



**Islamic Republic Of Afghanistan  
Kabul Municipality**



# **THE YOUTH POLICY STANDARD OPERATING PROCEDURES**

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Signature: \_\_\_\_\_



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KM	Kabul Municipality
YICC	Youth Information and Contact Center
YDC	Youth Development Council
CBO	Community-based organization
CDC	Community Development Center
GIRoA	Government of the Islamic Republic of Afghanistan
LYC	Local Youth Council



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The introductory sections of youth policy provides background information to the policy and helps the Department of Culture Affairs set the tone for the overall document.

“Youth Networking & Community” refers to activities that provide the youth (ages 15-24) with opportunities to engage positively in their communities, to socialize and work together, and to learn basic concepts of and strategies for civic responsibility and local governance. KM will do so through community development projects that contextualize short-term leadership trainings.

### ***Scope and Purpose of Policy:***

The overall objective and purpose of this policy is to strengthen ability youth to network and actively and positively participate in their communities.

KM will invite the youth to participate in the Youth Clubs (see below). In this activity, they receive focused training on responsibility, communication, unity, teambuilding, getting along, civic education etc. KM is committed to the followings:

**Viewing youth as partners:** KM views youth as key partners in all aspects of the KM youth projects, KM uses focus groups, youth mapping, and in-depth interviews to conduct an ongoing dialogue with youth in the district level offices. Such a continuing conversation will enable KM to better understand youth attitudes and perceptions and ensures the input of youth into the design of KM activities.

**A district-based approach:** Many of the KM youth related projects will be implemented in targeted districts in Kabul. In order to successfully implement such a district based approach, KM will visit communities and meet with local stakeholders to understand the needs and aspirations of local youth; views about youth development held by parents, shura council members, religious leaders and other key stakeholders; and identify the opportunities at the community and district, for youth to have access to jobs, entrepreneurship, and livelihood opportunities. Such district and community-based assessment activities will better enable KM to design youth development programs that respond to local context.

**A commitment to addressing gender:** KM approach also includes a focus on gender issues, and provides tools that are appropriate to meet the developmental needs of both young women and men. Each of KM youth programs will have a gender plan as part of their activity.

- Students/out of school will be invited to participate in the Youth Clubs (see below). In this activity, they receive focused training on municipal responsibility, city communication, unity, teambuilding, getting along, etc. They design and implement youth-led initiatives but they are not based in literacy/numeracy and other skills, but rather civic skills. If learners achieve minimal literacy and complete the Youth Club training and project, they will be eligible to take part in LYC training (described below)
- Two trainers from Cululture Affairs Department would be needed to work with the basic education curriculum development team and trainers to conduct a two-day ToT for district-based facilitators. These individuals may be the same as the curriculum developers for this integration piece.

Youth Networking Approaches:



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## **1. Integrated Programmatic Approach:**

The youth networking and engagement activities will be integrated into each of the delivery models utilized in KM. One to three days per month shall be devoted to a relevant youth networking and/or community engagement activity. The activity to be implemented could be as short as one hour or as long as one day with the remaining period of the allocated time devoted to identifying and planning the activity, orientation and preparation, and developing a brief action plan.

## **2. Built on Existing Assets and Resources**

The youth networking and engagement facilitator and accompanying instructional packages/materials will be based on an adaptation of existing KM and/or other donor or NGO/Community Based Organization (CBO) youth training materials, government and other infrastructure, partnerships, and physical spaces.

## **3. Consultations and Partnerships:**

KM will consult and partner with government ministries (Education, MoLSAMD, and Deputy Ministry of Youth Affairs), youth directorates, community coordinating bodies, and local NGO/CBOs in all community networking and engagement activities.

## **4. Development-Based Approach to Youth Development:**

KM views youth as having knowledge and abilities and will provide networking and engagement activities in in and out of schools that enhance both the personal and skill development of the youth. The following will characterize the positive, assets-based approach:

1. Create an environment in which the “class” feels more like a community gathering;
2. Sensory/kinesthetic activities;
3. Practical, applied activities;
4. Enjoyable and fun (to reduce depression)
5. Games and icebreakers (communication skills and other skills);
6. Practice of critical thinking and analytic skills;
7. Role-play, dialogues and theater/drama;
8. Skills application mimic what will be used in work, family, and community life; and
9. Production of learner generated materials.

