pakistan. They are civic minded and have strong urge and also potential to contribute in the development of their country (Next Generation Report 08). Youth volunteering and volunteering in general is an integral part of Pakistan's social fabric; political, development and religious organisations and academic institutions. There are number of voluntary youth organisations, in the rural and urban parts and on campuses, some of these are often registered with Social Welfare Department and are traditionally engaged in welfare oriented activities like blood donation, collecting funds for poor and ill members of society, arranging for dowry for poor girls and so on. There are now examples of youth groups who are addressing development issues and are involved in community volunteering.

The earthquake of October 2005, witnessed huge influx of volunteers, most of whom were young people. In last ten to fifteen years, national and international NGOs have also tried to engage these organisations in deliver their development activities. Similarly, voluntary networks and organisations of youth is relatively a new trend that often is formed with the support of NGOs and INGOs around certain development themes i.e. reproductive and sexual health, youth empowerment and so. These forums and organisations are mostly urban based, led by youth males, with little representation of females, due to restricted mobility, domestic chores and male and female segregation based on culture and religious believes.

The sustainability of these forums, according to members of Youth Advocacy Network and youth groups formed by VSO partners, is severely curtailed by lack of leadership, communication, project & financial management and advocacy skills. Members of Focus Group Discussions led by VSO in one of the rural area, said that “ we do not want funds, please give us technical skills and advocacy trainings and see the difference we can

⁹ World Bank Data from internet-2007

make]". Lack of information about the funding opportunities that are available with the government and donors for youth is another factor¹⁰.

Role of Civil Society and volunteering organisations:

Youth development and empowerment is an important focus by most of the INGOs, NGOs and donors these days in Pakistan. This partly is driven by international trend, but also comes with recognition by academia, civil society organisations and electronic media, that young people needs to be empowered and made responsible to take charge of their lives to respond to the current challenges of militancy, extremism and poverty that have direct implication on them, as discussed in number of development literature on the subject. Almost all leading NGOS and INGOs - Plan International, Oxfam GB, British Council, Concern, Red Crescent and so on including VSO- are developing either youth specific programmes or involving youth volunteers in the community and their community based organisations in delivering their development objectives of poverty reduction. The important activities of these programmes include forming of youth volunteering groups, providing trainings in development issues, advocacy, networking, setting up resource centres and so on.

The evidence of impact of these programmes on youth empowerment, in absence of any mapping exercise or studies yet to be understood. However, in focus group discussion carried out by VSO with youth groups in Multan criticised the fact that INGOs or NGOs often use them as sub contractor to deliver their objectives rather than contributing to the sustainability of organisation development, linking them funding opportunities and technical skills of project development and implementation¹¹. Similarly, an empirical research on the scope of national volunteering and related studies by UNV, NVM and NCHD, have identified challenges related to systems tools and organisational capacity that most of NGOs, INGOs, government bodies and IVOs face in effectively recruiting, retaining and recognising volunteers.

The concept of youth active citizenship and volunteering is relatively new in Pakistan and gaining currency with NGOS, donors and academia. The concept of Active Citizenship in the context of youth implies empowerment with right skills and knowledge where each individual understand their rights and responsibilities and actively volunteer for the development of their communities for collective betterment¹². This idea has huge potential for achieving MDGs to reduce poverty. There are few such programmes initiated by organisations like British Council and VSO and academic institutions like LUMS and Kinaird college Lahore. However, the need is to scale up this approach in a coordinated manner by involving all relevant stakeholders.

Electronic media in Pakistan have really grown big and strong, where number of private channels has mushroomed in a short span of time. Media, besides calling the accountability of government and politician, taking up debates on social issue to create awareness on issues of health, education and gender and focus on youth. However, the capacity of media itself needs to be built about ethical guidelines to talk about sensitive issues of gender, disability and HIV and AIDS and so on.

¹⁰ Gulmina, 2005, Practical Participation of Pakistan Youth: Deliberate Omission?. The News 08

¹¹ Report Focus Group Discussion VSO Pakistan 08.

