



DON BOSCO

YOUTH POLICY



INDIA 2020

DON BOSCO YOUTH POLICY



INDIA - 2020



PREPARED BY
DON BOSCO YOUTH ANIMATION – SOUTH ASIA
(DBYA-SA)

PUBLISHED BY
SALESIAN PROVINCIAL CONFERENCE OF SOUTH ASIA (SPCSA)

DON BOSCO HOUSE – SPCI – 991, New Palam Extension – 1, Dwarka Sector 7, New Delhi

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Dedicated To:

**To all Young People who regenerate hope and life
and to all Youth Workers who help shape their destiny**

“I have promised God that until my last breath I shall have lived for my poor young people.

I study for you, I work for you, I am also ready to give my life for you. Take note that whatever I am, I have been so entirely for you, day and night, morning and evening, at every moment.”

Don Bosco to Young People



CONTENTS

1. WHO WE ARE?	9
2. WHY THIS POLICY?	10
2.1 Our Inspiration	
2.2 Our Responses	
3. YOUTH POLICY IN THE INDIAN CONTEXT	12
4. VISION, OBJECTIVES, APPROACHES AND PRINCIPLES	15
4.1 Vision	
4.2 Objectives	
4.3 A Multipronged Approach	
4.4 Principles Underlying the Youth Policy	
4.5 For Whom is this Policy ?	
5. KEY PRIORITIES AND IMPERATIVES	23
5.1 Holistic Health	
5.2 Social Inclusion	
5.3 Youth Participation in Governance and Civic Engagement	
5.4 Education that Empowers	
5.5 Environmental Engagement	
5.6 Sports, Arts and Recreation	
5.7 Meaningful Employment and Entrepreneurship	
5.8 Gender Sensitivity and Equality	
5.9 Advocacy and Networking	
5.10 Media Education	
6. PROTOCOLS	49



SOCIETA' DI SAN FRANCESCO DI SALES

SEDE CENTRALE SALESIANA

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General Councillor for South Asia Region



The education and empowerment of young people are the purpose and priority of the Salesian Society. We are aware that in our youth ministry, it is our duty to study, interpret and implement the laws of the land and of international youth organizations for the promotion of the wellbeing of young people as well as the basic values that guided Don Bosco himself in his work for the young. This policy is well integrated with various frameworks like 'World Youth Report 2018', 'International Youth Index', 'Indian Youth Index 2017', 'National Youth Policy of India 2014' and various State level policies in India. Don Bosco Youth Policy India applies to everyone working for or associated with a Don Bosco Institution in the Salesian provinces of India. It encompasses all the sectors of the Salesian Institution and includes without limitation.

The Don Bosco Youth Policy has been developed as a framework to promote common aspirations and priorities for youth ministry across Don Bosco Institutions in India. It aims to enable the integration of young people into adult society, helping them, at the same time, to remain youthful. It seeks to ensure that all young people are given meaningful opportunities to reach their full potential, both as individuals and as active participants in society, addressing all major concerns and issues critical to young men and women, giving direction to youth programmes and services.

This Policy covers all the youth in the age group of 15 to 29 years. Since all within this range do not form one homogenous group, but rather a conglomeration of groups with differing social backgrounds, roles and requirements, they are divided into three sub-groups of 15-18 years, 19-24 years and 25-29 years. While the Policy caters to the entire target group, more focused policies are spelt out for particular target groups considering their age-specific needs, socio-economic background and our resources. The Policy offers a framework for the Salesians and their collaborators to provide resources, support and services that will promote youth participation in framing processes and activities that enhance sustainable development efforts in the social, cultural and economic growth of the Society. Youth participation, respect for their rights and aspirations are key to this policy. The Preventive System, and approaches that focus on rights, duties, values and empowerment have also guided the formulation of this policy.

The Don Bosco Youth Policy also focuses on the protection of those living under negative environmental influences, vulnerable to abuse, exploitation, neglect and harm. Positively, it emphasizes on instilling in the minds and hearts of the young, a fundamental respect for every individual person, love and respect for natural and social environment, the diverse traditions and cultures of our nation and a sense of pride in such diversity. Thus, the Policy focuses on their holistic development. This Don Bosco Youth Policy identifies holistic physical and mental health, spirituality and meaning of life, social inclusion, empowering education, environmental engagement, Sports, Arts, Recreation, skill development and the like as essential areas of attention.

I commend the dedicated and qualified work of Fr. Maria Charles SDB, the head of Don Bosco Youth Animation for South Asia, and all the members of the DBYASA. It is their interest and commitment, their ability to consult and take everyone on board along with the contribution of other experts in the field that has resulted in this wonderful policy. It is rich and wholistic by which all the Salesians and every youth worker within and outside the Salesian institutions can profit, be it for personal growth, organization training programmes, and for guidance in the processes and plans for youth development. May it be widely and deeply known, studied and taken as guide for the noble mission of building up young people. Don Bosco and his belief systems are its inspiration. May this Father and Teacher of the Young bless all of us, dedicated to the young by our life's vocation.

With appreciation and admiration,

Fr. Maria Arokiam Kanaga SDB

General Councillor for South Asia Region

Turin, Valdocco, Mother House of Salesians of Don Bosco, Italy

24 February 2020



WHO WE ARE?

