**FEDERATED STATES OF MICRONESIA**
**Department of Health, Education and Social Affairs**

# *NATIONAL YOUTH POLICY*
# *2004 - 2010*

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1st Draft

## *The FSM Youth Pledge*[1]

*We, the young people of the FSM, in re-affirming our allegiance to the FSM Constitution hereby pledge to continually uphold the aspirations*[2] *of the Constitution so we may live together in peace and harmony, to preserve the heritage of the past, and to protect the promise of the future as we seek from each other peace, friendship, cooperation, and love in our common humanity.*

*With hearts, voice and hand, we pledge to be productive members of our native land, through positive contributions to building a fair and just society, constant observance of existing laws, values and norms, maintaining respectable personal conduct, attitudes and character with a dutiful sense of loyalty, responsibility, integrity and dignity.*

*With faith as our source of inspiration, righteousness as our guiding light, and determination as our strength, may our differences enrich us, our diversity*[3] *unite us, as we strive for a prosperous homeland for ourselves and the future generations of this great nation - Micronesia.*

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[1] The FSM Youth Pledge is modeled on the visions of the Preamble to the FSM Constitution and the FSM National Anthem. It is designed to promote a 'spirit of national pride' and a 'sense of belonging' amongst young people in FSM and serves as a reminder of the desired behaviors and actions necessary for building a productive, fair and just society.

[2] The hope, desire or expectations of the Constitution for the people of the FSM.

[3] Varying principles.

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## *Abbreviations*

| | |
|---|---|
| **AIDS** | Acquired Immune-Deficiency Syndrome |
| **ARH** | Adolescent Reproductive Health |
| **CEDAW** | Convention on the Elimination of all forms of Discrimination Against Women |
| **CNMI** | Commonwealth of the Northern Mariana Islands |
| **COM-FSM** | College of Micronesia – FSM |
| **COYED** | Community Youth Education |
| **CRC** | Convention on the Rights of the Child |
| **CSP** | Conservation Society of Pohnpei |
| **Dept.** | Department |
| **DOE** | Department of Education |
| **EEA** | Environmental Education Awareness |
| **EPA** | Environmental Protection Agency |
| **ESD** | Education for Sustainable Development |
| **FBOs** | Faith-based Organizations |
| **FSM** | Federated States of Micronesia |
| **FSMYC** | FSM Youth Council |
| **Govt** | Government |
| **HESA** | Department of Health, Education & Social Affairs |
| **Hon.** | Honorable |
| **HIV** | Human Immune-Deficiency Virus |
| **NCDs** | Non Communicable Diseases |
| **NGOs** | Non Government Organizations |
| **NYO** | National Youth Office |
| **NYP** | National Youth Policy |
| **Orgs** | Organizations |
| **PIALA** | Pacific Islands Association for Libraries and Archives |
| **PTA** | Parent Teachers Association |
| **PYB** | Pacific Youth Bureau |
| **PYC** | Pacific Youth Council |
| **PYS2005** | Pacific Youth Strategy 2005 |
| **SAMH** | Substance Abuse Mental Health |
| **SPC** | Secretariat of the Pacific Community |
| **STIs** | Sexually Transmitted Infections |
| **TNC** | The Nature Conservancy |
| **UCC** | United Congregational Churches |
| **UNDP** | United Nations Development Program |
| **UNFPA** | United Nations Fund for Population |
| **UNICEF** | United Nations Children's Fund |
| **USP** | University of the South Pacific |
| **VAD** | Vitamin A Deficiency |
| **WHO** | World Health Organization |
| **WIA** | Work Force Investment Act |
| **YOB** | Youth Owned Business |

# *Resolution 10-1*

The 10th FSM Annual Youth Leadership Conference on 20th February 2002 adopted Resolution No. 10-1 as follows:

**A RESOLUTION**

Reaffirming the Resolution adopted by the 9th FSM Annual Youth Conference in Yap State in 2001, requesting the Municipal Chief Executive, the Governors of the FSM States and the Secretary of the FSM Department of Health, Education, and Social Affairs to promote, within their decision making systems, the appropriation of resources vital for the inclusion of youth within a vibrant economy and a dynamic society.

WHEREAS[4], the Tenth FSM Annual Youth Leadership Conference convened in Kosrae from February 19-20, 2002; and,

WHEREAS, recognizing that young people are valuable resources for our respective states and the nation, and taking into account the challenges facing the young people of the FSM; and,

WHEREAS, noting especially the escalating problems faced by young people of our states and country in the areas of: education, employment, sexual and reproductive health, mental health especially-suicide, law-breaking and crime, alcohol and drug abuse, family, cultural, religious differences and environmental health; and,

WHEREAS, being aware of the limitations of current approaches and existing programs and opportunities available for the development of the youth in the FSM; and,

WHEREAS, being mindful of efforts made by individual states, non-government organizations, churches, national, regional and funding organizations; and,

WHEREAS, recognizing that different states may require different approaches to respond to youth challenges and having considered working papers for addressing youth concerns in the nation into the 21st century; and,

WHEREAS, accepted the need for collaborative[5] action among state and national organizations, non-governmental organizations, traditional leaders, governments, administrators and donor to work together to more holistically address the challenges affecting the youth in the FSM; and,

WHEREAS, having a vision of a dynamic and vibrant nation that involves youth within overall national development, agreed to realize this vision, through; state specific activities, national initiatives, political commitment[6], donor support; and,

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[4] In declarations of this kind, the word 'Whereas' carries the same meaning as 'While'.
[5] Joint action amongst various organizations.
[6] Assurance of Government support.

WHEREAS, further agreed that the most benefits for the FSM states will be achieved through: continuous political commitment towards the adequate allocation of resources for planning and carrying out activities in youth at the state level, collaboration by all actors with an interest in youth at the national level, effective partnerships between development agencies and state and national authorities; and,

WHEREAS, further agreed that programs focus on: developing and carrying out policies[7] and programs, improving leadership, management and organizational capacities, Developing and strengthening networks and information system, protecting our Environment; and,

WHEREAS, the 10th FSM Annual Youth Leadership Conference has identified critical areas for an FSM National Youth Policy; and,

WHEREAS, the 10th FSM Annual Youth Leadership Conference has developed an Action Plan for developing the FSM National Youth Policy: now, therefore,

BE IT RESOLVED, that the 10th FSM Annual Youth Leadership Conference requests the Secretary of the Department of Health, Education and Social Affairs of the FSM National Government, the Governors of the four states of Chuuk, Kosrae, Pohnpei and Yap, and all municipal government Chief Executives in the four states of Chuuk, Kosrae, Pohnpei and Yap to deliberate on these and promote within their decision making, the allocation and appropriation of resources vital for the inclusion of youth within a vibrant economy and a dynamic society; and,

BE IT FURTHER RESOLVED, that certified copies of this resolution be transmitted to the Secretary of the Department of Economic Affairs, Finance and to the President of the Federated States of Micronesia, the Chairman of the FSM Congress Committee on ~~Health,~~ Education and Social Affairs and the Chief Justice of the Federated States of Micronesia.

Jimmy Suka
Chuuk State Delegate

Bell O. Tosie
Kosrae State Delegate

William Eperiam
FSM National Delegate

Person Joseph
Pohnpei State Delegate

Peter Rebeuluch
Yap State Delegate

[7] A plan, course of action or principles adopted to guide, influence and determine decisions and actions.

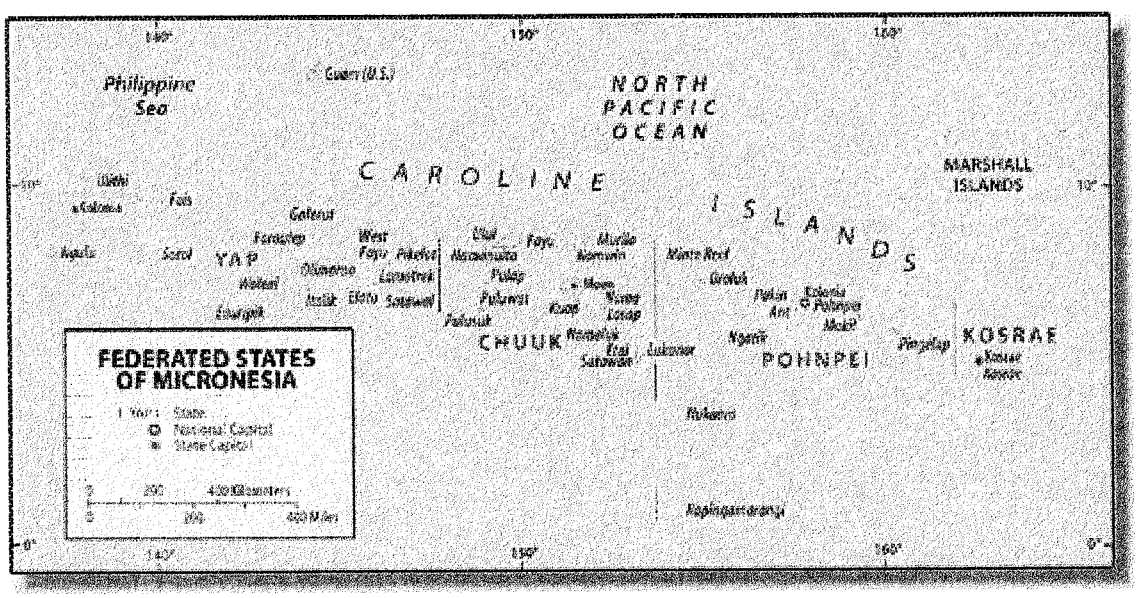
# *FSM Overview*

## Introduction

The Federated States of Micronesia, also known as the Caroline Islands in the early sixteenth century, is an island nation with a culturally diverse and geographically dispersed population and a developing economy. It is comprised of the States of Chuuk, Kosrae, Pohnpei, and Yap. From Yap in the West to Kosrae in the East, the FSM consists of 607 different islands (of which 71 are uninhabited) spread over 2,500,000 square kilometers of the Northern West Pacific. The total land area is about 270 square kilometers.

## Location

The FSM lies between1 degree South and 14 degrees North latitude, and between 135 and 166 degrees east longitude.




## Population

According to the 2000 Population Census, the FSM has a total population of about 107,008 people of which 51% were males and 49% were females. The population is distributed unevenly through the FSM. Chuuk State is the most populous with 53,595 persons, which is little more than half of the population of the FSM. This was followed up by Pohnpei State consisting of about 34,486 (about 32% of the population), Yap State with 11,241 (about 11%), and Kosrae State with 7,686 (about 7%). The annual population growth rate for the FSM is 0.3%.

## Brief History

Spanish and Portuguese explorers came upon the Caroline Islands in the early sixteenth century with the Spanish Administration claiming the island group as part of its growing Pacific empire. The Spanish ruled the Caroline Islands from 1886 to 1899.

Germany purchased the Caroline Islands from the Spanish Administration in 1899 and ruled until 1914.

At the outbreak of World War 1 in 1914, Japan seized the islands from Germany and ruled from 1914 to 1945.

Following the Japanese administration, the island group was handed over to the United States as part of the United States Trust Territory of the Pacific Islands (TTPI) from 1947 until 1986.

In May 1979, the four islands of Yap, Chuuk, Pohnpei, and Kosrae united to form the FSM, which became a sovereign independent nation under the Compact of Free Association between the FSM and the United States established in 1986.

## Government

The FSM government was inaugurated[8] on May 10, 1979. A unicameral[9] Congress is elected by popular vote and from among its fourteen members, the Congress elects a President and Vice-President.