¹² IDS articles on internet about youth empowerment

Youth and Volunteering Policy:

This is for the first time in Pakistan's history that Ministry of Youth Affairs (MOYA) has approved Youth Policy. The Action plan for the implementation policy has yet to be developed. Policy in its preamble recognises the potential of youth in Pakistan and emphasis the importance for empowering youth for sustainable economic growth to tackle poverty by creating forums for youth participation, building their professional and technical skills and opportunities for internship with public and private sector. The real challenge lies in developing a holistic implementation plan that takes into account the differentiated needs of all the youth groups regardless of their gender identity, disabilities or class and HIV and AIDS status. It demands proactive advocacy by youth groups and civil society organisations and coordinated efforts by all stakeholders-UN agencies, civil society, media and other relevant ministries.

Youth Policy, acknowledges youth volunteering as an important instrument for youth to gain experience and knowledge for improved employment opportunities. A huge influx of volunteers in 2005, after the earthquake, posed a great challenge for civil society organisations and government agencies to effectively manage volunteers. This was for the first time government recognised the need for institutionalising volunteering and set up National Volunteering Movement (NVM) with the mandate to recruit and train volunteers especially young volunteers in disaster management and other emergencies responses. Despite this acknowledgement a comprehensive volunteering policy or legal framework for volunteering to ensure safe and enabling environment that equally encourage young male and female volunteers does not exists. NVM sits within the MOYA that relatively is a low profile and does not attract huge political will or resources from the government. Frequent transfers of key officials with the NVM and MOYA, serious capacity constrains both in terms of staff, technical expertise to engage and retain volunteers and financial resources are key issues that needs to highlighted and advocated for by the youth groups and civil society organisations.

Summery of the context:

Youth offers a substantial geographic dividend, which Pakistan cannot afford to leave untapped. Their role to act as change agent to meet the challenges of development, MDGs to eradicate disadvantage and poverty is acknowledged and recognised by all actors-Government, civil Society organisation and corporate sector. However, to release their full potential, it's important to recognise the importance of volunteering, especially the volunteering action being carried out by vast majority including youth in Pakistan. The points emerged from context analysis include;

- Youth in general but poor rural youth in particular are most marginalised, this marginalisation is further exacerbated due to gender, HIV and AIDS and disabilities.
- Youth programmes need a paradigm shift to move away from adhoc activity based programmes and ensure full participation of youth as their fundamental right in shaping the policies and programmes that affect their lives. Rather than focusing on youth as recipient or a beneficiary of the programmes.
- Capacity building initiatives should be designed and delivered in a way that take into account the differentiated needs of male, female and other disadvantage

groups and help youth to clearly identify their vision and acquire skills that not only enable them to access better employment opportunities but take an active role in the development of their community.

- Youth to be heard and organised needs platforms to take collective positions, advocate for the youth friendly policies, resource allocations and celebrate their success.
- Volunteering policy, programmes and systems that not only give recognition to volunteering but provide safe and enabling environment to practice volunteering needs to be developed by government and civil society to tap into the huge human resource of young people.
- A holistic, multi pronged approach through well-coordinated mechanisms/networks of key stakeholder - NGOs, INGOs, Government, Corporate, media and donors- to scale up youth led initiatives.

VSO response and Niche to Youth Issues: Lessons learnt

VSO Pakistan, believes that the lack of participation and poor governance is an underlying cause of poverty and disadvantage. Poverty and disadvantage cannot be addressed without empowering people with right skills and knowledge to effectively exercise their right and a responsibility to be involved in decision-making processes, which affects their lives. Right based approaches to ensure that VSO and its partners adopt participatory programmes planning and implementation practices to reach most marginalised groups of poor women, man, youth and children, have been central in its programmes of participation and governance programme, HIV and AIDS and Education. Youth have been a particular focus, in almost all three-programmes but particularly in Participation and Governance (P&G). Under P&G programme in addition to sustained support to partners youth related initiatives, 4 Global Xchange (GX) programme were carried out. The lessons drawn from the success of these initiatives, demonstrate the potential of youth volunteering to mobilise, advocate and effectively mobilise communities to take responsibility in claiming their rights. Young GX volunteers for example, helped rural youth to organise themselves in a group, prioritise their needs and advocate for these with local authorities. Reviving of football game in Muzzafargarh with the negotiation with DCO by youth group set up by GX volunteers, rehabilitation of a local library by mobilising media and girls school building through women advocacy are few example in addition to mobilising women to be organised and demand girls school from EDO, create awareness about maternal health, violence against women and HIV and AIDS.