1

- 1.1 We the Salesians of Don Bosco (SDB) in India are members of the Catholic Church, officially known as the Society of St. Francis de Sales. It was founded in 1859 in Turin, Italy, by Don Bosco, a saint and an educator, who reached out to the influx of aimless and homeless youngsters.
- 1.2 We the Salesians of Don Bosco are solely dedicated to the service of the young. We specialize in working for and with young people, taking up every venture that responds to their needs. The institutions that are associated with the Society, are generally referred to as Don Bosco Institutions. In India, we Salesians of Don Bosco serve the young people with 267 Schools; 41 Higher Education Institutions; 103 Technical Institutes; 420 short term Skill Development centres; 72 institutions for the Young at Risk; 58 Youth Animation Centres; 208 Boarding houses and hostels; 22 Youth Counselling centres; 33 Centres for Career Guidance and Job Placement; 110 Oratories and Youth Centres; 8,606 Self Help Groups and 14 Communication Centres. At any given point of time, through these Institutions and Centres, we serve over 1.2 million young people¹. We also engage in supportive and empowering services such as counselling, sports, music and arts and restitutive services to Young at Risk and the migrants.
- 1.3 Our work with young people in India dates back to 1906. In a century-long mission

with the young we have established hundreds of Institutions and initiated a reach-out programme for the education and development of young people all over the country. While our love for young people remains unchanged since the origin, our approach and attitude towards the young transforms and evolves with the change of time and context.

¹ Don Bosco Youth Services Directory 2nd Edition, 2018, New Delhi

WHY THIS POLICY?

2.1 OUR INSPIRATION

- 2.1.1 Following Jesus, the Good Shepherd and Don Bosco, the great apostle of the young, we have committed ourselves to the care of young people, positively engaging them to live a meaningful life so that they may enjoy “life in its fullness”².
- 2.1.2 The Universal Catholic Church has consistently expressed its unequivocal love for young people and has guided us to be shepherds, especially of the poor and the marginalised. The magisterium of the Church and numerous initiatives by the Church have repeatedly manifested its support and single mindedness. The SYNOD on youth 2018 has given us further impetus to respond to the concerns of the young people today³.
- 2.1.3 The General Chapters, the highest decision-making body, have prepared visionary documents and directives that guide our life and work with young people. A Department, under the General Councillor Youth Ministry, has been tirelessly working for decades to set high standards and guide the Salesians working with young people in over 130 countries. An updated “Salesian Youth Ministry: Frame of Reference” of the Department of Youth Ministry gives both policy and guidelines for the Salesians of Don Bosco⁴. Periodic International Congresses and

2 John 10: 10

3 <http://www.synod2018.va/content/synod2018/en.html>

4 Salesian Youth Ministry – Frame of Reference, 2014, Rome, Direzione Generale Opere Don Bosco

Conferences have kept alive the tandem of study, reflection and progress on a wide range of themes connected with young people.

- 2.1.4 This policy is well integrated and cross-sectoral with various frameworks like World Youth Report 2018, ‘International Youth Index’⁵ and ‘Indian Youth Index 2017’⁶ National Youth Policy of India 2014⁷ and various State-level policies in India.

2.2 OUR RESPONSES

- 2.2.1 The education and empowerment of the young people who are under our care are both the responsibility and priority of the Salesian Society. We safeguard them from all possible physical, emotional and spiritual dangers. We are constantly in search of approaches and strategies in working with young people, while keeping its key priorities both alive and in focus.
- 2.2.2 We are aware that while working with young people, it is our duty to study, interpret and implement the laws enacted in the country for the protection and promotion of the wellbeing of young people.
- 2.2.3 We are aware that as a responsible organization working with young people, we need to continually take stock of the

5 <http://youthdevelopmentindex.org/>

6 http://rgniyd.gov.in/sites/default/files/pdfs/publications/youth_development_index.pdf

7 http://www.rgnyid.gov.in/sites/default/files/pdfs/scheme/nyp_2014.pdf

ever-changing and transforming socio-economic and political environment, which offers much-needed guidance in understanding the culture of the young, their needs and their ever-growing aspirations. Hence, Don Bosco Youth Policy- India, strives to offer undeterred commitment and contribution to the welfare, protection and empowerment of the young people in our care.

- 2.2.4 An important purpose of Don Bosco Youth Policy is to enable the integration of young people into adult society, while it is also about helping the young people to be youthful. It is about ‘being’ as well as ‘becoming’; it concerns the quality of the present as well as preparing for the future. Don Bosco Youth Policy proposes a framework for the Salesians of Don Bosco in India to provide resources, support and services that will promote young people participation mechanisms to facilitate young people’s engagement in policies and activities that enhance sustainable development efforts in social, cultural and economic growth of the Society.



YOUTH POLICY IN THE INDIAN CONTEXT

3.1 According to the First Global Forum on Youth Policies in Baku, Azerbaijan, 2014, out of 198 countries, 122 countries have a national youth policy, with another 36 updating their youth policy. These numbers show that national governments are becoming increasingly aware of the fact that adequate legislation and policies are needed to respond to young peoples' concerns, aspirations and demands⁸.

3.2 India has the world's largest population of young people. As per India's Census, the total youth population increased from 168 million in 1971 to 422 million in 2011⁹. In the National Youth Policy of India-2003¹⁰, 'youth' was defined as a person of age between 13-35 years, but in the National Youth Policy of India-2014 Document¹¹, the age-group of youth is defined as 15-29 years, with a view to have a more focused approach, as far as various policy interventions are concerned. According to the National Youth Policy

of India-2014, 'Youth' is a more fluid category than a fixed age-group. 'Youth' is often indicated as a person between the age where he/she leaves compulsory education, and the age at which he/she finds his/her first employment. Often, the age-group of youth is defined differently by different countries/agencies and by the same agency in different contexts. United Nations Organization defines 'youth' as persons between 15 and 24 years of age¹².