The Government is divided into three branches:

- The Executive branch under the President includes a number of Departments. A Secretary, who is a cabinet ranking official, heads each national Government department. Each Department is responsible for the administration and direction of the services for each of the four States: Chuuk, Kosrae, Pohnpei and Yap.

  Within this structure more specific responsibilities are assigned at the divisional level, each headed by a Chief.

- The Congress, consists of the fourteen Congressional members; six from Chuuk, four from Pohnpei, two from Yap and two from Kosrae, and their support staff.

- The Judicial branch, consists of the FSM Supreme Court, headed by a Supreme Court Chief Justice.

[8] Ceremony to formally establish and recognize a new Government in office.
[9] Having or consisting of a single legislative chamber.

Each of the four States has a popularly elected Governor and Legislature[10]. Legislative members represent a particular geographical area in their State and there are no political parties.

The administrative structure of government is repeated at State level with Executive, Legislative and Judicial branches. The Executive having the same structure, although the exact department names sometimes vary from State to State.

**Economy**

Improving the standard of living of Micronesians is the primary concern of the FSM government. This task is made difficult by rapid population growth and the reduction in Compact funds.

In the past few years, subsistence[11] production, distribution of goods (wholesaling and retailing), and the provision of Government services dominate the FSM economy.

For its future economic strategy, the FSM Government is focusing on activities recognized as providing the long-run growth potential and comparative advantage of the FSM. These include commercial agriculture, marine and fisheries, and tourism. In addition, there is a special focus on strengthening public sector reform efforts, speed up private sector development to create jobs and replace the reductions in Compact assistance, and improving efficiency of land use and human resources.

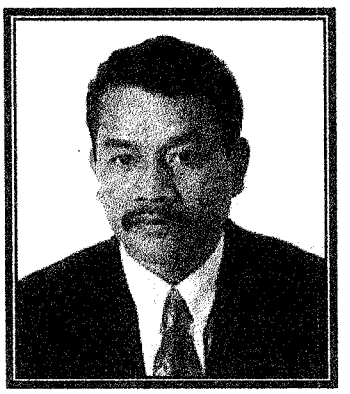
There is also a push for sustainable[12] development through strengthening of environmental planning, introduction of the concept of accounting for non-renewable resources depletion, strengthening of participatory community planning in resource management, and the preservation, development and revitalization of the unique and diverse cultures of the FSM.

To support these initiatives, the FSM Education System has focused its reform planning on changes needed in the education system to meet the economic and social development needs of the FSM. Its basic strategy[13] is to develop the basic skills, thinking skills and personal qualities needed for individual and group economic and social development and to promote the languages, values, attitudes and beliefs which make Micronesians unique as a people.

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[10] Elected representatives.
[11] Producing goods for use within the home.
[12] Ongoing development that is able to continue for a very long period of time.
[13] The FSM National Youth Policy supports this initiative and proposes activities designed to achieve the same purpose with young people playing key roles as active agents for development in the FSM.

# ❶ FOREWORD — by Dr. Jefferson Benjamin, Secretary, HESA.



Adolescence[14] is a time of rapid growth and change. Therefore, young people need opportunities to develop in a positive way. A number of ingredients necessary for them to develop in a positive way include a sense of competence[15], a sense of usefulness, and a sense of belonging.

As part of our efforts towards furthering positive development of young people in the FSM, it gives me great pleasure to present the **FSM National Youth Policy 2004 - 2010** as a framework for youth development in the FSM.

A journey of a thousand miles must begin with a single step. The FSM National Youth Policy is the first step towards guiding the effective planning, delivery and monitoring of development programs for our young people during the period 2004 to 2010. This Policy conveys a vision for enabling the young people of the FSM to develop and implement initiatives that will contribute to improving their quality of life. Therefore, the general focus of this Policy is toward creating appropriate programs that will develop the full potential of young people; guide them in dealing with personal issues of concern to them; help them contribute to sustaining their families; encourage them to actively participate in community-strengthening activities, thereby contributing towards developing a sense of national pride and building a better and prosperous FSM for all.

The discussions that took place during the development of this Policy revealed that we need to move beyond focusing on the negative labels associated with young people towards understanding their needs and helping them create the right solutions for meeting their needs. I believe we also need to avoid responding to youth issues in an ad hoc way and be more organized in our approaches to planning and implementing youth development initiatives.

One of the important lessons we learnt from developing this Policy is that we in the youth development sector need to move away from addressing youth problems in an uncoordinated manner towards a more inclusive approach where there is better coordination, communication and collaboration between the various organizations that have a role in youth development. To ensure success in implementing this policy, it is necessary that positive linkages be established and maintained between the National Government and State Governments, the FSM Youth Council, Non-Government Organizations, Faith-based Organizations (Religious groups), Communities and Village Youth Organizations, Traditional Leaders, Families and the Private Sector.

Without doubt, the most important lesson we have learnt from this exercise is that for youth programs to be effective, young people must be active participants in the process of

[14] The period of development from the onset of puberty to maturity (also referred to as the period of development between youth and maturity).
[15] Ability to do things well.

developing, implementing and evaluating such programs. This gives them opportunities to express their opinions where it counts, develop their ability to make correct choices in life, and learn and use new skills. Therefore, I sincerely urge all young citizens of Micronesia to actively participate in the process of developing and implementing programs arising out of this Policy.

As Secretary responsible for youth development in the FSM, I believe that new conditions call for new strategies. And developing new strategies, rather than just reorganizing old ones, requires helping people think in new ways. Accordingly, this Policy proposes a wide range of programs aimed at addressing youth issues more effectively. In addition, it also recognizes existing programs currently contributing to addressing the needs of specific youth target groups in the FSM.

In recognizing the enormous contributions and efforts put into the development of this Policy by the many individuals and organizations, too many to mention by name, I sincerely thank everyone who have contributed in various ways, to the development of this Policy. May I also stress that it is desirable that this spirit of cooperation be extended towards carrying out and monitoring this Policy. Kalangan, Kammagar, Kulo, and Kilisou Chapur.

As we join together in implementing this Policy and fulfilling its objectives, may our joint actions help us to confirm our common wish to live together in peace and harmony, to preserve the heritage of our past, and to protect the promise of the future.

**Hon. Jefferson Benjamin, DrPH**
Secretary
Department of Health, Education, & Social Affairs
FSM National Government

# ❷ PREAMBLE

The FSM has one of the youngest populations in the Pacific region with a median[16] age of 18.9 years. A young population places extreme pressures on national and state budgets. If the situation is not addressed effectively it will have a major impact on the well being of young people. While the extended family endeavors to ensure for their young people the best possible opportunities in life, there is a major concern that its value as a social and community services network is being threatened by social and economic change. Therefore, there is a need for young people themselves to take more responsibility for their own well-being and be prepared for the challenges they face.

A major challenge for the FSM Government over the past few years has been to clearly identify the key issues affecting young people and develop appropriate responses to these issues. This was overcome through literature research and reviews carried out by the Department of Health, Education and Social Affairs and consultations[17] with key stakeholders in the youth development sector and young people themselves. This process took place from 2002 through to 2004. The consultations identified the following list of areas of concern that needs urgent attention:

- **Education** - *there's a need to promote more suitable non-formal and informal educational initiatives;*
- **Adolescent Health** - *there's a need to strengthen health education and promotional programs aimed at addressing youth health;*
- **Economic Development** - *there's a need to create and maintain structural solutions to promote the participation of young people in the development of the economy through the development of more youth training programs to foster self-employment and income-generation activities;*
- **Cultural Identity** - *there's a need to develop and foster cultural appreciation;*
- **Spiritual Development** - *there's a need to strengthen and promote spiritual development;*
- **Environment Protection** - *there's a need to widen environment education and promote practical initiatives;*
- **National Pride** - *there's a need to provide a wide range of public and leisure activities for young people that will foster the development of a healthy self-esteem*[18] *and sense of community spirit.*

[16] The median age is the age at which half of the population is younger and half older.
[17] Meetings to discuss issues and exchange views and ideas.
[18] High regard or pride in oneself; good opinion of oneself; having self-respect.

- **Institutional Strengthening, Capacity Building and Coordination** - *there's a need to improve coordination of youth programs and activities at national, state and local levels and strengthen national and local youth organizations and networks.*

To help young people develop the necessary skills and appropriate attitudes they need to effectively face the challenges of life while at the same time actively participating in the development of our nation, a number of guiding principles are necessary to point the way forward. These principles are:

**1. Creating Enabling Conditions** – An empowering[19] environment gives young people a sense of direction and purpose. Youth empowerment focuses on enabling young people to have a say in decisions, which affect them. It involves guiding them in their attempt to navigate the complexities of life. With proper guidance coupled with building positive attitudes and fostering integrity and values, young people are able to make informed choices about their future.

This Policy promotes the concept of youth empowerment by creating and maintaining an environment that gives young people faith in the future and a sense of self-growth through offering them opportunities to experience feeling part of a supportive community; meeting their needs by developing leadership and life-skills; developing a keen sense of responsibility; and making positive contributions to their communities.

**2. Promoting a Spirit of Cooperation and Partnerships** - With the limited resources available for social development, more positive results can be achieved through a coordinated response to meeting the needs of young people.

This Policy calls for a multi-sectoral[20] approach through stronger collaboration between the National Government, State Governments, the States Youth Council, State Youth Officials, Municipal and Community Organizations, key stakeholders, parents and young people themselves in the implementation of this policy.

This approach will foster the sharing and effective use of resources and prevent unnecessary duplication and wastage of resources.

**3. Making Positive Contributions to National Development** - Adolescence is a difficult stage of life when young people go through the human development process of progressing from a young person to a mature adult. Helping them achieve positive outcomes for their efforts during this period will give them confidence to progress to a lifetime of continuing personal growth.

Positive development in society is possible when young people actively participate in the decision-making process leading to the advancement of their

[19] An environment that gives young people the right to do certain things.
[20] Involvement of many related organizations or sections of the community.

communities. Through this participation process, young people gain a sense of belonging to society and this is in turn motivates them to use their energy for constructive and positive activities.

With their contribution to community advancement, young people can develop the feeling that they are useful members of society and in turn develop into healthy self-reliant, resourceful and productive adults.

**4. Gender Inclusiveness**[21] - This Policy recognizes the precious qualities and talents of all young men and women in the FSM and places special focus on gender-inclusiveness in its approach to the development and implementation of youth programs.

Through this approach, the basic constitutional rights and privileges of all young men and women are fully recognized through the equitable distribution of services, resources and benefits regardless of their gender[22], geographic location, social, cultural or economic circumstances.

By having equal access to appropriate programs, all young men and women are able to co-exist together in harmony and have equal opportunities to nurture their leadership skills and develop their full potential as they embark on their journey through a sustainable life.

# ❸ BACKGROUND

## 3.1 Rationale for this Policy

The problems currently associated with youth in FSM raises a great need for a national response for addressing youth issues. This Policy is that national response. The Policy fully supports the visions of the FSM National Economic Summits[23]. Directly linked with the approach used by the Economic Summit Planning Framework of 1999 - 2002, this Policy serves as a tool for enabling young people to actively contribute to national development and improving their quality of life in the process.

The FSM is party to a global move towards better addressing the needs of young people. At the First Conference of Pacific Youth Ministers of the Pacific Community held in Tahiti in July 1998, the Ministers adopted the ***Pacific Youth Strategy 2005 (PYS2005)*** administered by the Pacific Youth Bureau (PYB) of the Secretariat of the Pacific Community (SPC). One of the Programs of the PYS2005 (i.e. Programme 1 - Pacifika Aspirations) encourages the full participation of

[21] Ensuring both young men and women have equal opportunities to participate in and benefit from the proposed activities.
[22] The state of being male or female as expressed by social or cultural distinctions.
[23] High-level meetings organized by the FSM Government to determine national development priorities.

young people in the development, implementation and evaluation of holistic[24] and gender-inclusive national youth policies in member countries of the Pacific Community. Furthermore, the Ministers decided that these policies were to be in place by the year 2005.