These programmes also demonstrate that youth in Pakistan is easily marginalised but very influential in terms of being influenced and influence others to effect positive change. Volunteering in general and Youth volunteering in particular has huge potential to fill the human resource gap created with poor education and bad governance, which can not only open up new avenues for employment and income generation for young people but can help communities to reduce poverty and marginalisation based on gender, disabilities ad HIV ad AIDS.

Building on pertinent experiences of youth work and the niche of VSO in developing and managing volunteering programmes and trainings for development. Youth Active

Citizenship and Volunteering, programme will further help VSO Pakistan and its partner organisations to unlock optimal potential of youth. To achieve VSO overall mission of reducing poverty and marginalisation, youth will be empowered by creating an enabling environment, where skilled and professional volunteers will be mobilised to help young people acquire those skills of leadership, communication and advocacy needed to play an active role in the development of their communities and access better employment opportunities, encouraging partners to form youth led Forums to facilitate them to share experiences, take position and lobby for their issues, enhancing partners capacity to effectively recruit and deploy young volunteers through their programmes to reduce marginalisation in communities and setting up a robust network of key stakeholder to advice and lobby for your friendly policies that gives recognition and add value to the youth volunteering and active citizenship in Pakistan. In addition to using electronic media to create awareness on youth issues and volunteering to reach out to the youth in parts of country, where NGOs can not reach out due to poor security, but some of most marginalised youth exist.

3. Programme Mission and Objectives

Mission: Creation of an environment conducive to increasing the number of youth active citizens, specially in marginalised communities, who are volunteering for the sustainable development of their own communities through good quality volunteering programmes and their volunteering is valued.

Key Strategic Objectives:

Objective One : Direct benefits to community and youth both through an increased number and diversity of youth active citizens and who are empowered enough to have stronger voice and role in development processes of their communities to effect poverty and marginalisation based on gender, HIV and AIDS, disability and religion.

Expected results/output:

- Training, mentoring and networking opportunities created for youth to develop employability, active citizenship and community development skills.
- Increased opportunities created for youth through partners programmes to volunteer and meaningfully engaged in community development programmes, national level campaigns and advocacy on social issues.

Key Interventions:

- Organise trainings for youth groups by engaging skilled and professional volunteers
- Set up Resource Bank of professional and skilled volunteers.
- Facilitate partners in setting up youth fora.
- Support youth exchanges.
- Link up GX volunteers with youth groups as mentors.

Key Indicators:

- Increased number of youth especially girls, youth with disability and PLWAH engaged in social action programmes leading to better access of the community to development opportunities.
- Number of projects of community development programmes carried out by youth volunteers.
- Incidence of reduced gender violence and discrimination in target communities.
- Increased youth role models and best practice stories of youth advocacy with line departments for improved services.
- Increased trainings and internship opportunities offered to youth through government and CSOs

Objective two: Improved recognition for youth volunteering and volunteering generally as effective contributor for the development of Pakistan.

Expected results/output:

- Youth groups and partner organisations have drafted clear recommendations and policy guidelines for volunteering and youth friendly policies and are engaged in policy dialogues with relevant ministries and stakeholders.
- Increased information and awareness is created about active citizenship and youth volunteering among Policy makers, media and donors.

Key Interventions:

- A National level Partnership Forum established for advocacy and networking.
- Sensitisation of key Ministries of Youth, Women Affairs, Health, and Education including media on volunteerism and inclusion.
- Conduct gender and inclusion analysis of current youth policy to make recommendations to relevant ministries
- Conduct policy dialogues.
- Support partners in youth consultations and developing well-articulated policy briefs for advocacy.
- Media engagement through well thought out strategy and involving key media persons will develop clear vision.