3.3 Indian young people are beset with numerous problems. These problems vary from poverty to unemployment, to social exclusion, to exploitation. As of 2018, India has 31 million unemployed young people. As the report 'Youth in India 2017' by the Ministry of Statistics and Programme Implementation, Government of India states, the four main concerns of young people are Education, Employment, Civic Engagement and Migration¹³. Our rural young persons are characterized by sheer poverty, lack of access to land, lack of stable work, illiteracy and minimal participation. Many of these poor young people are underemployed or seasonally employed. With the rapid growth of the

8 <https://www.undp.org/content/dam/undp/library/Democratic%20Governance/Youth/2014%20-%20REPORT%20-%201st%20Global%20Forum%20on%20Youth%20Policies.pdf>

9 http://mospi.nic.in/sites/default/files/publication_reports/Youth_in_India-2017.pdf

10 http://www.youthpolicy.org/national/India_2003_National_Youth_Policy.pdf

11 http://www.rgniyd.gov.in/sites/default/files/pdfs/scheme/nyp_2014.pdf

12 <http://www.unesco.org/new/en/social-and-human-sciences/themes/youth/youth-definition/>

13 http://mospi.nic.in/sites/default/files/publication_reports/Youth_in_India-2017.pdf



internet, mobile technology and social media, young people have become more informed and more socially concerned.

3.4 The rate of crime amongst youth has increased to 40% and almost 56% of the crimes are done by youngsters between age group 16-25. Every year, more than 1,00,000 people commit suicide in our country and Youth (18 and above- below 30 years) are one of the vulnerable groups resorting to suicides with 33% share of total suicides.¹⁴ According to the data collected by NCRB from States/UTs rape cases have increased from 24,206 cases in 2011 to 38,947 cases in 2016¹⁵. There had been a 53.5% rise in the cybercrime. Out of 324 people arrested under the IT Act, 215 were from the age group of 18-30 years.¹⁶

3.5 National Youth Policy-2014 provides a holistic vision for the youth of India which is "to empower the young people of the country to achieve their full potential and through them enable India to find its rightful place in the community of nations¹⁷". The objective of constructing the 'India Youth Development Index' (YDI) 2017¹⁸ is to track the trends in Youth Development across the States. The Index enables us to recognize the high and low performing states and to identify the weak domains and informs the policy makers of the priority areas of intervention for youth development in the states.

3.6 Based on the National Youth Policy and India Youth Development Index, the Government of India has introduced many path-breaking schemes to ensure education and development for young

14 http://mospi.nic.in/sites/default/files/publication_reports/Youth_in_India-2017.pdf p.45

15 NCRB Journal - Vol-1 (No.1) | October 2018 Pg. 37

16 <http://www.indianyouth.net/crime-among-the-youth-an-alarming-state-of-nation/>

17 http://www.rgniyd.gov.in/sites/default/files/pdfs/scheme/nyp_2014.pdf

18 http://rgniyd.gov.in/sites/default/files/pdfs/publications/youth_development_index.pdf

people. For instance, the Skill Mission has been developed to create cross-sectoral and States convergence in terms of skill training activities¹⁹. There are many such schemes both by Central and State Governments which have helped to create opportunities, space and scope for the development of young people, particularly in securing better employment and entrepreneurship.

3.7 The young people have shown keen participation in campaigns for social change like Jan Lokpal Bill, Nirbhaya Movement²⁰, Swachh Bharat Abhiyan²¹. Active participation of the young people in India, both in protests and campaigns is evidence that they are socially conscious and politically active. This is indicative of the fact that today the young men and women in India are ready for meaningful sustainable social change.

3.8 There are a number of Indian CSOs (Civil Society Organisations)²² and institutions providing opportunities for young people to engage with social issues in a variety of areas. There are organizations that strive to strengthen local panchayat institutions and involve young people in the process of decision-making about community development programmes. They also support young people's participation in political processes by engaging them in monitoring elections, identifying civic and social issues and equipping them to generate change.

3.9 The government today is focused on four 'E's-- education, employment, entrepreneurship and excellence--to help young people. There are many programmes and initiatives by the

government which revolve around the young people. There are many creative academic courses such as Hospitality and Tourism, Handicraft, Healthcare, Textiles, Photography, IT, Retail, Banking, Insurance and skill development courses. Integration of skill development and skill training has become very important for the young people in India. The aspirations of the young people in India are linked to accessing quality education, obtaining reasonable employment or generative entrepreneurship, eradication of corruption and other social evils and harmonious cohabitation with the rich diversity of the land. These call for full expressions of their potential, while enhancing and expanding opportunities for sports and recreation, skill development and a scientific temper and ushering in changes that help create a better tomorrow.

4

VISION, OBJECTIVES, APPROACHES AND PRINCIPLES



19 <https://msde.gov.in/nationalskillmission.html>

20 <http://www.gnovisjournal.org/2017/05/02/the-nirbhaya-movement-an-indian-feminist-revolution/>

21 http://www.pmindia.gov.in/en/major_initiatives/swachh-bharat-abhiyan/

22 <http://unicef.in/OurPartners/Partner/3>

4.1 VISION

Don Bosco Youth Policy aims at Educated and Empowered young people who are protagonists of self-transformation and social change and contributors to the sustainable development of the nation!

4.2 OBJECTIVES

1. Aim at holistic education of young people through the educative system of Don Bosco.
2. Make the structures more 'youth participative' and 'youth-driven', which facilitate an ambience of joy and optimism to affirm their dignity and self-worth.
3. Enable all young persons in our care to contribute to the sustainable development of the nation.
4. Help the young people to become a skilled or meaningful entrepreneur and to liberate them from the clutches that enslaves them.
5. Give opportunities to the young people to discover themselves to understand their strengths and weaknesses to help them lead a 'purpose-driven' and 'value-based' life.
6. Facilitate young people to become conscious of and contribute to environmental concern.
7. Help young people to respect and to learn to live amicably with persons of different cultures and religion and also learn to respect Gender and Equality.
8. Give priority to the poor, marginalised young people and Young at Risk and encouraging equality of all social classes and help young people to learn and to accept Social inclusion.



9. Create youth spaces for the positive engagement of young people and promote creative express of Self and Society through music, arts, etc.