Other international initiatives calling for the development of national youth policies for young people include the United Nations ***World Program of Action for Youth to the Year 2000 and Beyond***; the UNICEF ***Convention on the Rights of the Child (CRC)*** and the Commonwealth Youth Program ***Plan of Action for Youth Empowerment.***

In developing this Policy, the FSM makes an important connection with a regional and global effort towards addressing the needs of young people more effectively.

By implementing the initiatives spelled out in this policy document, it is expected that the situation of young people will be improved and the nation will strengthen its human resources for social and economic development.

## 3.2 The Policy Framework

This Policy attempts to respond to youth concerns in two ways. On one hand some of the recommended programs are direct responses to the problems affecting youth in the FSM. On the other hand some of the programs are creative ways of improving their self-esteem so they can be motivated to plan better for their future and achieve their goals in life.

This Policy therefore offers a mix of recommended programs for addressing the needs of young men and women. These programs are identified in Section 6 of this document. It is anticipated that these programs will encourage all young people to take responsibility for realizing their full potential. Through these programs our young people will be more aware of the many challenges that are likely to have a negative impact on their livelihood and take sensible steps to dealing with these challenges.

Also built into the Policy are various mechanisms for recognizing the unique contributions young people make to the development of their society.

Directly linked to each of the recommended programs and activities are performance indicators which are to be used as the benchmarks for measuring the outcome and impact of the policy. Also included in the policy strategies are clear indications of the key organizations responsible for carrying out the recommended activities.

[24] Concerned with complete wholes rather than analysis or separation into parts. Creating a national policy aimed at coordinating various aspects of youth development instead of just implementing programs for specific purposes.

Given the nature of the FSM economy, a major difficulty that threatens the successful implementation of the various strategies outlined in this policy is how to finance these initiatives. In response to this scenario, funding arrangements for supporting the implementation of this policy are outlined in Section 8 of this document.

## 3.3 The Development of the Policy

The FSM Department of Health, Education and Social Affairs coordinated the development of this Policy with financial and technical assistance provided by the Australian Embassy on Pohnpei and the Pacific Youth Bureau of the Secretariat of the Pacific Community based in Noumea, New Caledonia and editing and proof reading of the working draft carried out by Ms Alison MacConnell of Micronesia Red Cross.

The policy development process has its humble beginning back in 2001 when the first training program on the development of the National Youth Policy was conducted at the 9th National Annual Youth Leadership Conference held in Yap State in 2001 by the SPC Youth Development Adviser, Mr. Tangata Vainerere. This was followed up with another training program at the 10th Annual Youth Leadership Conference held in Kosrae State in February 2002. Resolution 10-1 was adopted at the 2002 Conference and marked the first real action towards the development of the first draft of this Policy.

To bring Resolution 10-1 into reality, a Policy Steering Committee including the late Mr. William Eperiam, FSM National Youth Coordinator as Chairperson, and Committee Members Mr Rainer Jimmy of US Peace Corps and Mr Person Joseph of Pohnpei State Youth Office was established and given the responsibility for appointing additional members to the Committee to coordinate the development of the Policy.

A working draft of the Policy was produced for further consultation. This draft was circulated to the States Youth Offices for further review. Further consultations took place at National and State levels which resulted in further revisions. Another round of consultation again took place at State level to further refine the working draft.

A literature review that was conducted in early 2004 by the SPC Youth Development Adviser resulted in the alignment of the Policy to a number of national documents including the FSM Constitution, the Report on the Proceedings of the 2nd FSM Economic Summit (1999) and the FSM Planning Framework 1999 – 2002. Other documents used as references in fine-tuning this policy are listed in the References section at the end of this document. In addition, education leaders, teachers from FSM, NGO leaders, national and local government leaders, and international organization representatives, provided further input into the policy.

To complete the production of the 1st Draft of the Policy, Mr Osaia Santos, National Youth Activity Coordinator for FSM organized the 11th Annual Youth Leadership Conference to review the 1st draft of the FSM National Youth Policy. This conference took place in Pohnpei State from March 15 – 18, 2004 and was chaired by Mr Patterson Shed (representing COM-FSM) with Peace Corps Volunteer Ms Julia Freed as the Recorder and Ms Fancelyn Perman of HESA as Conference Secretary. The SPC Youth Development Adviser, Mr Tangata Vainerere served as Facilitator for the Conference.

The conference was opened by the Hon. Jefferson Benjamin, Secretary for Health, Education and Social Affairs with Father Francis Hezel delivering the keynote address.

Conference participants include Mr. Bell Tosie – Youth Program Coordinator, Office of Community Affairs, State of Kosrae; Mr. Person Joseph – Pohnpei State Youth Coordinator/ Boys Scouts; Ms. Jane Elymore – FSM Gender & Development/ Nutrition; Mr. Largo Edwin – PC Pohnpei Rep; Mr. Rainer Jimmy – PC Micronesia; Mr. Hinden Alexander – Micronesia Bound, Inc.; Mr. Jesse Torwan – Division of Youth, Yap State; Mr. Joe Commor – Chief, Division of Youth, Chuuk State; Ms. Eileen Y. Mackenzie – Girl Scout Representative; Major Scott Nicloy – Salvation Army; Rev. Tosiwo Lewi – Secretary General of the United Church of Christ; Ms. Melyann Mallarme – Red Cross Youth Programs; Ms. Sweeter Daniel – Women in Sport – NOC; Mr. Kent R. Cheipot, Director, Department of Public Affairs, Chuuk State Government; Mr. Mike Loyola, Pohnpei State Sport Director; Ms. Brihmer Johnson - Statistics Specialist, FSM Statistics; Father Joseph Cavanagh – Catholic Church; Ms Alison MacConnell – Micronesia Red Cross; Mr Hermis Edmund – Catholic Youth; Mr Henry Wilson – COM-FSM; Ms Lucia Donre-Sam – COM-FSM; Ms Penselynn Etse – COM-FSM; Mr Edwin Sione – COM-FSM; Ms Carlyn Marino – UMYO; Ms Jessica Werner – Peace Corps; Ms Valerie Perez – Peace Corps; Sister Martha Joel – Catholic Church; Mr Walburg Hadley – Micronesia Bound, Inc.; and Mr Sebastian Tamagken – Yap Secondary Transition Program.

During the Conference a NYP Reference Group made up of 13 representatives was established as a mechanism for reviewing the draft Policy at various stages of its development. The Reference Group had its first meeting on Wednesday 24 March 2004 to review the 1st draft of the Policy before it was released for further consultations at National and State levels. Following this review, the 1st Draft was then released publicly to enable further consultation with young people; youth service providers and the general public.

After several months of revisions and adjustments, a 2nd draft of the NYP was produced and the NYP Reference Group met again on _____ to review the 2nd draft before it was submitted to the Attorney General's Office for legal review.

Following the legal review process, the final draft was produced and submitted to the Presidents Office for official approval after which the approved Policy was submitted to the FSM Congress for ratification. The ratification process was completed on _____. That paved the way for the implementation of the Policy.

## 3.4 Definition of Youth

To ensure effective focusing and monitoring of programs and activities as well as planning for the resources required to support the programs, **this Policy defines 'youth' as all persons (male and female) between the ages of 15 to 34 years.**

To ensure that the objectives and overall vision of this Policy will be achieved, every young person in this age group is encouraged to actively participate in the implementation and evaluation of the activities arising out of this Policy

In acknowledgement of the nature of community participation in FSM, it is expected that there would be many who are under 15 and over 34 years old wishing to be part of the exciting journey of implementing this Policy. Accordingly, this Policy allows them the opportunity to participate actively in any of the activities and initiatives promoted by this Policy.

In addition, there are a number of specific groups of young people in the country who require special attention in addressing their needs. These groups are clearly identified and briefly described in Section 3.6 of this document.

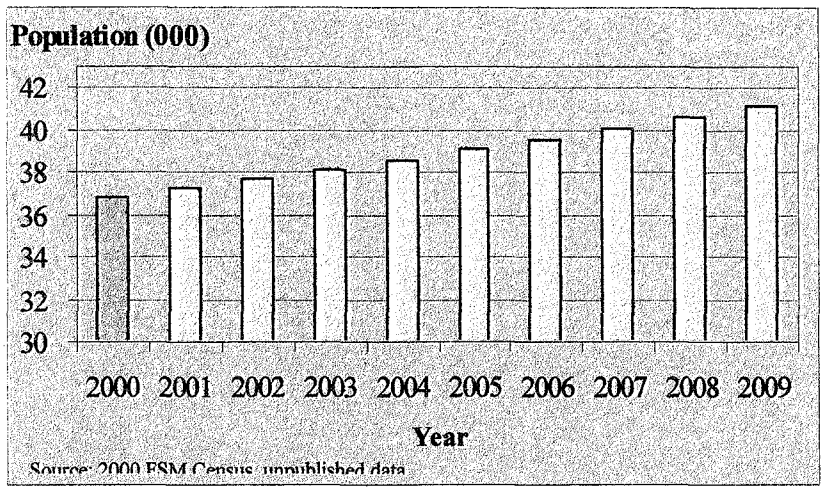
## 3.5 Youth Profile

In 1994 there were about 34,740 youth (15 to 34 years) in the FSM (comprising 32.9% of the total population).

According to the FSM 2000 National Census of Population and Housing, the youth population increased to about 36,854 in 2000 and that represents 34.4% of the total population.

The youth population for 2004 stands at about 38,603[25], which is about 35.4% of the total population. The projection for the year 2010 puts the youth population at just over 41,200. That is, about 4,300 additional persons over a period of 9 years or about 477 persons per year.

[25] Estimated figures only.