**Youth Clubs, Trainings, and Youth-Led Initiatives (Community-based Service-Learning)**



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- Youth clubs will be developed to target literate, non-literate and low-literate youth whose communities' do not have a functioning LYC, who may be benefitting from KM's trainings. 2 communities per districts Shall be formed (In total 44 communities)
- Target communities should be determined in consultation with local partners, particularly those already visited by YICC representatives and with consideration of security realities at the time
- A community consists of 20 members ( 10 male and 10 female). They will be selected randomly from those interested. Youth Clubs will gather for two hours, once a week, to discuss topics such as unity, honesty, peace, responsibility, charity, and respect, civic education and engagement in municipal activities.
- Youth teams will receive monitoring visits once a week for the subsequent four weeks from the facilitator to support their initiatives. In these discussions participants will be asked to reflect on how they are putting into practice their lessons, what problems they have encountered and how to solve them how is organization and scheduling of event coming, and to allow for financial monitoring. This may be conducted via ICTs such as mobile phone calls or SMS texting.
- In Youth club gatherings tea and snacks will be provided as negotiated with Wakil Gozar, shuras, mullahs during the community mobilization period. Community incentives should be provided to be shared (e.g., sports equipment, a chlorine filters for water, detergents/soaps)
- A curriculum will be created on these topics for facilitators to follow. However, the training will not utilize printed materials so that any youth may participate.
- One male and one female community mobilizer/facilitator per district who has been trained by KM partners will conduct the trainings. The facilitator will need to be a district-based staff member to ensure community entry and familiarity.
- The training will culminate in youth's design and implementation of youth-led community service initiatives. These initiatives will be completed in teams.
- A new training will take place every two months after the community engagement projects from the previous cycle have been completed. Five trainings will be held each year in each targeted community. Two months are not scheduled to account for Ramadan, elections, and other events.
- Youth Clubs will gather once a week (e.g., Fridays after prayers) to be determined by during community mobilization. Boys' clubs may meet at the community mosque and girls may meet in a private residence, guest house, or community area (e.g., park) if culturally appropriate and weather permits. The informal nature of the trainings and small number of participants at one time allows for flexibility by community.

### *Youth Club Targets*

<b>Districts</b>	<b>Targeted Communities</b>	<b>Trainings per District</b>	<b>Participants per District</b>	<b>Youth-Led Initiatives per District</b>	<b>Non-participant Youth Volunteers</b>
District one					
District two					



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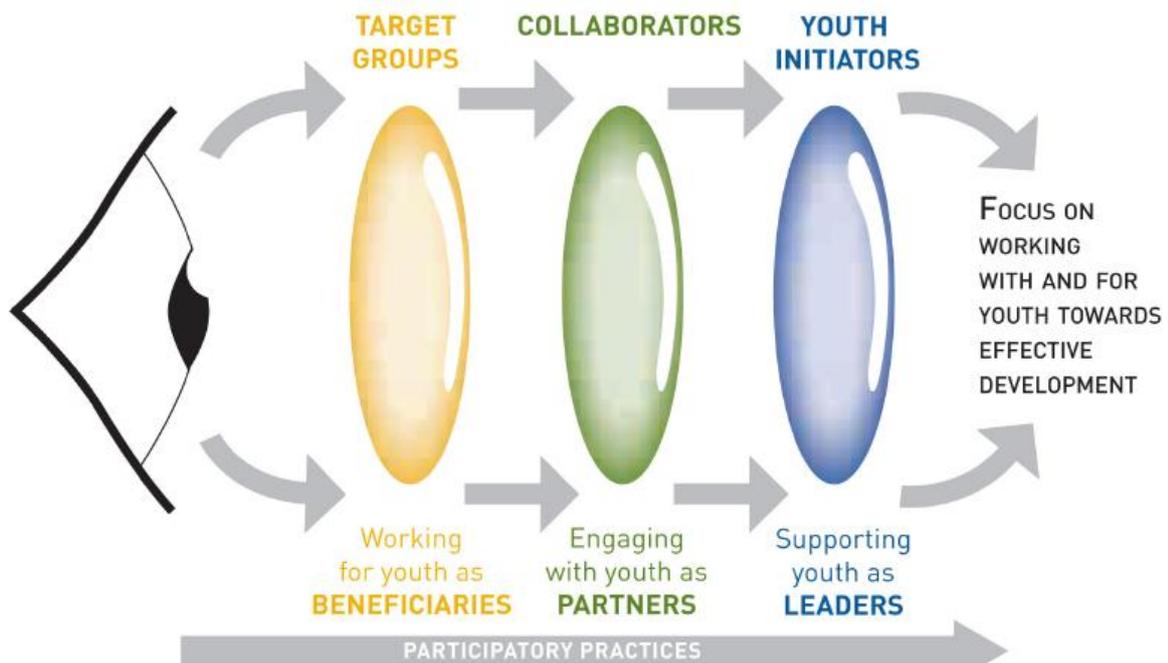
District					
All other districts					
TOTAL					