10. Accompany the young people to be responsible in the use of media.

4.3 A MULTIPRONGED APPROACH

The vision and objectives of Don Bosco Youth Policy are to ensure meaningful and healthy learning/living, for each and every young person in the country. The approaches that focus on prioritising youth participation, respecting youth rights and addressing youth aspirations are key to this policy. Keeping this holistic vision in mind, Don Bosco youth policy has been prepared following these eight distinct approaches as pathways.

1 PREVENTIVE SYSTEM APPROACH:

All educational plans and programmes in our settings are founded on a basic educational philosophy, which is usually referred to as "The Preventive System"²³. This Educational approach initiated by Don Bosco demands an open mind and steady mind, constantly on the alert, ready and prepared for any eventuality. It is based on three pillars: reason, religion and loving-kindness. Don Bosco Youth Policy proposes this time-tested approach to guide all youth-related plans and programmes

2 RIGHTS-BASED APPROACH:

Don Bosco Youth Policy recognizes and acknowledges the equal and inalienable rights of the youth. The rights-based approach deals not just with outcomes but also with how those outcomes are

²³ Constitutions of the Society of St Francis de Sales, Rome, Direzione Generale Opere Don Bosco, Page 17-18, Article 20.

achieved. Hence Don Bosco Youth Policy recognizes that young people are agents in their own development, rather than passive recipients of services. Don Bosco Youth Policy engages in educating the young people about their entitlements and empowering them to achieve those rights.

3 VALUE-BASED APPROACH:

More than ever, the Country needs models of integral persons who live by honest and principled values. Our Society has been plagued by corruption and dishonesty which has corroded the very fabric of our Society. Adults in India have accepted this to be a problem they have to live with. Don Bosco Youth Policy firmly believes that young people can not only resist but can also be champions of anti-corruption in public life in our country. It encourages and promotes among the young people public probity and personal integrity

4 EMPOWERMENT APPROACH:

While youth development may focus on developing individuals, youth empowerment is focussed on creating greater community change. Don Bosco Youth Policy is set to engage the young people in social, meaningful and community-enriching activities that the young people plan and execute, as well as help the young people gain vital skills and confidence to become productive and healthy citizens of the nation. Don Bosco Youth Policy sees a positive sense of self, value system, , a moral system of belief and pro-social connectedness as the goals of empowerment of the youth.

5 PARTICIPATORY APPROACH:

Don Bosco Youth Policy understands participation both as a means as well as an end. Hence the young people shall be involved in identifying their needs and issues, designing policy and priorities, implementing those programmes and monitoring them. We will facilitate structures that will ensure their participation and active involvement in all phases of policy and programme development, implementation and monitoring.

6 SCIENTIFIC AND EVIDENCE-BASED APPROACH:

Don Bosco Youth Policy encourages devising interventions and programmes based on analysis derived from research and studies, on our program context, implementation and impact, by establishing systems for robust data collection, both to demonstrate the effectiveness of youth policies and to suggest revisions.

7 SOCIAL INCLUSION APPROACH:

A just society is always inclusive. Poverty or development is multi-dimensional: it concerns access to health, education, employment, social services, human rights, freedom, life opportunities and the ultimate goal of the development enterprise – happiness. However, the reality is that the disadvantaged in the country suffer deprivation in many different ways. Hence Don Bosco Youth Policy demonstrates a preference for the needy, excluded, or devalued segments of youth in our society. When we make choices of programs/interventions, we consider those who are poor or pushed to the margins as a priority.

8 INTEGRAL ECOLOGY APPROACH:

Human beings are part of creation, not outside of it. The work of nurturing the human ecology of our communities is deeply linked with our thinking about development, and our relationship with the rest of creation. Social inclusion and economic sustainability are interrelated. Integral ecology calls us to understand our place as part of God’s creation and our responsibility for this planet, which is our common home. Integral ecology requires caring for our common home and everything that is connected; combating poverty, restoring dignity to the excluded and at the same time protecting nature.²⁴

4.4 PRINCIPLES UNDERLYING DON BOSCO YOUTH POLICY

4.4.1 RESPECT FOR THE NATION AND ITS DIVERSITY:

The fundamental value of all our interventions is to instil in the minds and hearts of the youth, love and respect for the diverse traditions and culture of our nation and a sense of pride in such diversity; and will inspire commitment to protect true nationalism and the constitutional values of justice, equality and fraternity.

4.4.2 PROTECTION OF YOUNG PEOPLE AT RISK:

Protection of those vulnerable to abuse, exploitation, neglect and harm, assist them to gain a sense of control over their lives and address the needs of the young people living under negative environmental influences.

24 Laudato Si’ n 139



4.4.3 ACCOMPANYING YOUNG PEOPLE:

Don Bosco was a true spiritual master and companion of young people. He used to say that education is a “matter of the heart” and that one must “open a way for God in the youth’s heart not only in church, but also in the classroom and workshop”²⁵. In the process of maturing to be an adult with identity, life choices, value systems, dreams and aspirations the young people require continuous and suitable accompaniment by adults. Their service is guided by unconditional affection, careful listening. Our accompaniment of the young people will be informal, contextual and friendly, based on respect and affirmation.

4.4.4 QUALITY EDUCATION:

Provide and promote quality education, youth-friendly, gender-sensitive, environmentally conscious and locally relevant education to the young people in all our settings, so as to enable them to become aware of their rights and to exercise them responsibly and thus instil a sense of discipline in their life. Also, to promote and enable them to exercise their right to recreation, which includes opportunities for sports, leisure, recreation and creativity and provide them with counselling and guidance for job placements.

4.4.5 SPIRITUALITY:

Every young person today needs spiritual resources to help heal the painful experiences of grief, guilt, resentment, unforgiveness, self-rejection and shame. Don Bosco believed that true spirituality plants seeds of integrity, care, compassion, kindness and happiness in young people.