## Distribution of youth population by gender and state

**Table 1. Distribution of youth population 15 – 34 yrs by Gender and State: 1994, 2000, 2004**

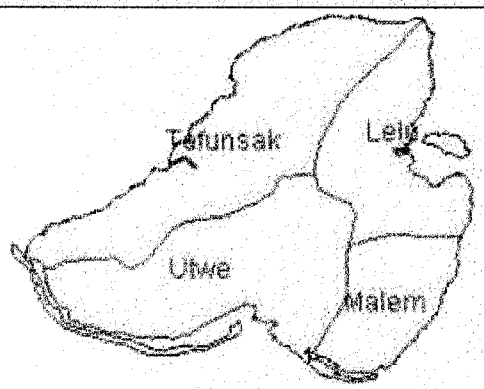
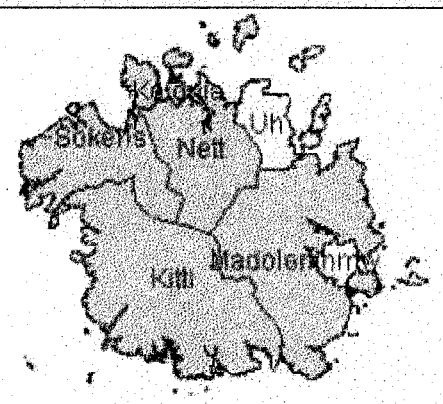
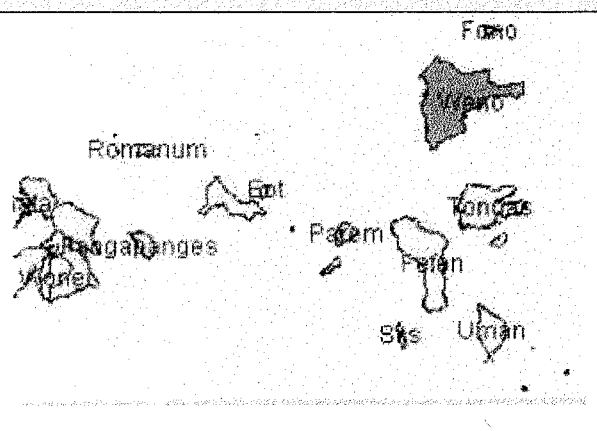
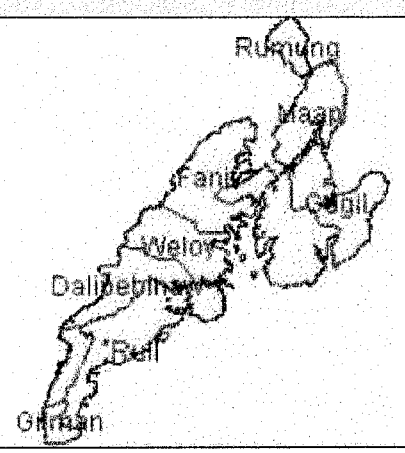
| National / State | *Population* | | | | | | | | | *Sex ratio (males per 100 females)* | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | *2000* | | | *2004* | | | *2009* | | | | | |
| | *Total* | *Male* | *Female* | *Total* | *Male* | *Female* | *Total* | *Male* | *Female* | **2000** | **2004** | **2009** |
| FSM | **36,854** | 18,459 | 18,395 | **38,603** | 19,222 | 19,382 | **41,108** | 20,330 | 20,778 | 100.3 | 99.2 | Figures not available |
| Yap | 3,756 | 1,720 | 2,036 | 3,797 | 1,744 | 2,065 | 3,866 | 1,803 | 2,108 | 84.5 | 84.5 | |
| Chuuk | 18,757 | 9,541 | 9,216 | 20,021 | 10,142 | 9,899 | 21,757 | 10,963 | 10,872 | 103.5 | 102.5 | |
| Pohnpei | 11,827 | 5,979 | 5,848 | 12,040 | 6,083 | 5,964 | 12,318 | 6,232 | 6,113 | 102.2 | 101.9 | |
| Kosrae | 2,514 | 1,219 | 1,295 | 2,676 | 1,252 | 1,453 | 2,913 | 1,333 | 1,686 | 94.1 | 86.2 | |

Source: Division of Statistics, FSM
Note: 2004 and 2009 data are provisional estimates; Not to be cited without permission

A sex ratio below 100 indicated more women in the society while a ratio above 100 indicated a surplus of men. If the sex ratio is 100 then both genders are equally represented. In 1994 the FSM youth sex ratio was 102. In other words, for every 100 males there were 102 females. The sex ratio showing that more female in the youth population than there are males.

The structure of the youth population in 2004 is more male now but will become more female down the years. This trend is experienced in all the States but at different levels. This presents the need for future focus of strategies to shift towards female issues, especially in Kosrae and Yap.

## Youth Population Distribution by Municipalities.

| Kosrae State | Pohnpei State |
|---|---|
|   |   |
| **Chuuk State** | **Yap State** |
|   |   |

### Total by Municipalities

| | | |
|---|---|---|
| | 3,520 to < 5,290 | (1) |
| | 1,760 to < 3,520 | (5) |
| | 0 to < 1,760 | (70) |

Note: The maps are not to scale.

## Youth growth rate

| Table 2. Youth Population and Growth rate, FSM: selected years | | | | | | | |
|---|---|---|---|---|---|---|---|
| | *Population* | | | | *Annual growth rate* | | |
| | *1989* | *1994* | *2000* | *2004* | *'89-'94* | *'94-'00* | *'00-'04* |
| FSM | 30,435 | 34,740 | 36,854 | 38,535 | 2.65 | 1.07 | 1.11 |
| Yap | 3,453 | 3,717 | 3,756 | 3,797 | 1.17 | 0.19 | 0.27 |
| Chuuk | 14,467 | 17,157 | 18,757 | 20,021 | 3.41 | 1.61 | 1.63 |
| Pohnpei | 10,341 | 11,544 | 11,827 | 12,040 | 2.20 | 0.44 | 0.45 |
| Kosrae | 2,174 | 2,322 | 2,514 | 2,676 | 1.32 | 1.44 | 1.56 |
| Source: Division of Statistics, FSM<br>Note: 2004 and 2009 data are provisional estimates; Not to be cited without permission | | | | | | | |

The youth growth rate had decreased, but still on the positive[26] end. Between 1989 and 1994 the overall rate was 2.67% annually, declined to about 1.1% annually in the last period observed. In other words, the youth population is still growing, but not at the rate as it was in the previous period.

Three things that influence the growth rate are births, deaths, and migration (i.e. people coming into the country and those going out). When children are born they add to the existing population. When people die they are subtracted from the population. When people leave the country they are deducted from the population and when they come into the country they are added to the population figure.

Some reasons for the declining growth rate include:

- Net emigration (people leaving the country) - Results of census in CNMI and GUAM showed increased number of FSM nationals in these areas.
- Government restructuring in the late 1990s, which led to early retirement schemes resulting in the departure of many families from the FSM.
- Recruiting programs (Sea World, Busch Garden, Nursing Programs, etc.) tempting young people to take up jobs in these programs.

[26] Population growth can go in three directions. POSITIVE - The population is increasing. For example if the youth population was 100 last year and is now 110 it has 'positively' increased by 10 people or 10%. ZERO - The population is stable or remains the same. In the example above, the number of youths is also 100 this year thus no growth is experienced.
NEGATIVE - The population is decreasing. Also using the example above, the number of youths was 100 last year but decreased to 95 this year, thus growing negatively by -5%.

**Implications of growth of Youth Population**

| Table 3. Functional sub-groups in the Youth Population, FSM: 2000, 2004 and 2009 | | | | |
|---|---|---|---|---|
| *Youth Ages* | *Indicator affected (ages for indicator)* | *2000* | *2004* | *2009* |
| Both gender | | | | |
| 15-17 | High school enrollment (14 to 17 years) | 8,211 | 8,599 | 9,112 |
| 18-24 | College enrollment (18 to 24 years) | 14,551 | 15,495 | 16,742 |
| 15-34 | Labor force participation (15+ years) | 36,854 | 38,603 | 41,108 |
| Females | | | | |
| 15-34 | Fertility (15 to 49 years) | 18,395 | 19,382 | 20,778 |
| Source: Division of Statistics, FSM<br>Notes: 2004 and 2009 data is provisional<br>: Not to be cited without the permission. | | | | |

As indicated in Table 3 above, examples of the effects of a growing youth population are as described below.

**a) High School Enrolment** – Students eligible to attend High School will increase by about 100 per year. This means the education service will need to provide additional resources (classrooms, teachers, materials, etc) to cater for the increased number of students.

**b) College Enrolment** – The number of students eligible to attend College is expected to increase by 250 per year. This will pose a similar situation as described above.

**c) Labor Force Participation** – The number of young people entering the workforce is expected to increase by 495 per year. Accordingly, there will not be enough employment opportunities for all of them. This will have negative social impacts.

**d) Fertility** – With an increasing youth population, the number of young women at risk of getting pregnant will increase by about 265 women per year. This will have an impact on population.

## 3.6 Priority Target Groups

While this Policy is directed towards addressing the needs of all young men and women in the overall age group 15 to 34 years, it is also necessary to identify certain groups within the overall policy target group that needs special attention.

These groups are considered most at risk in terms of educational opportunities, employment and health problems and include:

i. **School Dropouts** – *those who find themselves in the unfortunate position of having to drop out of the formal education system too early;*

ii. **Youth who are sexually active** – *those who are involved in early sexual activity resulting in unplanned teenage pregnancies and sexually transmitted infections;*

iii. **Youth who are involved in substance abuse** – *those who engage in risky behavior like experimenting with and regular use of addictive substances such as alcohol, cigarettes, drugs, and others;*

iv. **Youth with Physical and Mental Health concerns** – *those who are under physical, mental and emotional stress, and those who are at risk of getting non-communicable diseases;*

v. **Youth with special needs** – *those who are handicapped with disabilities thereby requiring special consideration and support;*

vi. **Youth in Violence** – *those caught in situations of domestic violence and abuse, and those with tendencies to engage in violent activities;*

vii. **Youth with Low Income** – *those who are in hardship situations and not in full time employment or meaningful economic activity, and those who are not able to identify and benefit from any viable means of generating a cash income;*

viii. **Youth who are not Culturally conversant**[27] – *those who are lacking in Cultural Knowledge and Appreciation and are not normally engaged in Cultural Activities and Practice;*

ix. **Juvenile Offenders** – *those who are involved in negative and reckless behaviors such as law-breaking and other illegal activities;*

x. **Idle Youth** – *those who are not involved in any meaningful, productive or organized activities that brings benefits for themselves or society in general.*

To ensure these categories of young people receive maximum benefits from this policy, those key agencies directly responsible for planning and implementing policy initiatives are urged to ensure the active participation of these young people in the process of planning and implementing youth programs and activities.

[27] To be familiar with or to associate with, especially youth who grew up outside their own culture and those who move within the States of FSM.

Through this Policy, implementing agencies are also authorized to:

- create and implement specific programs and activities for addressing the needs of these priority target groups; and,
- create and implement 'family oriented'[28] programs that involve families in developing creative activities to address their needs.

## 3.7 Rights and Responsibilities of Young People

### a) Rights of Young People

In agreement with the provisions of various Sections of Article IV of the FSM Constitution and other International Conventions, this Policy proposes that young people of the FSM be entitled to:

- Fundamental freedoms in accordance with the governing laws of the FSM;
- Have access to appropriate services and benefits that ensures their physical, mental, spiritual, moral and social development;
- A healthy and secure social and physical environment that promotes healthy lifestyles;
- Receive an education from early childhood to the highest level possible;
- Proper care and guidance from parents and care givers who have the responsibilities for their upbringing at home and in the community;
- Participate in decision-making processes on issues affecting them; and
- Be free of unfair treatment, violence and abuse of any form.

### b) Responsibilities and Obligations of Young People

This policy urges all young people to make active and positive contributions to the development of their society. In exercising their rights as outlined above, they are intently urged to:

[28] Examples are: *Parenting Skills Development; Family Relationship Strengthening; Communications Training Programs; Career Development, Goal Setting and Life-skills Training for youth; etc.*

- Respect the laws, values and norms of society;
- Take initiatives to become productive and self-reliant members of society;
- Protect and conserve the environment for future generations;
- Be respectable and positive role models and mentors for other young people; and
- Share their skills, knowledge and enthusiasm for the benefit of young people and the community.

## 3.8 A Brief History of Youth Services in the FSM

Since the 1960s, the churches played a major role in organizing youth programs in the villages. Although the emphasis was mainly on spiritual development for every person in the community, specific programs for youth were organized by the churches that included singing contests, Sunday school sessions, Bible studies classes, Drama sessions and youth Rallies. These programs continue to this day and are likely to continue for years to come.

The Boy Scouts and Girl Scouts in the FSM have organized youth development activities since the late 1970s. Today, the Girl Scouts organization remains an FSM based program while the Boy Scouts is currently linked with the Aloha Council of Hawaii. These programs are popular among youth and are set to remain part of the youth development scene in the FSM.