Key Indicators:

- Number of policy dialogues conducted.
- Number of youth groups actively lobbying for inclusive and safe volunteering opportunities for all youth groups.
- Evidence of recommendations agreed or adopted by MOYA.
- Numbers of sessions on gender, disability and PLWAH are conducted with key stakeholders.
- Scope and scale of the coverage done by x number of electronic channels.
- Number of position papers/policy briefs printed and distributed to X number of people.
- Partner's organisations/volunteers articles and research published in print media.

Objective 3: Youth and volunteering organisations are seen as role models of social inclusion and community participation in local initiatives that contribute to the national development.

Expected results/output:

- Well-managed volunteer programmes of partners for youth, community, and professional volunteering are in place.
- Direct Participation of young volunteers (with HIV and AIDS, Disability and Girls) in the programme development and implementation Increased Partners programmes are engaging increased number of young volunteers with improved knowledge in their community development initiatives.

Key Interventions:

- Volunteer Programme Development and Management (VPDM) trainings conducted with key stakeholders including Government institutions and partners.
- IEC materials on volunteerism are produced.
- Models of youth volunteering and active citizenship are produced and disseminated to wider audience.
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Indicators:

- Number of organisations successfully practising volunteer management systems and tools.
- Increased opportunities of volunteering for development created for all age groups.
- Number of internships offered to young male and female volunteers by MOYA and partner organisations.
- Increase in the media coverage on national volunteering initiatives/activities
- Interest of donor agencies and corporate partners to get involved in national volunteering by leveraging funds for these initiatives.
- VSO and partners receiving more requests for volunteers.

4. Implementation Plan:

VSO Pakistan will work towards achieving these objectives by implementing the Youth Volunteering Programme by creating more opportunities for youth engagement for building skills, community development and advocacy through the programmes of its partner organisations and existing youth networks and forums. Programme will also look at innovative ways of engaging with corporate sector, government, INGOs and donors to mobilise more resources for youth related activities and providing opportunities for youth to have greater voices in the development of policies for youth and decision making processes. Further, it will work along with and support local volunteer involving organisations by enhancing their capacity to promote and sustain the volunteering initiatives at different levels.

Approaches:

VSO Pakistan will use the following approaches in order to effectively implement its strategy;

4.1 Partnership Development:

The Partnership under NV can be defined into two levels:

- **Implementing partners:** VSO existing partners in public and private sectors that either involve volunteers in their programmes or are interested to start volunteering programme. Currently Participation and Governance Programme have 12 IVO partners and will further develop partnership with another five organisations (partners profile see annex1). VSO Pakistan will work with these partners in longer-term partnerships (3-5years) to provide them with sustainable inputs, which could involve placement of international and national volunteers, networking, advocacy and influencing, training and exposure visit for information, and experience sharing.
- **Strategic partners:** VSO Pakistan will also forge meaningful collaborations with key ministries and departments like youth, women, health and education; INGOs like British Council, Oxfam, care International and corporate sector to develop collaborative activities for national volunteering. These activities would include awareness campaigns on key development issues (for example Global Campaign Against Poverty (GCAP), public health/TB campaigns, Violence Against Women and so), celebrating International days or drawing trainings. These partnerships will be formalised through signing MOUs or joint activity planning exercises with clear roles and responsibilities.

4.2 Capacity Building:

- **VPDM:** Building capacities of its implementing partners and stakeholders in Volunteer Programme Development and Management will be a key intervention that VSO will make through offering training to its partners and through international and trained national volunteers. These interventions will be supported with rigorous follow up and support by Programme Office (PO).
- **National level Training Consortium:**
VSO will work closely with British Council under its Active Citizenship Programme to set up a national level training consortium. The purpose of the consortium is to develop and deliver tailor made trainings for young people according to their needs in leadership, communication, self-awareness and community development to nurture their capabilities and maximise their potential to act as an active and productive citizens for their communities and link up with better employment opportunities. The programme will prepare a pool of key trainers and facilitators at national level that will further cascade these trainings to the grass roots level to young girls and boys. VSO will support the process from nominating professional skilled trainers to recommending local facilitators and trainers to support BC to implement these trainings through VSO partners in far flung urban and rural communities. VSO will also make sure that girls, people with HIV and AIDS and disabilities have equal access to these opportunities.