25 <https://www.salesiansireland.ie/2018/01/spiritual-accompaniment-of-young-people-workshop/>



4.4.6 GENDER SENSITIVITY AND EQUALITY:

One half of our population is discriminated against based on gender. Gender sensitivity will be promoted in all our mission contexts, by inculcating a sense of respect and equality for other genders, particularly women. While adhering to equal opportunity for all in their socio-economic and cultural development, Don Bosco Youth Policy will address the concerns of gender equity in the main areas of education, employment, health and leadership.

4.4.7 INTEGRAL APPROACH & MULTI SECTOR COORDINATION:

An integrated approach that would lead to physical, mental, emotional, spiritual and social development of young people will be adopted, so that they will have physical fitness, a positive attitude, self-confidence, the requisite abilities and motivation, to contribute to the multifaceted development of their local community / region / nation and the world at large.

4.4.8 STRENGTHENING FAMILY AND SOCIAL CONNECTIONS:

Planting a sense of belonging and emotional ties with the family, facilitating a nurturing element through the family and other social connections of friends, teachers and mentors, and providing supportive home, school and community environments will be an underlying factor in all our interventions.

4.4.9 COMMUNITY OR STAKEHOLDERS ENGAGEMENT:

Involving Industry, Media, the University, School System and the NGO sector in the government’s initiatives of youth

development, seeking the involvement of local institutions and the community in youth development initiatives, will be our goal.

4.4.10 TECHNOLOGY AND INNOVATION:

Don Bosco Youth Policy would strategize on how best to leverage modern technology to serve the interests of the young people. It would also focus on ways and means of providing a legitimate space for innovation and creativity.

4.4.11 THE PATH OF NON-VIOLENCE:

Based on truth and openness, young people need to strive for achieving greater goals in life. We live in a pluri-religious and pluri-cultural context. We need to teach the principles of the great leaders who chose the path of truth & non-violence, in achieving great goals for their country and community. Our structure and programmes will reflect these principles and processes.

FOR WHOM IS THIS POLICY ?

4.5.1 THE TARGET GROUP

The Target group for Don Bosco Youth Policy are the young people in the age group of 15 – 29 years, both within and outside our institutional care in India.

4.5.2 THE PRIORITY GROUPS

While the policy caters to all the members of the target group, more focussed efforts will be taken towards the priority groups considering their socio-economic background and our resources.

We Salesians of Don Bosco resolve to commit ourselves to the following categories of young people:

Young at Risk

Economically poor Youth

Illiterate/Dropout youth

Unemployed Youth

Migrant Youth

Dalit Youth

Tribal Youth

Rural Youth

Addicted Youth

Other groups of deserving young people of a particular province/ region.

5

KEY PRIORITIES AND IMPERATIVES



Don Bosco Youth policy addresses the young people in the age group of 15 – 29 Years. These are formative years in which young people find themselves with different goals to achieve. We have categorised them into three sub-groups, in order to evolve appropriate plans for every young person in our care.

SUB-GROUP OF 15-18 YEARS AGE:

This is an important group which would be taken care of by providing adequate education/guidance/counselling regarding nurturing and sensitization of this group.

SUB-GROUP OF 19-24 YEARS AGE:

This group comprises of young people who are about-to or have completed their formal education and would start their career.

SUB-GROUP OF 25-29 YEARS AGE:

This is relatively a mature group of youngsters who have completed formal education and are spread out in various sectors as employees, professionals and are on the verge of settling in their sphere of work and raising families. This group would also include those who have not found a clear direction and livelihood opportunities.

Don Bosco Youth Policy identifies Ten essential areas in which we Salesians of Don Bosco would offer substantial services. While these are not exhaustive yet these imperatives represent our holistic attitude in serving the Young People.



1

HOLISTIC HEALTH

Health is a fundamental and cross-sectoral issue which has an important bearing on young people's wellbeing, capacity to partake in education, skills development, poverty eradication, and participation in the national economic, political and social processes. Hence the Salesians of Don Bosco:

Develop a strong and healthy generation equipped to proactively face challenges.²⁶

Will provide easy access to facilities that promote all forms of health and related services (includes hospitals and medical assistance).

Steps shall be taken to free the young people from all forms of addiction and abuse. Along with physical health, emphasis shall be also laid on mental health.

We will conduct programmes on Wellness/Wellbeing of Individual, family, society HIV AIDS, drugs/substance abuse, cleanliness and hygiene to promote healthy behaviour.²⁷

Focus on expansion of health education programmes in all of our institutions for the betterment of the young people.

Promote youth leadership in adolescent and women's health.²⁸

To facilitate access, to health information and services and to promote a social environment which strongly inhibits the use of drugs and other forms of substance abuse, wards off disease (like HIV/AIDS), ensure measures for de-addiction and mainstreaming of the affected persons and enhances the availability of sports and recreational facilities as constructive outlets for the abundant energy of the youth.²⁹

Adequate nutrition for the full development of physical and mental potential and the creation of an environment which promotes good health and ensures protection from disease and unwholesome habits.³⁰

To provide comprehensive youth-friendly health services ensuring universal access to promotive, preventive, curative and rehabilitative healthcare.³¹

AGE 15 -18

Promote the health of young people and develop youth-oriented healthcare.

Promote healthy lifestyles through physical activities, exercise, healthy eating habits and adequate sleeping habits.

26 National Youth Policy – 2014, Page 23

27 Draft State Youth Policy of Meghalaya, Page 14

28 Engendering the National Youth Policy (UNDP), Page 3

29 National Youth Policy – 2003, Page 2

30 National Youth Policy – 2003, Page 3

31 Jharkhand Youth Policy – 2007, Page 11

Engage qualified professionals to identify mental health issues of the young people at a very early stage and refer them to professional services where necessary.

Awareness on substance abuse, its ill effects and assistance to those who need.