Pohnpei Agriculture and Trade School (PATS) is a private high school that specializes in agriculture, construction and mechanics. The school admits students from all over Micronesia. The Micronesian Red Cross based in the capital State of Pohnpei, employs some young people and has many youth volunteers involved in its programs.

In 1976, Aramas Kapw Program was started in Pohnpei, which became a Non-profit Organization called Micronesia Bound Inc. It was based on a concept out of the Outward Bound Schools, which is basically to instill trust, self-confidence and self-esteem in young men and women. It is a journey toward understanding of self and responsibility and having the self-confidence to work hard towards self-improvement. In the late 1970s, youth offices were developed under the Justice Improvement Commission throughout the Trust Territory of the Pacific Islands, which comprised of Marshalls, Pohnpei, Truk (Chuuk), Saipan, Yap and Belau (Palau).

The programs conducted by these offices became the basis of youth development programs in these islands throughout the 1980s.

Peace Corps Micronesia also has a youth development program with emphasis on family life, the world of work, and citizenship. In the family life component, health and wellness, family life skills training, peer education training, prevention of AIDS, alcohol and substance abuse, and too-early parenting are addressed. In the world of work component, entrepreneurial skills, employability skills and literacy and numeracy are taught.

One of the important ongoing programs in FSM is the United States Work Force Investment Act. Under this act, funding is made available for job core, vocational education and apprenticeship programmes for both adults and youth.

T-3 is a locally funded programme for both in- and out-of-school youth who are interested in learning electrical, construction and mechanical skills.

In the 1990s, the FSM Government established a position in the Department of Health, Education and Social Affairs of the National Government to be responsible for addressing youth issues as well as coordinating programs, funding and technical assistance for all the States of the Federated States of Micronesia.

In June of the year1996, the setting up of the Micronesia Youth Development Association boosted the youth development scene. Guided by its By-Law, the Association has conducted numerous state youth conferences, which is now called the FSM Annual Youth Leadership Conference and it is to be held every year in each of the States of the FSM. At the same time the Association maintained strong working relationship with the State Youth Offices and the Departments within each of the States of the FSM.

At the National level, a Youth Unit within the Department of Health, Education and Social Affairs coordinated the Government Youth Program. At the State level, each State has a Youth Interest Office normally located within the Office of Social or Community Affairs.

Over the past two decades, Government Youth Programs have generally focused on conducting training programs for young people in a wide variety of areas; research and development of new and innovative youth programs; capacity building and institutional strengthening initiatives; promoting networks and collaboration amongst youth organizations; organizing seminars and conferences on pressing youth issues; providing special counseling services to young people needing special assistance.

## ❹ MISSION STATEMENT

*"To create an environment in which all young men and women of the Federated States of Micronesia are inspired to become responsible and self-reliant members of the community through the development of their full mental, social, spiritual and physical potential."*

## ❺ POLICY OBJECTIVES

The following objectives have been devised for each of the key strategy areas of the Policy. They identify what will be achieved through the Policy initiatives throughout the Policy period. These achievements will in turn contribute to accomplishing the Mission Statement of this Policy.

Objective 1: To encourage ongoing learning through non-formal and informal education.

Objective 2: To strengthen and foster the physical, mental, and emotional well-being of young people.

Objective 3: To encourage the active participation of young people in Economic Development.

Objective 4: To promote respect and appreciation for the Cultural Heritage of the FSM through strengthening initiatives relating to Performing Arts, Crafts, Traditions and Language.

Objective 5: To foster the spiritual development of young people and encourage them to maintain the moral and spiritual principles found in the various respective faith traditions of the FSM.

Objective 6: To promote and implement educational awareness programs and practical projects focusing on the conservation and protection of the environment and sustainable use of natural resources.

Objective 7: To nurture national pride and maintain a spirit of cooperation and partnership among the young people of the Federated States of Micronesia.

Objective 8: To strengthen the capacity and effectiveness of youth organizations in the planning and delivery of youth programs, promoting youth networks, and implementing, monitoring and evaluation of the National Youth Policy.

# ❻ POLICY STRATEGIES

## 6.1 YOUTH AND EDUCATION

**Objective:** To encourage ongoing learning through non-formal and informal education.

**Overview:**

In order for young people to become productive members of society, they need to be educated.

The FSM runs a US standard education system, adapted from the US model, with free public education through age 15 or completion of the 8th grade. High School attendance is not assured for all students. All States administer high school entrance tests to 8th graders.

Continuing vocational/educational opportunities are available through COM-FSM, the FSM's only Institute of Higher Education, Universities in the United States and its territories under the Pell Grant. The regional University of the South Pacific in Fiji offers regional scholarships as well as educational opportunities through Training Centers in member countries of USP. Also available is the AusAID scholarship, which is offered through the Australian Embassy. These are just a few examples of educational or governmental institutions that offer financial assistance for higher education.

While recognizing that education in general should enable young people to enter the employment market, this Policy proposes that education should be a process that prepares a young person for life's challenges. This Policy advances this view on the basis that education does not only take place in schools, but that it also exists in terms of non-formal and informal education. Workshops organized by NGOs, vocational courses, distance education, apprenticeships[29] and others for example are all forms of non-formal education. Non-formal education is learning by observation and doing. Mentoring, peer interaction, etc are examples of non-formal education that complement formal education.

In this regard, this Policy encourages the planning and delivery of suitable training programs that will improve the chances for young people leaving the formal education system to succeed in life. This can be achieved through specially designed non-formal training programs in areas such as enterprise development, home management, goal setting, leadership, self-esteem development, hospitality, organic farming, fishing, eco-tourism, and any other area deemed to have potential for providing young people with opportunities for self-improvement. (Examples of organizations providing this type of training include the Micronesia Bound Inc., the Boy Scouts, Girl Scouts, Peace Corps, Salvation Army, Red Cross, Pacific Stars Life-skills Program, Women in Sports, local youth organizations, Faith-based Organizations etc.)

[29] An agreement that allows a trainee to work in a business enterprise in exchange for instruction, as in a trade.

All these initiatives would need to be backed up by opportunities for informal learning amongst young people in order to give them that extra edge towards achieving their life goals and aspirations. This Policy promotes the belief that young people need to develop a hunger for ongoing learning demonstrated by the independent pursuit of new knowledge, otherwise known as informal learning. It is also important for the youth to have the courage to explore new ideas. For this to be possible, young people need to believe in their ability to succeed and develop their self-esteem, adopt and maintain a positive mental attitude, fine-tune their decision-making skills, improve communication skills, learn how to set challenging but realistic life goals, develop action plans for achieving those goals, strengthen their relationship with those who can help them achieve their goals as well as learn from their mistakes and ask for help when they need it.

**Strategies, Outcomes and Responsible Agencies:**

| **Strategies** | **Intended Outcomes** | **Responsible Agencies** |
|---|---|---|
| 1. Conduct training programs in cultural/traditional preservation the first of which to begin within the first year of acceptance of the National Youth Policy. | • Young people gain a better understanding and appreciation of their cultural heritage. | State Youth Offices, Women and Youth Groups, NGOs |
| 2. Each year each state to conduct training programs on self-esteem development. | • More confident and productive young people in Micronesian Society. | Women and Youth Groups, FBOs, NGOs |
| 3. Fifteen percent increase in young people who are computer literate within 5 years by teaching computer skills and enabling the young people to enter the workplace. | • Increase in qualified young people entering the workforce. | State Youth Offices, Public/Private Schools, Public Library, Women and Youth Groups, Peace Corps |
| 4. Encourage young people to pursue on-going learning to new and old ways in culture. | • Young people consistently interested in informal cultural activities. | PTA, NGOs, State Youth Office |

| | | |
|---|---|---|
| 5. Strengthen mentoring program that currently exists in Kosrae while also creating programs like it within the other 3 states by the year 2007. | • Young people become more positive and well-adjusted members of society. | State Youth Offices, Women and Youth Groups, Public/Private School, Primary Health Care, Peace Corps |
| 6. To educate young people in small business development as well as income generating activities. | • Young people better able to independently support themselves and their families. | State Youth Offices, Women and Youth Groups, Peace Corps, Small Business Development Office |

## 6.2 YOUTH AND HEALTH

**Objective:** To strengthen and foster the physical, mental, and spiritual well being of young people.

**Overview:**

A good health care system is essential for a productive workforce and a satisfactory standard of living. The FSM Government has designated this as one of its priority development activities.

All young people must be physically, mentally, and spiritually healthy in order to live a healthy lifestyle. Youth can attain physical well being by exercise/sports, nutrition, and leading a safe and active life. Likewise, youth can achieve mental health by sustaining positive role models, by thinking optimistically and being able to make the right decisions. Finally, they can achieve spiritual health by having faith in themselves, religion and cultural beliefs. All of these levels of health can be achieved through education and awareness.

The ideal situation is for young people to take full responsibility for their own health by adopting and practicing healthy lifestyles, and contributing to building more healthy families and communities. These benefits include healthier living habits in FSM in spite of limited budget constraints.

National and State Government Organizations, NGO's, FBO's, Youth Organizations and schools promote healthy living. These health programs should have the vision that FSM citizens will be making informed healthy choices, behaviors and attitudes. Areas of awareness and education can include physical fitness, substance abuse, mental health,

nutrition, HIV/AIDS/STI's, Adolescent Reproductive Health, Family Planning, Immunization, Prenatal Care, Disease Prevention and other health issues. This can help to reduce stress, obesity, diabetes, high blood pressure, STI's, unplanned and early childhood pregnancies, and diseases.

For all of these goals to be achieved, key agencies must coordinate and collaborate to support, sustain and promote healthy lifestyles among youth. Finally, they need to strengthen their efforts on education and awareness.

**Strategies, Outcomes and Responsible Agencies:**

| **Strategies** | **Outcomes** | **Responsible Agency** |
|---|---|---|
| 1. Four to Five Health trainings, workshops and seminars per year throughout the FSM, and Ten Annual Events. | • Reduce unplanned and early teenage pregnancies by 50% by 2010 and increase awareness of consequences.<br>• Increased awareness and decreased incidence of HIV/AIDS/STIs by holding 3-5 events annually in each state.<br>• Reduced number of substance abusers and increased recovery by holding 3-5 events annually in each state.<br>• Decreased incidence of malnutrition among youth by holding 3-4 activities annually in each state, decreased incidence of iron from 12% to 6% by 2010, and VAD from 79% to 35%.<br>• Achievement of healthy weight levels and higher self-esteem | State Public Health, National Health Services, Public Safety Department, Department of Education (DOE), Department of Agriculture (DOA), Department of Social Affairs, State and National SAMH, Municipal Offices, FBOs, NGOs, Women and Youth Organizations, UNICEF/Red Cross, Peer Counseling at COM. |

| | | |
|---|---|---|
| | levels by holding 4-5 events annually in each state.<br><br>• Decrease incidences of diseases such as TB from 54% to 25%, and eradicating Leprosy by 2010.<br><br>• Increased awareness of consequences and decreased incidences of child abuse and neglect by holding 4-5 events annually in each state by 2010.<br><br>• More young people acquire life-skills training because of continual UNICEF/Red Cross trainings. | |
| 2. ARH, HIV/AIDS/STIs and Family Planning Counseling Services daily upon request. | • Reduced unplanned and early teenage pregnancies increase awareness of consequences.<br><br>• Increased awareness and decreased incidences of HIV/AIDS/STIs. Each state will target 200-250 youth each year until 2010. | State Public Health, National Health Services, Private, NGOs, FBOs, Department of Education, Women & Youth Groups |
| 3. Substance Abuse Counseling Services daily upon request. | • Reduced Number of Substance Abusers and Increased Rehabilitation, Reinforced Laws. Each state will target 200-250 youth each year until 2010. | State SAMH, National SAMH Public Safety, NGOs, FBOs, Women & Youth Groups and DOE |