- **Youth Forums:** There are number of youth groups and youth district assemblies in all three provinces formed by VSO implementing partners. VSO will support its partners through small grants, skilled and offering trainings through professional national volunteers and advice to shape these assemblies into inclusive Youth Forums for:
 - Youth to share their learning's from their community based social action projects;
 - Develop their perspectives in interaction with skilled and professional volunteers of VSO on broader political, economic and social inequalities;
 - Articulate their positions through media and national level Partnership Forum.

These forums, given its diverse representation would help to bridge gaps between urban and rural youth, create mutual respect and understanding of the issues of people with disabilities, HIV and AIDS, minorities and would raise profile of volunteering in Pakistan. The issues/priorities of these groups will be fed back to national level Partnership Forum either through the VSO partners and sometimes direct representation of selected youth to the Forum's meeting. Group members (25-30 members) may continue on the Forum from 4-6 months depending on their priorities, need and timeframe mutually agreed between partner and the members of the Forum before nominating new members to the group. Organising and coordinating these groups will be the responsibilities of partners or youth groups that take initiative, whereas VSO will only provide technical back stopping to these groups.

- **Resource Bank:** VSO intends to tap into the tradition by securing professional and social capital support from local individuals willing to share their time and skills to the benefit of their local communities and create a resource bank that local volunteering groups and organisations can access on-line. Staff members of Education and HIV & AIDS partners will also be included in the resource bank.
- **Diaspora:** VSO UK will support in exploring ways to build on Diaspora links and increase Diaspora volunteering support to the Pakistan programmeme. Information evenings held in different locations in the UK, such as Burnley, Bradford and London, will also be an opportunity to seek financial support for the NV activities. Diaspora organisations and volunteers with community volunteering, volunteer management, communication and documentation, IT and fundraising skills would be linked with VSO's NV partners either in Pakistan or through knowledge-based (triangular) partnerships (VSO would facilitate partnerships between partners in Pakistan and a relevant organisation in the UK, encouraging knowledge sharing and mentoring and perhaps learning visits to the UK)

4.3 Learning and Sharing and Global Networking:

- In addition to Youth and National Forums, VSO will support its partners in sharing and learning good practices through small grants and funding international and national links and exchanges, bringing out newsletters where young people and partners can publish their achievements and an interactive website that will provide access to various resources produced by partners and available in VSO internationally. Website has already been set up for the purpose www.vsopnv.org

and will be widely publicised through brochures and networks. Similarly, networking opportunities with Diaspora organisations in UK and other countries will provide opportunities to partners and young leaders for learning and sharing best practices with each other.

4.4 Advocacy and Networking:

- **Partnership Forum:** At the national level VSO will support its partners in setting up Partnership Forum with the representation of all key stakeholders from government, media, corporate sector, INGOs and youth groups. This will be First Forum on the issue of volunteering and Active citizenship in Pakistan and the most diverse in terms of its representation. As it will invite representation of youth, faith based organisation, associations of People living with HIV and AIDS, women groups.

The main roles of the Forum will be:

- To formulate youth and volunteering friendly policies and legal frameworks; carry out research to understand policy gaps and issues; engage in policy dialogue and influence/lobby with key stakeholders.
- Share learning by publicising the good practice models of its member organisations related to volunteering and youth empowerment. This will be achieved through print and electronic media and technical advice to implementing partners and youth groups on available resources and opportunities in achieving key strategic objectives.