\*Same communities and targets for Year 1 and Year 2. The above represents Year 1 only.

**Three-lens approach to youth participation**

This approach aims to foster the active, informed and voluntary involvement of young people in decision-making and the life of their communities

This is an assets approach to youth participation in development which rises and mobilizes individual or group talents and strengths, rather than focusing only on deficits (needs), problems or threats and is referred to as the three-lens approach to youth participation.



**Local Youth Council (LYC) Organizational Capacity Building Training & Community Engagement Action Plan**

- This activity aims to build the capacity of existing Local Youth Councils (LYC) through a 10-day (non-consecutive), three-phase training focusing on civic responsibility, organizational planning, and action planning with applied community engagement activities.
- Name is to be determined but may include Afghan Youth Community Engagement & Leadership Program (or some variation).



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**“Afghan Youth Networking & Community Engagement” Conference**

- KM will organize annual “Afghan Youth Networking & Community Engagement” Conference in Kabul (depending on security and access).
- The conference will run one day.
- delegates from each LYCs will be eligible to participate in one day conference (around 100 total)
- The purpose of the conference is to support district youth networking, to showcase LYC activities, to share ideas and engage in collective problem-solving, and to receive ongoing professional development trainings.

<b>Youth Services Approach</b>	<b>Youth Development</b>	<b>Youth leadership</b>	<b>Civic Engagement</b>	<b>Youth organization</b>
Defines young people as clients	Provide better services and support, access to caring adults and safe spaces	Builds in authentic youth leadership opportunities within programming and organization	Engage youths in education and awareness programs	Builds membership base
Provides Services address individuals problems and pathologies of young people	Provide opportunities for the growth and development of the young people	Helps youths deepen historical and cultural understanding	Build skills capacity for the power analysis and action around issues youths identifies	Involves youths as part of core staff and governing body
	Meet youths where they are	Build youths capacity to be decision makers and problem solvers	Engage youths in advocacy and negotiations	Engages in direct action and political mobilization
	Build youths individual competencies	Encourage youth to participate in community development projects		Engage in alliances and collections
	Provide age appropriate support			
	Support youth partnerships			



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## Implementation Mechanisms

22 districts level communities in Kabul city will be targeted. Target communities will be determined in consultation with local partners. Only 5 males and 5 females per community will be permitted to take part in each training cycle. They will be selected randomly from those interested and permitted. Youth will gather for two hours in each district level community, once a week, for four weeks to discuss topics such as voluntarism, unity, honesty, peace, responsibility, charity, and respect. In addition, they will also discuss municipality issues and how to actively participate in the municipality affairs and how to keep their city clean and be a good citizen. One male and one female community mobilizer/facilitator for all communities who has been trained by KM will conduct the trainings. A new training will take place every month after the **youth participation activities**. 10 trainings will be held each year in each targeted districts. After each training cycle, the most promising youth will be selected to be peer coaches the following training cycle. This approach aims to build a cohort of trainers in each community. However, at this period, the same 22 communities in each district/Nahia will be targeted. The youths community established by KM will also sponsor youth sport activities, organize a youth volunteer work day and participate in the city cleaning public campaigns, hold a youth picnic in which youth meet and share ideas on how to work to improve community resources for youth in the other urban areas. The youth's community members will be encouraged to develop activities and initiatives. The youth initiatives (small grants) will be funded by KM which can be put to a good use that what they have learned.

Youth teams will receive monitoring visits once a week for the subsequent four weeks from the facilitator to support their initiatives. These chats will ask participants to reflect on how they are putting into practice their lessons, what problems they have encountered and how to solve them how is organization and scheduling of event coming.