| | | |
|---|---|---|
| 4. Child Abuse and Neglect Counseling Services daily upon request. | • Increased awareness of consequences and decreased incidences of Child Abuse and Neglect. Each state will target 200-250 youth each year until 2010. | State SAMH, National SAMH, Public Safety, Social Affairs, DOE, FBOs, NGOs, Women and Youth Groups |
| 5. Ongoing Oral Health Campaign: awareness, oral checkup, hazards of betel nut and tobacco use. | • Decreased Cavities and Oral Health Problems. Each state will target around 500 youth per year until 2010. | State Oral Health Program, National and State Public Health Departments, Local Dental Clinics, DOE, NGOs Women and Youth Organizations |
| 6. Ongoing Encouragement of Daily Physical Activities: Sports, Exercise, Gardening, etc. | • Achievement of Higher Self-Esteem Levels and Increased Youth Participation and Involvement by 10-15% in each state annually until 2010. | State Public Health, National Health Departments, National Olympic Committee, Social Affairs, DOE, Municipal Offices, Women & Youth Groups, FBOs, NGOs, Private Businesses |
| 7. Ongoing Promotion of Home Gardening and Low-Fat, Healthy Diet (MODFAT). | • Promote nutritious foods by increasing the number of families serving at least 1-2 nutritious meals per day with locally produced foods. Program will target 50-100 families in each state annually.<br>• Additionally there will be 20 demonstrations of the MODFAT Diet in 10 different communities each year until 2010. | State Public Health, National Health Department, Department of Agriculture, Youth and Women Groups, NGOs, FBOs, DOE, CSP, EPA, College Of Micronesia-FSM Landgrant |
| 8. Ongoing Suicide Prevention | • Decrease Incidence of | State SAMH, |

| | | |
|---|---|---|
| through Public Education and Discussions within existing Youth Organizations. | Suicide by 10% by 2006. | National SAMH, Social Affairs, Youth and Women Groups, NGOs, FBOs, Public Safety Department |
| 9. Ongoing Family Communication and Parenting Strategies Training. | • Strengthen Family System by holding 4-5 trainings per year. | State Public Health, National Public Health, Women and Youth Groups, NGOs, FBOs, DOE |

## 6.3 YOUTH IN ECONOMIC DEVELOPMENT

**Objective:** To encourage the active participation of young people in Economic Development.

**Overview:**

As part of the Economic Summit goals, the FSM Government directs additional funding towards promoting industry, and employment. Agriculture, fishery and tourism are targeted for special attention as it is seen that these areas have the potential to create employment and generate cash. At the same time, the Government cautions that this development is not at the expense of traditional farming and fishing.

Efforts continue at the national level through the Department of Economic Affairs (Agriculture, Forestry and Fisheries) to explore more potential cash crops that can be introduced to boost agricultural development. Government will promote and support Pohnpei Island Agriculture and Trade School in training young people in farming and fishing skills, so graduates can go on to develop their own farms for both subsistence consumption and sales at the local market. Efforts continue through the Visitor's Bureau to promote tourism development throughout FSM.

The Governments of the States as well as the National Government have been and are likely to remain as the largest employers in the FSM. There is a need for the design and implementation of policies and programs to promote employment among young people. The Economic Summit aims at developing the private sector so that more employment opportunities can be generated. Various investment opportunities are now being offered to both locals and non-locals and it is hoped that these initiatives will generate more employment opportunities for young people.

Given the limited scope for governmental employment due to Compact II requirements, this Policy advocates more exploration of creative ideas for income generation. It advances the view that having a full time job is not the only way of earning a living. It encourages young people to explore what they can do to earn an income rather than working for someone else in exchange for pay. In other words, become self-employed, in areas such as small business, local food processing, farming, fisheries, tourism, etc.

Business advice can be obtained from the Small Business Development Center on generating business ideas and developing business plans.

**Strategies, Outcomes and Responsible Agencies:**

| Strategies | Intended Outcomes | Responsible Agencies |
|---|---|---|
| 1. Develop privatization[30] strategies that give preference to viable enterprises owned and operated by youth of Micronesia by 2007. | • Increase number of Youth Owned Businesses each year.<br>• Decrease migration of youth talent from FSM by 2010. | National Level, HESA, DEA, Youth Groups |
| 2. Expand the formal educational system to include courses on free enterprise, entrepreneurship and capital-based systems within Micronesia by 2007. | • Increase the number of youth participating in business studies by 10% by 2010<br>• Increase number of Youth Owned Business each year.<br>• Decrease migration of youth talent from FSM by 10% per year.<br>• Increase the number of youth in full time employment. | HESA, Dept of Education in States, Youth Organization |

[30] To change from Government or public ownership or control to private enterprise.

| | | |
|---|---|---|
| 3. Encourage, through financial support, youth to engage in creating businesses that promote economic add-value in farming, fishing, and tourism. | • Increase number of Youth Owned Business each year.<br>• Increase creation of the number of new businesses that provide employment opportunities in FSM.<br>• Increase the number of youth involved in farming, fishing, and tourism. | HESA (education), DEA (fishing framing and tourism), Financial Institutions |
| 4. Establish a national scholarship fund for 20 young people per year who major in business development in high school and will pursue business in college. | • Increase the number of youth participating in business studies each year. | Financial Institutions (banks), NGOs, private enterprises |
| 5. Create national campaign beginning in 2005 that promotes "Buy Micronesia, By Micronesia" for locally grown, produced or harvested foods from youth owned businesses. | • Evidence of decrease in importation of foods that can be supplied locally.<br>• Increase the number of youth involved in production of local food. | HESA (youth coordinating teams), DEA (tourism, fishing, agriculture) |
| 6. Establish one per State a Coalition of Youth Economic Development by 2006. | • Four Youth economic Coalitions established within the Policy timeframe. | Youth groups in each state |

| | | |
|---|---|---|
| 7. Award contracts to those legal enterprises owned and operated by youth of Micronesia. | • Increase number of Youth Owned Business in the hospitality area.<br>• Decrease migration of youth talent from FSM.<br>• Increase the number of youth employed per year in the tourism sector. | SB loans agencies, aid agencies, local grant agencies, financial institutions |
| 8. Provide economic assistance in the forms of Small Business Loans, local grants and foreign aid to youth in support of small business farming, inshore fishing, oceanic fishing, sewing and any other local craft specialties that promote and enhance the economic base of the local community. | • Increase percentage of money available and distributed to YOB each year.<br>• Increase number of successful YOB Business.<br>• Increase the number of youth employed by YOBs. | SB loans agencies, aid agencies, local grant agencies, financial institutions |
| 9. Provide four training and small business workshops per state/year that teach fundamentals of business creation, finance, marketing, management, sales, and manufacturing. | • Increase the number of Youth Owned Businesses by 10% per year.<br>• 10% increase per year in number of youth employed fulltime. | Youth organizations in states, SBDC, NGO's (Micronesia Bound, Peace Corps, etc.) |
| 10. Establish annual local economic-based community youth competitions that showcase the talents of enterprising youth beginning in 2005. | • Increase in number of business start-ups per year.<br>• Increase the number of youth participating in youth competitions. | Youth groups, COYED |

| | | |
|---|---|---|
| 11. Provide financial incentives to youth who start up or expand small business enterprises that hire 3 or more employees. | • Increase number of Youth Owned Businesses within Policy timeframe. | SB loans agencies, aid agencies, local grant agencies, financial institutions |

## 6.4 YOUTH WITH STRONG CULTURAL IDENTITY

**Objective:** To promote respect and appreciation for the Cultural Heritage of the FSM through strengthening initiatives relating to Performing Arts, Crafts, Traditions and Language.

**Overview:**

Cultural preservation is an often-overlooked sector where international cooperation plays a central role. The world's cultural diversity continues to get smaller at an alarming rate and Micronesians are an important part of this diversity. The nine (9) distinct languages in the FSM states are perfect examples of the cultural and language diversity in FSM. The differences in cultural values, norms and practices that prevailed in FSM require immediate and timely preservation, adoption, application, respect and appreciation by the target youth group.

The FSM's history of having been administered by foreign countries has introduced lifestyles that often clash with traditional values, norms and practices. Four (4) foreign countries have administered these islands with different political, economic, social and even education priorities. The FSM national government has the potential for establishing cross-cultural education programs that will strive to create learning environment (formal, non-formal and informal) where the youth can compare and contrast introduced and traditional lifestyles.

Preservation of traditional values, norms and practices is essential to successful development of the tourism industry, yet at the same time is threatened by it. Balancing the two elements represents a formidable challenge for the FSM. The FSM's natural potentials for the establishment and development of viable eco-tourism[31] awareness activities and events for the youth population will be essential for the balance between preservation of tradition and establishment/development of the tourism industry. Youth should be made aware of their roles and responsibilities and also provided the necessary skills in order for them to be part of the mechanism for maintaining a sustainable balance between preservation/conservation of the flora and fauna and sustainable eco tourism projects.

This policy strongly promotes the teaching and continuous practice of traditional skills in weaving, woodcarving, local dancing, singing, traditional sports and other forms of

[31] Environmentally focused tourism activities.

cultural practices. This will make cultural and traditional values a key foundation for implementation of this policy.

**Strategies, Outcomes and Responsible Agencies:**

| **Strategies** | **Intended Outcomes** | **Responsible Agencies** |
|---|---|---|
| 1. To declare a National Youth Cultural Week that includes National Youth Award Scheme. | • Declaration of a National Youth Week.<br>• Youth Annual Gathering.<br>• Enhanced Cultural Awareness and greater awareness of cultural diversity. | FSM Youth Coordinator<br>Secretary, HESA |
| 2. To implement, monitor, and evaluate the National Youth Cultural Week. | • Identification and Recruitment of potential youth representatives. | FSM Youth Coordinator<br>State Youth Coordinators<br>Municipal Offices<br>Youth Groups |
| 3. To create a National Youth Volunteer and Exchange Program. | • National Plan created and operation within Policy timeframe.<br>• Strengthen spirit of volunteerism among youth.<br>• Youth learning at least one FSM language.<br>• Sharing of traditional arts, crafts, songs and dances. | FSM Youth Coordinator<br>Historic Preservation<br>COM-FSM<br>Youth Groups<br>NGOs |

| | | |
|---|---|---|
| 4. To develop partnership with PIALA to include youth participation in annual events and conferences. | • Youth representation in PIALA.<br>• Maintenance of historical sites by youth groups.<br>• Youth Voice in Historic Preservation. | FSM Youth Coordinator<br>State Youth Coordinators<br>Municipal Office<br>FSM Historic Preservation Offices<br>Municipal Offices |
| 5. To encourage local cultural experts to share traditional knowledge and skills in arts and crafts, songs and dance. | • Transfer of knowledge and skills.<br>• Shift from verbal to written information.<br>• Inclusion of culture in educational curricula. | FSM Youth Coordinator<br>Historical Preservation Offices<br>DOE<br>Traditional Leaders |
| 6. To develop partnership with traditional leaders to promote and maintain traditional conservation practices. | • Transfer of skills from traditional leaders to youth.<br>• Enhanced appreciation and respect for traditional hierarchy. | FSM Youth Coordinator<br>State Youth Coordinators<br>Youth Service Providers |

## 6.5 YOUTH AND SPIRITUALITY

**Objective:** To foster the spiritual development of young people and encourage them to maintain the moral and spiritual principles found in the various respective faith traditions of the FSM.