6.Sustainability:

VSOP envisages sustainability of the programmeme at different levels. Inputs like strengthening the capacity for effective management of volunteering programmemes, and improved volunteer management skills will enable partners to further this programmeme with their network partners/groups, thus ensuring scaling up of the programmeme and volunteering efforts. We will also support and empower the core partners to raise funding from local, national, corporate and international donor sources for effective scaling up and expansion of the programmeme. A vast pool of youth leaders with democratic values and professional skills will change culture of the organisations and communities wherever they would serve.

The most sustainable aspect will be the transfer of skills and knowledge that to a large number of young volunteers and local communities to enable them to take actions to improve their lives themselves.

7.Fundraising

A key priority for VSO Pakistan will be to mobilise funding for NV support and activities. A donor mapping exercise will take place and concept notes will be developed with the support of the NV Development Officer advisor, RPDFA and VDA around different aspects of the programmemes that could be attractive to donors, including Diaspora communities

8. Monitoring VSO Pakistan currently has a robust monitoring and evolution systems and tools developed in extensive consultation of its volunteers and partners in implementation of its key programmes in Pakistan in last 2-3 years. It ensures participatory analysis and information collection from partnership/programme development to programme delivery by including all key stakeholders. The Monitoring and Evaluation of National Volunteering will also follow the current Planning and Review processes. The NV strategy will be reviewed each year with the partners in light of learning's made over the year. The following logframe developed through a consultative series with partners will be guiding the process over next five years and will be adapted accordingly.

Mission: Creation of an environment conducive to increasing the number of youth active citizens, specially in marginalised communities, who are volunteering for the sustainable development of their own communities through good quality volunteering programmes and their volunteering is valued.			
Objectives	Indicators	MOV	Assumptions
1. Objective 1: Direct benefits to community and youth both through an increased number and diversity of youth active citizens and who are empowered enough to have stronger voice and role in development processes of their communities to effect poverty and marginalisation based on gender, HIV and AIDS, disability and religion.	<ul style="list-style-type: none"> Increased number of youth especially girls, youth with disability and PLWAH engaged in social action programmes leading to better access of the community to development opportunities. Increased opportunities of trainings and employment created for young people. Increased net incidence of reduced gender violence and discrimination in target communities. <p>Impact on Poverty Volunteering activities will enhance employability skills of young people for trainings and gaining experiences that will increase their employment opportunities. Similarly the community development action projects will help communities to find solutions to overcome poverty.</p>	<ul style="list-style-type: none"> PAR review reports. MOUs between VSO, Government and key stakeholders. Partners learning and review reports. Media coverage. Case studies from communities 	<p>The security situation will remain conducive for development activities.</p> <p>Donors will remain interested in youth empowerment.</p> <p>Civil Government will continue and there will be less staff changes in government departments.</p>
Result – 1.1: Training, mentoring and networking opportunities created for youth to develop employability, active citizenship and community development skills.	<ul style="list-style-type: none"> No. of skilled volunteers are registered and rendering their services through VSO and partners programmes. No. of trainings and internship opportunities offered to youth through government and CSOs No. of young people accessing these opportunities. 	<ul style="list-style-type: none"> Partnership plans review reports. Partners report. Partners' strategy papers VSO newsletter 	CSOs recognise volunteering as a potent and sustainable tool for national development Stakeholders – govt., corporate and other supporting institutions will extend support for the volunteering initiatives
Result – 1.2: Increased opportunities created for youth through partners programmes to volunteer and meaningfully engaged in community	<ul style="list-style-type: none"> No. of youth role models and best practice stories of youth advocacy with line departments for improved services. Interest of donor agencies and 	<ul style="list-style-type: none"> IEC materials Media reports Partners event reports 	Openness and tolerance for listening to moderate views will continue.