AGE 19-24

Create youth counselling centres to provide psycho-social support, particularly to the emotionally fragile, who face issues such as worries, depression, low self-esteem, suicidal tendencies and those who are inclined towards unhealthy relationships.

Address the specific health problems faced by young people which inhibit their capacity to participate in society.

Take appropriate steps to reduce pre-marital and unwanted pregnancies, and the sequel of unsafe abortion.

AGE 25-29

Ensure effective of reproductive and sexual health of young people.

Provide technical and financial support to build institutional capacity of youth organizations addressing public health concerns especially to those with disabilities, in rural areas, and married at an early age.

Will provide group experiences and wean them away from gender stereo type, violence and social exclusion. We shall provide opportunities for the young to have social interactions and enable them to value interpersonal relationships.

Encourage volunteerism among the young for effective implementation of National Health Programs. (to be motivators, instructors, messengers, health workers, coordinators etc.) Be torchbearers of holistic health.

2

SOCIAL INCLUSION

Social inclusion plays a vital role in strengthening the resilience of the young, families and communities in achieving greater equity and supporting national human and economic development. Hence the Salesians of Don Bosco:

Sharpen their focus on the fundamental choice of serving the poor and marginalised.

Organise programmes, competitions and initiatives on peace and social harmony in/through all our institutions.

Encourage systematic identification of young people who are socially excluded on grounds of caste, religion, gender, language and other forms of discrimination that exist in our society. Thereafter, devise strategies to be inclusive to stand by those who are discriminated and to be advocates of their rights.

Ensure economic opportunities for youth in conflict-affected regions.³²

Develop a multi-pronged approach to supporting youth with disability.³³

AGE 15 -18

We understand disadvantaged young people as 'potentials' and not 'problems'.

Ensure that all our stakeholders are sensitive in dealing with the young people and treat them with due respect and dignity.

While the youth is interested in various social and cultural activities, they tend to be mostly restricted to their own socio-cultural and religious groups. Therefore, our youth also need a common platform with the values of nationalism, social-tolerance and inclusiveness as guiding factors.³⁴

AGE 19-24

Provide opportunities for the young to have social interactions and enable them to value interpersonal relationships.

Take appropriate measures to support disadvantaged young people at all levels of education and skills development through social protection, loans, grants, cadetship, scholarships (Govt parlance – we should say even financial assistance) and other appropriate measures.

Affirm that we will set goals to eliminate poverty among young people by bringing about active integration of vulnerable young people into mainstream society and the productive labour force.

32 National Youth Policy – 2014, Page 6

33 National Youth Policy – 2014, Page 6

34 The Goa State Youth Policy – 2014, Page 5

AGE 25-29

Identify 'Youth Icons' from the institutions to act as 'ambassadors' for promoting national values and social harmony.³⁵

take appropriate measures to promote physical and psychological recovery and social reintegration of victims and perpetrators of violence and former prisoners by providing access to education and skills development, and access to economic and social opportunities. Social and public initiatives that narrow down the differences that cause exclusions.

Provide legal, psychological and social aid to counter the challenges of exclusion.



3 YOUTH PARTICIPATION IN GOVERNANCE AND CIVIC ENGAGEMENT

Youth Participation in governance and civic engagement is an important mission for overcoming disrespect and marginalization of young people that, when done right, can contribute to positive changes in society. Hence the Salesians of Don Bosco:

Foster increasing participation in community services by means of innovative activities at the grass root level.³⁶

Youth monitoring and accountability creation in the areas of public expenditure and social welfare schemes.³⁷

Promote youth participation in local self-governance structures.³⁸

Ensuring effective participation of youth in planning, implementation and evaluation at all levels.³⁹

Build awareness on the importance of an active citizenry. Include in the educational curricula the relevance of civic component. Youth must be made aware of the various channels available to them to engage with Government agencies.⁴⁰

AGE 15 -18

Introduce the young to the structures of socio-political governance and encourage them to avail the opportunities.

Ensure the active participation of young people in all programs for their all-round development.

Promote Volunteerism by involving youth in community service through mandatory credit system in schools and higher education.⁴¹

Encourage participation of socially and ethnically marginalised young people at all levels.

AGE 19-24

Ensure active and substantive engagement of young people from diverse backgrounds

36 The Goa State Youth Policy – 2014, Page 19

37 National Youth Policy – 2014, Page 61

38 Draft State Youth Policy of Meghalaya, Page 12

39 Tamil Nadu State Youth Policy, Page 14

40 Tamil Nadu State Youth Policy, Page 19

41 Draft State Youth Policy of Meghalaya, Page 23

in planning, implementation, and monitoring of projects and programmes as it will significantly influence the lives of young people.

Encourage youth participation for their self-development and of the society as well for improving the effectiveness of existing interventions. Encourage them to venture into Public-Private-Partnership-Projects for common good.

AGE 25-29

Increase Youth participation in social work and encourage Youth for performing work in social welfare.⁴²

Ensure youth participation in formal and informal governance/decision-making processes relating to Natural Resource Management.⁴³

Promote active and direct participation in politics either through parties or without.

“ Youth Participation in governance and civic engagement is an important mission for overcoming disrespect and marginalization of young people that, when done right, can contribute to positive changes in the society. ”

42 Maharashtra State Youth Policy - 2012, Page 29
43 Draft State Youth Policy of Meghalaya, Page 10



4

EDUCATION THAT EMPOWERS

Education of young people is the most powerful tool of transformation in society. Apart from self-realisation, prosperity, progress and development. It can also usher inequality, justice, peace and brotherhood to all without exemption. We offer quality and integral education at all levels by establishing schools, technical institutes, non-formal learning centres, colleges and universities especially for the poor and the marginalised.

Education is a basic human right and an essential tool for achieving the goals of equality, development and peace. Equality of access to and attainment of educational qualification is necessary if more young people are to become agents of change.