**Overview:**

In the Federated States of Micronesia there exists a variety of churches and religious fellowships. Therefore, the term spiritual development, as used in this policy, does not attempt to define spirituality in creedal terms. Rather, the term spiritual development, as used here, is expressed in terms of relationships. Essentially, for the purposes of this policy the term spiritual development is defined as a vertical relationship with God that expresses itself in horizontal relationships with other people; namely, relationships with the members of one's family, of one's faith fellowship, of one's community and even with the world at large. In this sense, spiritual development entails several aspects.

1. Spiritual development is living a life based upon principles and ethical[32] standards that are rooted in one's spiritual tradition.

2. Spiritual development is a departure from a self-centered way of thinking and living.

3. Spiritual development is embracing a real and consistent concern for others by living a life of service.

4. Spiritual development is embracing joyfully the gift of life, as that life is experienced in oneself and in others.

5. Spiritual development encourages a sense of humility, that is, the ability to know oneself as one truly is.

6. Spiritual development encourages a sense of compassionate and consistent concern for others, regardless of their positions in life.

In defining spiritual development in terms of relationships the implication is made that a young person is not necessarily spiritual just because he/she is very active within a religious fellowship. Selfishness, arrogance and a lack of relationship are often noticeable even within a religious context. Consequently, it is possible for a young person to be thoroughly sincere in his/her religious beliefs and yet be driven unconsciously by feelings and desires that are inconsistent with one's religious faith, e.g., fear, arrogance, and unmet emotional needs.

In summary, the view of spiritual development, as used in this policy, is a dynamic one, not a creedal one. Spiritual development is primary a vertical relationship with God that leads to a horizontal relationship with the family of origin, the family of faith and the

[32] Being in accordance with the accepted values of society.

family of humanity. This relational concept concerning spiritual development provides the foundation stone for the strategies, goals, and objectives of this policy with regard to the youth of the FSM.

**Strategies, Outcomes and Responsible Agencies:**

| **Strategies** | **Intended Outcomes** | **Responsible Agencies** |
|---|---|---|
| 1. Need for a Ministerial Association. To form a ministerial association among churches of each State to address common concerns, e.g. youth ministries, HIV/AIDS/STIs, and to promote Christian fellowship along common lines while recognizing and respecting differences. | • Each state would have its own ministerial association made of churches that choose to participate. We look for progressive growth, even if the progress is slow. | Permanent representatives from the U.C.C. Church, the Roman Catholic Church, and all other churches that wish to participate and Government Agencies where appropriate. |
| 2. Seeking Help from Government and Other Associations. To have each state ministerial association request on behalf of the churches and all other organizations for National and State Government leaders to declare non-sectarian [33]days of prayer, days recognizing religious heritage, and proclamations[34] recognizing the contributions of various churches, ministries and religious societies to the general society. | • Leaders of ministerial associations contacting governmental leaders and other civic leaders to make these proclamations. | The ministerial association, as it grows. |

[33] Inter-denominational gathering not limited to members of one particular faith.
[34] An official Public Announcement made by the Government.

| | | |
|---|---|---|
| 3. Local Churches Motivate Youth. Churches to host events reflecting a common Christian heritage, e.g. hymn sings, special joint Holy Day services, seminars and workshops that address common concerns from a spiritual perspective. | • Churches are sponsoring events that address the concerns of young people.<br>• Young people fully participating in attending events sponsored by churches. | Participating local churches.<br>Church sponsored local youth groups. |
| 4. Action Groups. Churches to promote among the Micronesian youth service projects to encourage young people to think about others, to invest themselves into their communities, and to connect with other people. | • Young people involved in action service activities. | Ecumenical action groups of youth under the oversight of the ministerial association. |
| 5. Data Base of Resources. Churches to develop a skill bank of Christians with special skills who can address various issues of common concern to all churches from a Christian perspective. | • Ministerial associations are active.<br>• Ministerial associations establish skill bank. | The ministerial association special committee to build a data based resource. |

## 6.6 YOUTH AND THE ENVIRONMENT

**Objective:** To promote and implement educational awareness programs and practical projects focusing on the conservation and protection of the environment and sustainable use of natural resources.

**Overview:**

Micronesia is one of the remaining largely unspoiled nations of the world. It is a beautiful country with lush greenery and rainforests, cool waterfalls, wild waterways, sandy beaches, pristine waters, and many species of flora and fauna of which some are found only in FSM. Young people can play a major role in keeping it that way for future generations.

The FSM has joined the many Pacific island nations in embracing the concept of 'sustainable development' although its central elements have been practiced in Micronesia for centuries. With a land area of only 270 square kilometers, preservation of

the FSM's natural environment is essential to its future prosperity. Coastal degradation[35] is a major concern for some of the islands in the FSM. This policy advocates for more efforts towards educating the young generation on sensible environment preservation measures.

The wide range of ocean ecosystems within the FSM's control provides the country with one of the most diverse stocks of marine life anywhere in the world. The FSM can benefit from global biodiversity preservation efforts, especially as they relate to marine diversity. Accordingly, the FSM National and State Governments encourage the establishment of conservation areas where special measures are taken to conserve the biological diversity of the many islands of FSM.

To ensure that young people can participate effectively in environment-related initiatives, there is a need to incorporate local, regional and international environmental and sustainable development issues and problems into the FSM national and State formal education systems through developing of curriculum materials and resources for all levels of formal education.

There is also a need to increase knowledge, strengthen positive attitudes and develop skills in targeted youth groups and organizations so that they will have the capacity and motivation to teach their members how to manage their environment in a sustainable manner.

**Strategies, Outcomes and Responsible Agencies:**

| **Strategies** | **Intended Outcomes** | **Responsible Agencies** |
|---|---|---|
| 1. Develop specific Environmental educational Awareness (EEA) and Education for Sustainable Development (ESD) materials to different educational levels. | • Increased environmental awareness among youth. | National EPA<br>State EPA<br>Non-Gov't Org.<br>State Youth Office |
| 2. Conduct and coordinate training and assistance on the use of specific resource materials relevant to target groups. | • Increase resource material to target groups. | National NDOE<br>State DOE<br>NGO's CSP/TNC<br>Traditional Leaders<br>Youth Org. |

[35] Having been reduced in quality and value through erosion or weathering.

| | | |
|---|---|---|
| 3. Constantly monitor change in knowledge, skills and attitude among target groups by usage of periodic evaluation of materials and resources. | • Report on lessons learned during activities carried out. | National EPA<br>State EPA<br>NGO's CSP/TNC<br>Municipal Leaders<br>National Youth Office<br>State Youth Office |
| 4. Conduct ongoing training programs, seminars, media campaigns and other relevant actions on priority environmental issues. | • More young people practicing environment-friendly practices. | National & State youth offices<br>National & State EPA |
| 5. Develop partnerships with government leaders, traditional leaders, community leaders, and leaders of Faith-based Organizations to encourage young people to be more proactive[36] in their efforts to preserve their environment. | • Increase collaboration among groups/organizations.<br>• Increase youth efforts in preservation of the environment. | National & State Youth offices<br>Municipal Leaders<br>Traditional Leaders<br>FBO Leaders |
| 6. Promote community participation in environment and sustainable development practices and awareness initiatives. | • More community involvement in sustainable environmental practices. | National & State Youth Offices<br>Youth Org.<br>Municipal Leaders |

## 6.7 YOUTH WITH NATIONAL PRIDE

**Objective:** To nurture national pride and maintain a spirit of cooperation and partnership among the young people of the Federated States of Micronesia.

**Overview:**

In the FSM, island or community inter-dependence is normal. Everyone works together in all aspect of the community or village life and everyone pitches in to help in various activities being carried out whether it is traditional, civic or religious. This makes for successful communities or villages. This policy should derive an important lesson from that experience that can be applied to the youth development scene.

[36] Acting in advance to deal with an expected problem, difficulty or situation.

This Policy encourages greater cooperation to build strong relationship among youth organizations leading to a strong sense of pride and national identity for young people, public gathering, conferences, workshops, national events and other forms of association have a lot to offer in creating this environment in the society. With a focus on promoting mutual respect, understanding, tolerance, peaceful association and solidarity, such activities give young people the opportunity to learn from each other through sharing their experiences and exchange of ideas. This interaction also promotes a feeling of caring connections with a range of groups and people with similar interest. Through this opportunity for positive development, they feel good about being able to develop and maintain healthy relationships with other young people. They also gain a valuable opportunity to develop their leadership and organizational skills.

This approach acknowledges that healthy development for young people can be possible through having positive connections with their social environment. A key benefit of this approach is that a sense of national pride will encourage enhancement of the values of peace rather than engaging in risky and anti-social behavior.

**Strategies, Outcomes and Responsible Agencies:**

| **Strategies** | **Intended Outcomes** | **Responsible Agencies** |
|---|---|---|
| 1. Encourage youth participation in the FSM Games held every four years. | • More young people participating in the FSM Games. | National Sports Office |
| 2. Advocate for the declaration of annual National Youth Week/Day and National Youth Award Scheme to recognize young peoples contributions to nation building. | • National Youth Week or Day declared.<br>• Young people recognized for their contributions to nation building through Special Youth Achievement Awards.<br>• Young people demonstrate national pride through participation in National Youth Week activities. | National Youth Office, State Youth Offices and Youth Councils, Schools, NGOs, FBOs, Business Sector, Diplomatic Missions. |
| 3. Encourage COM-FSM to organize National Campus Sports Competitions. | • National and Inter-State Sports Competitions. | COM-FSM |

| | | |
|---|---|---|
| 4. Conduct community enrichment programs at State level. | • Number of community enrichment programs established and carried out by young people.<br>• Young people demonstrate commitment to improving their respective programs. | Youth Organizations |
| 5. Develop partnerships between parents, teachers, and students so parents can share skills with students. | • Number of skills development programs conducted with parents, PTAs. | Public and Private Schools, PTAs. |

## 6.8 INSTITUTIONAL STRENGTHENING, CAPACITY BUILDING AND COORDINATION

**Objective:** To strengthen the capacity and effectiveness of youth organizations in the planning and delivery of youth programs, promoting youth networks, and implementing, monitoring and evaluation of the National Youth Policy.

**Overview:**

The Mission of the FSM National Youth Office (FSM-NYO) is to coordinate the implementation, monitoring and evaluation of the FSM National Youth Policy.

This will be in the form of support, and assistance in the design and implementation of youth development activities within and between the States of the FSM and between the States and foreign entities. In addition, the Program will develop and organize national activities, which encourage and/or support such youth development activities, which contribute to national youth development activities.

The NYO and State Youth Offices will promote regional and international cooperation and collaboration with Youth Organizations to improve the delivery of youth services in FSM.

The NYO and State Youth Offices will also promote a sense of unity and goodwill among young FSM Citizens through collaborative Youth Activities and Training events.

The NYO and State Youth Offices will also assist the Department of Health, Education & Social Affairs with health related youth problems.