development programmes, national level campaigns and advocacy on social action programmes.	<p>corporate partners to get involved in national volunteering by leveraging funds for these initiatives.</p> <ul style="list-style-type: none"> VSO and partners receiving more requests for volunteers. 	<ul style="list-style-type: none"> VSO and partners Newsletters. Request letters 	
<p>Activities:</p> <ul style="list-style-type: none"> Organise trainings for youth groups by engaging skilled and professional volunteers Set up Resource Bank of professional and skilled volunteers. Facilitate partners in setting up youth fora. Support youth exchanges. Link up GX volunteers with youth groups as mentors. Organise national and international links/exchanges for government officials, partners and volunteers to learn from successful models. 	<p>Inputs:</p> <ul style="list-style-type: none"> Small grants. CX and GX Programmes Linkages/Exchange programmes 	<ul style="list-style-type: none"> Activity reports of partner organisations Media reports Review reports 	<p>Law and order situation in country will remain calm. VSO will resume international volunteering in near future.</p>
<p>Objective 2: Improved recognition for youth volunteering and volunteering generally as effective contributor for the development of Pakistan.</p>	<ul style="list-style-type: none"> An alternative draft policy on volunteering and active citizenship are developed and presented to ministry. Increased resources are available to partners for active citizenship and volunteering programmes. Increased Media coverage of youth issue. MOYA includes some of the suggestions of youth groups regarding gender, disability and HIV and AIDS in Implementation Plan of Youth policy. <p>Impact on poverty: Volunteer conducive policies and opportunities will encourage more youth to be involved in addressing poverty. Government internship schemes for youth will create equal opportunities for women, people with disability and PLHWA to reduce poverty gap.</p>	<p>Policy documents. Policy briefs. Newsletter. PAR reports. Minutes of the meetings with government officials.</p>	<p>Political will of the government will remain intact.</p>

<p>Result-2.1: Youth groups and partner organisations have drafted clear recommendations and policy guidelines for volunteering and youth friendly policies and are engaged in policy dialogues with relevant ministries and stakeholders.</p>	<ul style="list-style-type: none"> • Number of consultation with youth groups and key stakeholders on policy issues. • No. of youth Active citizens and volunteers invited by MOYA and VSO partners in policy dialogue and consultation • Partner's organisations/volunteers articles and research published in print media. • No. of policy briefs available. • Increased number of case studies and examples collated from other countries on NV polices. • Policy dialogue with X number of policy makers and parliamentarians in key ministries i.e. youth, education, and women and standing committees. 	<p>Research reports of Partnership Forums. NV newsletter Online resources on website. Youth Forums reports.</p>	<p>Active participation of youth networks and IVOs. Political government will complete its tenure and less frequent changes in Ministries and government departments.</p> <p>Youth empowerment will remain high on donors and CSOs agenda.</p>
<p>Result – 2.2: Increased information and awareness is created about active citizenship and youth volunteering among Policy makers, media and donors.</p>	<ul style="list-style-type: none"> • No. of active citizens registered with partners. • Scale and scope of media coverage by electronic and print media. • Increased number of youth programmes being funded by donors. • No. of Youth networks/Forums building collaborations with CSO, media and donors. 	<ul style="list-style-type: none"> • Meeting reports. • Press coverage. • Newsletter • Media reports 	<p>Government will remain committed to policy development.</p>
<p>Activities:</p> <ol style="list-style-type: none"> 1. Establish a vibrant National level Partnership Forum for advocacy on policy issues. 2. Support Forum research on policy issues. Collect and disseminate good policies and advocacy practice models from other countries. 3. Translate and circulate policy documents among youth networks and community. 4. Trust building activities between the Government and VIO/NGOs: field visits, meetings, exchanges, and involvement of staff in volunteering activities. 5. Sensitisation of key influential people in the Ministries of Youth, Women Affairs, Health, and Education with concept papers on volunteering for development. 6. Conduct policy dialogues. 7. Support partners in youth consultations 	<p>Inputs:</p> <ul style="list-style-type: none"> • Financial support to Forum for the first year • Technical support in for research and advocacy tools. • STVs with media advocacy skills (after International volunteering is revived) • National volunteers with law and training background. 	<ul style="list-style-type: none"> • Research reports of the Forum. • Forums meeting minutes. 	
<p>Objective 3: Youth and volunteering organisations are seen as role models of social inclusion and community participation in local initiatives that contribute to the national development.</p>	<p>Impact:</p> <ul style="list-style-type: none"> • Evidence of increased projects of community development programmes carried out by youth volunteers. • Incidence of reduced gender violence and discrimination in target communities. • Increased youth role models and best practice stories of youth advocacy with line departments for improved services. 	<ul style="list-style-type: none"> • Partners report and publications. • PAR review report. • Media reports. 	<p>Media and CSOs remain interested in working with youth.</p> <p>Donors remain willing in investing youth programmes.</p>