Strive to provide a holistic education which empowers young people to lead integral life that is responsible and creative.

Strengthen spiritual foundation and value education among youth.⁴⁴

Make sure to provide high-quality education to all segments of society.

Capacity building at both secondary and higher-level education to support increased access and equity.⁴⁵

Educational curriculum to include information on health issues, de-addiction, reproductive health, H.I.V.-AIDS, national integrity, violence, terrorism and also on population issues.⁴⁶

Special efforts will be made for the education of youth who are differently-abled and economically deprived.⁴⁷

Implement quality improvement programmes to enhance student outcomes. These include the teacher training programmes and certification, curriculum improvements, revised student assessment norms, and accreditation of schools and colleges.⁴⁸

AGE 15 -18

Identify out-of-school youth and directing them towards enrolment or skill development.⁴⁹

Help young people to lead a life based on genuine social, moral and spiritual values.

Develop standardised syllabus for value education.⁵⁰

Provide quality information about avenues and opportunities available in various streams of education with a focus on employability.⁵¹

44 The Goa State Youth Policy – 2014, Page 35

45 National Youth Policy – 2014, Page 27

46 Maharashtra State Youth Policy - 2012, Page 8

47 Maharashtra State Youth Policy - 2012, Page 8,

48 National Youth Policy – 2014, Page 28

49 Tamil Nadu State Youth Policy, Page 21

50 The Goa State Youth Policy – 2014, Page 18

51 The Goa State Youth Policy – 2014, Page 33

AGE 19-24

Provide young people with proper education and training opportunities and to facilitate access to information in respect of higher education, employment opportunities and other services, including entrepreneurial guidance and financial credit.

Organise training programmes for trainers in Scouting with special emphasis on value education, national integration and preservation of cultural heritage.

Render vocational education by linking employability skills to every stage of education so that at any terminal point of education, the youth become employable.⁵²

Facilitate the students in making the right choice of education or career as per their aptitude, potential and interest.⁵³

AGE 25-29

Sensitize the target group by providing them with skill-based training and motivation to pursue the desired profession.

Strive towards making Youth expert and competent for the adaptation and remain stable in Global competitions and to develop new skills among Youth.⁵⁴

Encourage young people in our institutions to participate in voluntary and social works for the betterment of society.

“
The fundamental value of all our interventions is to instill in the minds and hearts of the youth, love and respect for the diverse traditions and culture of our nation and a sense of pride in such diversity.”

52 Tamil Nadu State Youth Policy, Page 22

53 The Goa State Youth Policy – 2014, Page 33

54 Maharashtra State Youth Policy - 2012, Page 40



5

ENVIRONMENTAL ENGAGEMENT

Environmental issues, especially irrevocable destruction of natural resources pollution of all sorts have a highly detrimental impact on the lives of young people and their future. Young people have a greater role to protect and conserve the environment and pass on the legacy to the generations to come. Hence the Salesians of Don Bosco:

Awareness drive among youth to work for the conservation of our biodiversity and environmental sustainability.⁵⁵

Promotion of environmental education and the creation of knowledge base among young people will enable future generations to build their capacities to address and cope with environmental issues.

Building capacities of youth councils to sustainably manage and use natural resources at local levels through community participation will be specifically supported.⁵⁶

Special efforts will be made to promote agriculture & related professions for employment opportunities to Youth.⁵⁷

AGE 15 -18

Ensure education and active participation in environmental conservation among young people. Increase awareness in young people on the need to conserve the environment.

Facilitate young people to participate in local, national and global environmental actions, events and campaigns, especially those that aim at combatting pollution, climate change, biodiversity loss, garbage proliferation and marine litter. Accompany them to find concrete and sustainable solutions to them.

Emphasise Training in environment management in schools and colleges. Involvement of youth in schemes like tree plantation and conservation of forest through Eco-clubs will be increased.⁵⁸

55 The Goa State Youth Policy – 2014, Page 33

56 Odisha State Youth Policy – 2013, Page 191

57 Maharashtra State Youth Policy - 2012, Page 13

58 Maharashtra State Youth Policy - 2012, Page 16



AGE 19-24

Expand The potential of eco-tourism to provide livelihood opportunity to local youth. In particular, steps will be taken to attract young tribal men and women towards ecotourism as means of livelihood.⁵⁹

Encourage youth groups and voluntary organizations to engage in afforestation including conservation of saplings.⁶⁰

Engage young people in effective forms of action and activism, to identify relevant and adequate responses to widespread environmental challenges locally, nationally and globally.

Promote training in 'Green Skills' in our technical institutions and other institutions of higher learning, so as to enable young adults to take up 'Green Jobs' in various sectors that contribute towards preserving or restoring the environment, such as renewable energy, solid waste management, water conservation, green construction and transportation.

AGE 25-29

Motivate the young to generate new opportunities for research, employment, occupation in environmental field.⁶¹

Involve young people in designing and implementing appropriate environmental policies and programmes. Sensitize and encourage involvement of youth bodies in fighting against pollution levels, toxic emissions and waste discharge into the natural environment at local levels.

Prioritize environmental education, to sensitise every young person towards the environmental issues; create mindsets that see nature as a common good to be protected rather than a resource to be exploited and design lifestyles that are environmentally friendly.

Equip young people with the required knowledge and skills to grow into effective environmental leaders; encourage them to play a leadership role in advocacy for day today environmental issues; support them to form and manage young people-led environmental movements.

Strive towards 'Green Campuses' in our settings, so that they become models of environmental care and education for young people. Accordingly, we focus on promotion of energy efficiency, renewable energy, water conservation, waste management, no single-use plastic, sustainable procurement, protection of trees and biodiversity on all our campuses.