**Strategies, Outcomes and Responsible Agencies:**

| Strategies | Intended Outcomes | Responsible Agencies |
|---|---|---|
| 1. Redefine the objectives and functions of the NYO so it reflects the new direction outlined in the NYP. | • NYO objectives and functions redefined within 3 months after the adoption of the NYP. | NYO |
| 2. Redefine the objectives and functions of the State Youth Offices so it reflects the new direction outlined in the NYP. | • State Youth Offices objectives and functions redefined within 3 months after the adoption of the NYP. | State Youth Offices |
| 3. Establish partnerships with key stakeholders to determine appropriate action towards the implementation of the NYP in 2004. | • Linkages established and strengthened with partner organizations immediately after the adoption of the Policy. | NYO, State Youth Offices |
| 4. Strengthen communication networks between NYP Stakeholders, funding agencies and regional organizations. | • Ongoing communications and collaboration amongst key stakeholders strengthened. | NYO, State Youth Offices |
| 5. Develop annual work plans for implementation, monitoring and evaluation of NYP. | • Work plans developed and put into action immediately after the adoption of the Policy. | NYO, State Youth Offices |
| 6. Secure additional resources to support NYP Initiatives at National and State levels. | • Project proposals regularly developed and presented to potential donors.<br>• Increase in funds secured for youth development. | NYO, State Youth Offices |
| 7. Conduct annual Strategic Planning Training for NYO staff, State Youth Office Staff, and FSMYC members. | • At least one training activity conducted per year. | NYO, State Youth Offices |

| | | |
|---|---|---|
| ct Train-the-Trainers or Office Bearers of ganizations. | • At least one training program conducted per year.<br>• Pool of Youth Trainers established to conduct future training. | NYO, State Youth Offices |
| ct ongoing Leadership agement Training for ders. | • Youth leaders more effective in managing their youth organizations. | NYO, State Youth Offices, Youth Organizations. |

# MPLEMENTATION MECHANISM

## OLICY IMPLEMENTATION AND COORDINATION

### Department of Health, Education and Social Affairs (HESA)

As the central Government Department (Ministry) responsible for youth development in the country, the Department is the lead agency in overseeing the implementation of this Policy. This task requires close coordination among the States and National Youth Office and all groups concerned with youth issues. Therefore, the Department will work closely with the FSM Youth Council and State Youth Councils, to ensure the effective implementation of the initiatives outlined in this Policy. Key partner organizations that can play a role in the implementation of this policy are listed in the tables in Section 5 of this document. The Department would work closely with them in getting the various strategy areas of the Policy implemented.

Where the Department is charged with the direct responsibility for carrying out specific activities related to this Policy, it will seek financial and other resources through approved government channels for supporting those activities.

### ) The FSM Youth Council

The FSMYC is recognized as the key partner for the Department of HESA in the implementation of this Policy. It is important the FSMYC work as a mutual partner in policy decision, consultative mechanism, performance monitoring and evaluation reviews and any other forum organized in relation to the implementation of the Policy. It is also important for the FSMYC to maintain its membership of the Pacific Youth Council so it can have representation at regional and international youth gatherings.

To improve the chances for success in implementing this Policy, the Department will initiate the establishment and strengthening of the FSMYC.

The FSMYC needs to work closely with the Department of HESA in coordinating the activities to be conducted by each State of the FSM while at the same time maintaining its independence as a non-government organization that serves the interests of the young people of the FSM.

Membership for FSMYC:

**Youth Official Focal Points**

1. National Youth Coordinator
2. Chuuk State Youth Coordinator
3. Kosrae State Youth Coordinator
4. Pohnpei State Youth Coordinator
5. Yap State Youth Coordinator

**Partner Agencies (GOs & NGOs)**

1. FSM Gender and Development Officer
2. FSM Department of Justice-Attorney
3. FSM Substance Abuse and Mental Health Unit
4. State Health and Education Departments
5. College of Micronesia-FSM (Student Services or Support Services)
6. College of Micronesia Land Grant Program
7. T-3 Program
8. US Peace Corps
9. Kosrae Youth Development Association – Executive Officers
10. Yap Youth Congress – Executive Officer
11. Pohnpei Youth Council Representative
12. Chuuk Youth Council Representative
13. COM-FSM Student Body Association (President/Executive Officer)
14. Micronesia Red Cross Society
15. Micronesia Bound, Inc.
16. Micronesian Seminar
17. Salvation Army

**Partner Agencies (FBOs)**

1. Catholic Church Youth
2. Congregational Churches Youth
3. United Church of Christ Youth
4. Assembly of God Youth
5. Evangelical Church Youth
6. Pentecostal Church Youth
7. Latter Day Saints Youth

8. Bahai Faith Youth
9. Every Home for Christ Youth
10. Seventh Day Adventist Youth
11. Pacific Missionary Fellowship Youth

Other organizations may be invited to become members of the FSMYC as deemed necessary.

**c) State Governments and Government Agencies**

The State Governments and government agencies that are already conducting activities recognized in this Policy are encouraged to continue their initiatives. Those that have been identified as potential partners in the implementation of new initiatives proposed by this Policy are encouraged to take up the challenges.

For the purpose of monitoring and evaluation of the progress of the Policy implementation, at the end of each fiscal year, all those National and State Government Agencies involved in Policy implementation are requested to provide to the Department of HESA, reports on the specific activities related to this Policy so these can be included in the annual report on the implementation of the Policy.

**d) Community Organizations**

Community Organizations that have been identified as potential partners (e.g. Churches, Sports groups, youth groups, village councils, private enterprises, etc) in the implementation of the new initiatives proposed by this Policy are also encourage to take up the challenge.

For the purpose of monitoring and evaluation of the progress of the Policy implementation, at the end of each fiscal year, all those community organizations involved in Policy implementation are also requested to provide to the Department of HESA, reports on the specific activities related to this Policy for inclusion in a consolidated report on the implementation of the Policy.

**e) Young People**

As young men and women between the ages of 15 to 34 years are the main target group for this Policy, they are encouraged to actively participate as beneficiaries[37] of the initiatives proposed in this Policy. They are also encouraged to take part in the planning, monitoring and evaluation exercises to be carried out as part of the Policy implementation process. This will ensure they can derive maximum benefits out of this Policy and at the same time give

[37] Those who receive benefits from the activities carried out.

them the opportunity to contribute to the ongoing refinement of the Policy strategies.

## ERFORMANCE MONITORING AND EVALUATION

is essential to ensure that the implementation of this Policy remains on track ıd according to plan. In this respect, it is important that periodical reviews of this ɔlicy become a necessary part of its implementation process. This will enable exibility to be applied to the selection of activities to be implemented within the ɔlicy period and provide opportunities for adjustments to ensure the Policy is ɔdated in response to any changes in the FSM social and economic environment.

he following process is recommended as guide for monitoring the effectiveness f the Policy.

### a) Annual Evaluation

In August each year, the Department of HESA (Youth Office) in collaboration with the FSM Youth Council and Partner Agencies, organizes a National Youth Leadership Conference to evaluate the progress of the implementation of the Policy for the current year. State and National level agencies will produce a progress report for submission to the Conference. Following the adoption of these reports, the Department of HESA will then produce a consolidated report on the implementation of the policy for distribution to all key stakeholders, funding agencies and for circulation at regional and international youth conferences.

### b) Policy Review

A thorough Review of the Policy needs to be conducted every 24 months[38] to ensure that the policy still remains relevant to the prevailing conditions of the time. A full report is to be produced as a result of the review for the purpose of informing the Government, the stakeholders, young people themselves, and funding agencies.

### c) Promotion of the Policy

It is recommended that the Policy be promoted regularly at village gatherings, state and national events, through the media and at regional and international youth gatherings.

### d) Key Indicators of the Effectiveness of the Policy

This Policy is formulated to achieve positive outcomes for the young people of the FSM. The following are some examples of key indicators of

oposed that reviews of the NYP be conducted in 2006, 2008, and 2010.

the effectiveness of this Policy and can be used during annual evaluations and policy reviews as a means of measuring progress:

- Increased awareness in society of youth development issues
- A marked increase in the number of skilled young people
- A larger proportion of young people practicing healthy lifestyles
- Greater number of young people actively engaged in income-generation enterprises
- Young people demonstrate greater respect and appreciation of their cultural heritage
- More young people demonstrate positive attitudes and moral values
- Greater involvement of young people in environmental protection programs
- Greater degree of youth participation in positive activities
- Greater number of young leaders holding leadership positions in the community.
- Evidence of the spirit of Unity of young people and their organizations
- Improved coordination and cooperation between stakeholders
- Increased allocation of resources by government to youth development
- Greater recognition and support for youth initiatives by donors.

When assessing the successes of this Policy, there is the temptation to measure the number of activities conducted or the number of young people participating in these activities as an indication of success. While this type of evaluation is generally acceptable, it is more important to measure the impact the activities have on the lives of young people. Impacts such as change or improvement in behavior or decreases in the incidences of negative actions are more difficult to measure but are more effective indicators of success. Therefore, organizations implementing Policy initiatives are encouraged to devise ways of effectively measuring the impact their activities have on the lives of young people bearing in mind that the overall objective of this Policy is to develop their full potential so they can have a better quality of life

# ❽ RESOURCE REQUIREMENTS

It is clearly evident that the practical initiatives presented in this Policy will require financial and human resources far in excess of the limited resources currently available for youth development in the country.

To secure additional resources for the implementation of this Policy, the Department of HESA will continue to advocate for more adequate financial allocations to its National Youth/Sport Unit from the national budget. The National Youth Office will assist where necessary, the securing of resources to support the implementation of Policy initiatives.

The State Youth Offices and stakeholders who are directly responsible for the implementation of the rest of the Policy initiatives are also challenged to actively seek out potential support from in-country and external funding sources for supporting their initiatives.

It is important to plan programs more strategically and youth leaders need to be resourceful and demonstrate willingness to shift away from the mentality of depending on handouts to the mindset of creative intervention required in order to succeed against the current backdrop of challenging socio-economic conditions.

# ❾ CONCLUSION

The FSM National Youth Policy is a vision formulated to give the young men and women of the FSM faith in the future. The Policy offers them opportunities to shape their own future, assume responsibility, and play an active role in the life of their respective communities.

To ensure its effectiveness as a tool for promoting positive youth development, this Policy has been aligned with national priorities. Its monitoring mechanism also allows for periodical updating in order for it to remain relevant throughout its implementation. This will also provide opportunities for effectively responding to emerging trends relating to young people.

Success in achieving the aspirations of this Policy can only be guaranteed if all concerned with the welfare and positive development of young people in the FSM truly collaborate to create and maintain a dynamic and exciting environment in which young people are empowered to make positive contributions to society while at the same time improving their quality of life.

## *Acknowledgements*

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**FSM National Youth Policy (NYP)**
**Consultation Checklist**

**Name:** _____ **Age:** _____ **Gender:** _____

**Organization:** _____

*Please read the entire Policy document and fill in the questionnaire by putting a tick in the appropriate box. If you answered* **No** *or* **Partly** *to any of the questions, please write your comments (explaining the reasons for your decision) on the back of this sheet. Thank you for your valuable contributions to this national project.*

| Questions | | Yes | No | Partly |
|---|---|---|---|---|
| 1 | Is the FSM NYP a vision that gives clear future directions for youth development in the FSM? | | | |
| 2 | Does the FSM NYP offer young people opportunities to assume responsibility for shaping their own future? | | | |
| 3 | Is the FSM NYP a statement of principles and values which are gender-sensitive and provides a coordinated response to the needs of young people? | | | |
| 4 | Is the FSM NYP an instrument that can raise the profile of young people within the Government and wider society? | | | |
| 5 | Does the FSM NYP demonstrate any relationship between young people's needs and the national goals of the FSM? | | | |
| 6 | Does the FSM NYP promote communication, cooperation and coordination between Government and Non-Government Organizations concerned with youth development? | | | |
| 7 | Does the FSM NYP show how youth policies and programs will be monitored and evaluated for its relevance and achievements? | | | |
| 8 | Does the FSM NYP address priority target groups with priority needs? | | | |
| 9 | Does the FSM NYP indicate long term and short term targets for its activities? | | | |
| 10 | Is the FSM NYP an indication of political will and commitment to youth development? | | | |

# FSM National Youth Policy (NYP)
## Consultation Checklist

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