	<ul style="list-style-type: none"> Increased trainings and internship opportunities offered to youth through government and CSOs. <p>Impact on Poverty: Empowered youth with relevant skills have increased employment opportunities and helping their communities to reduced gender and social inequalities to have improved quality of life and increased access to opportunities.</p>		
Result – 3.1: Well-managed volunteer programmes of partners for youth, community, and professional volunteering are in place.	<ul style="list-style-type: none"> X number of trainings conducted for youth volunteers. Ratio of male female in trainings and divers representation. Improved communication, mobilisation and problem solving skills among volunteers. Number of organisations recognising volunteering experience in recruitments. 	<ul style="list-style-type: none"> Partners reports Partnership review re Partners reports Youth Forum minutes. Newsletter and IEC materials of partners' ports. 	Support from different stakeholders at the community level Acceptance of active citizens in the society
Result – 3.2: Direct Participation of young volunteers (with HIV and AIDS, Disability and Girls) in the programme development and implementation Increased Partners programmes are engaging increased number of young volunteers with improved knowledge in their community development initiatives.	<ul style="list-style-type: none"> X number of volunteer's speaking on issues in community, media and youth Forums. Number of community events and youth campaigns engaging students and communities in dialogue. Number of young girls active in community volunteering activities. Improved communication, mobilisation and problem solving skills among volunteers No. of issues taken up by the volunteers related to HIV&AIDS, Disability, Gender and Peace. <p>3.3.1 Number of meetings/projects by youth volunteers engaging with line departments in health, education and others.</p>	<ul style="list-style-type: none"> Partners reports Volunteers reports DAPs Case studies from partners Minutes of community meetings 	Youth will show interest in volunteering Citizens will understand the marginalisation issues pertaining to HIV&AIDS, Disability and Gender
Activities: 1. Support partner with resource bank of professional and skilled volunteers to create meaningful debates on key issues and training opportunities for youth. 2. Support partner organisations in awareness rising amongst the youth groups and school children on social exclusion issues like marginalisation of disabled people, people living with HIV, gender and religion. 3. Small grants for youth social actions programmes. 4. Support partners in community development initiatives through CX and GX volunteers. 5. Support partner organisations in learning and sharing of best practices through Partnership Forum and Youth Forums. 6. Link exchanges to another country to learn from successful models	Inputs: <ul style="list-style-type: none"> National volunteers CX and RVGX volunteers. Small grants. International Links/tours Technical support in advocacy and volunteering programmes. 	<ul style="list-style-type: none"> Activity reports of partner organisations Partnership reviews Training reports 	Skilled and professional people will remain interested in volunteering to empower youth.

- Increased opportunities of volunteering for development created for all age groups.
 - Volunteering management programmes of partners and government have inclusive policies.
 - Increased number of youth especially girls, youth with disability and PLWAH engaged in social action programmes leading to better access of the community to development opportunities.
 - Number of internships offered to young male and female volunteers by MOYA and partner organisations.
 - Decrease in incidents of gender violence and discrimination at community level.
 - **I** No. of volunteering programmes & policies developed by partner organisations.
 - Increased no. of volunteers engaged with partners
 - Partners report improved retention of Increased media coverage of volunteering activities.
- Increased demand for VPDM trainings by partner organisations and Government bodies
- Scale and scope Increase in the media coverage on national volunteering initiatives/activities
 - Number of IEC materials published and disseminated.
 - Increased number of youth groups actively lobbying for inclusive and safe volunteering opportunities for all youth groups
 - Number of orientation sessions with Media on youth issues including gender, HIV and AIDS and disabilities.
 - Position papers/policy briefs printed and distributed to X number of people.
- Scale and scope of mass media coverage