59 Odisha State Youth Policy – 2013, Page 191
60 Maharashtra State Youth Policy - 2012, Page 16
61 Maharashtra State Youth Policy - 2012, Page 76

6

SPORTS, ARTS AND RECREATION

Sports, arts, leisure and Recreation are the major factors in the all-round development of young people. Their many benefits include improving health and well-being of individuals, contributing to the empowerment of individuals, and promoting the development of inclusive communities. For us Salesians, Sports, Arts, Recreation are not merely a tool to achieve something but form part of fundamental means to educate the young particularly the deprived and distracted. Hence the Salesians of Don Bosco:

Create awareness in families and communities on recreation and leisure activities for a balanced and healthy life of young people.

Promote sports for development and peace.⁶²

To make effective and optimum use of sports and recreational facilities.⁶³

Support and development for talented sportspersons: A seamless channel for talent identification, coaching, participation in competitions and incentive provision needs to be developed to promote excellence in sports.⁶⁴

presence has a dedicated and standardised space for sports and games.

Facilitate the participation of the young in sports activities as a compulsory educational programme.

Plan Effective remedies for increased participation of underprivileged Young Persons.⁶⁵

Promote indigenous and rural sports and not over-emphasis any particular sport but encourage diversity in sports.

AGE 19-24

Promote the importance of organising regular sports and games for young people in the neighbourhood.

Develop mechanisms to identify and promote talents of young people in sports and games, even among the differently-abled.

Build Youth Clubs in every village so as to engage youth in sports.⁶⁶

AGE 25-29

Affirm the importance of mobilising financial and material resources available with the Central and State Governments, other Non-Governmental organizations and clubs involved in sports, art and recreation and to explore possibilities for joint activities and networking.

Engage in research and study based on recreational behaviours of young people, to assist in foreseeing future behavioural



trends and relevant interventions.

Strongly reinforce the importance of training young people to produce youth-relevant, youth-friendly media so that they will be purposeful creators rather than victimised consumers.

AGE 15 -18

Create adequate sporting infrastructure and ensure accessibility to facilities at all levels.

Endorse the importance of sports and recreation and assure that every Salesian

62 Draft State Youth Policy of Meghalaya, Page 15
63 The Goa State Youth Policy – 2014, Page 25
64 National Youth Policy – 2014, Page 49

65 Maharashtra State Youth Policy - 2012, Page 17
66 Tamil Nadu State Youth Policy, Page 27



7

MEANINGFUL EMPLOYMENT AND ENTREPRENEURSHIP

With a significant and unique demographic advantage, India has immense potential to innovate, raise entrepreneurs and create jobs for the benefit of the nation and the world. A wide spectrum of new programmes and opportunities to nurture innovation have been created in the recent past across a number of sectors. Understanding the importance of meaningful Employment and Entrepreneurship, we the Salesians of Don Bosco:

Motivate young people to develop positive attitude towards self-employment and dispel myths and misconceptions regarding one's inadequacy and become self-reliant.⁶⁷

Develop the spirit of entrepreneurship among the youth.⁶⁸

Encourage and develop specific youth-oriented programmes that improve the skills, productivity and experiences of young people through a range of institutions, including schools, vocational training centres.

Help young people to generate employment through entrepreneurial skills in all our institutions.

AGE 15 -18

Identify promising young people from Don Bosco Institutions and train them to appear for competitive exams.

Identify and establish adequate and valid linkages between education and skills development, employment and entrepreneurship opportunities.

Encourage equal employment opportunities for young people who have attained the age of maturity, with particular attention to reducing gender inequities and inequalities.

AGE 19-24

Orient academic and technical education towards making career choices for young people in all our institution.

Identify potential areas of training in entrepreneurial and skill development and design such programmes.⁶⁹

Engage in the periodic scientific study of the job market and its related fields, in order to accompany young people to choose careers.

Network with the Government and private bodies in skilling young people in sustainable entrepreneurship.

67 Tamil Nadu State Youth Policy, Page 24

68 Tamil Nadu State Youth Policy, Page 12

69 Tamil Nadu State Youth Policy, Page 24

AGE 25-29

Provide outcome-oriented soft skills and life skills training to youth, thereby bolster holistic personality development.⁷⁰

Cultivate in young people the right attitude towards work which will help them to succeed better in life.

Provide opportunities and spaces for developing employability and entrepreneurship in all our institutions.

Focus on agricultural and rural development and encourage small and medium level industries.

Ensure that young people in in our institutions and neighbourhood are aware of their rights and dignity of labour.

Ensure that young people are recruited to industries where they are given just wages and a healthy work environment.

Promote competence for entrepreneurship and provide quality training in entrepreneurial skills in rural and semi urban areas.



8

GENDER SENSITIVITY AND EQUALITY

India's progress towards gender sensitivity and equality, measured by its position on rankings such as the Gender Development Index has been disappointing, despite fairly rapid rates of economic growth. Discrimination against women and girls is a pervasive and a perpetual phenomenon that characterises Indian society at every level. There is clearly a need for policy initiatives. Hence the Salesians of Don Bosco:

Educate and promote 'gender sensitization' in young people, through awareness on beliefs, cultures and practises which directly or indirectly discriminate against women and their role in the society. We stand by defenders, particularly the young, who are fighting against prevailing social and cultural injustices against female gender.

Provide Equal status and opportunities in all sectors without making discrimination of sex.⁷¹

Ensure Gender sensitization efforts and programmes targeting all classes, sections and age groups of people.⁷²

Utilise youth skills, knowledge and enthusiasm to create innovation for gender justice and equality.⁷³

AGE 15 -18

Advocate gender equality and equity from childhood in all our institutions and neighbourhood.

Educate young people to have a value system which fosters self-respect, dignity and respect for others.

Educate young people to understand and work towards educating and empowering girl children especially in their families and in their neighbourhood

AGE 19-24

Educate to respect every individual despite differences and weaknesses, particularly sexual and physical.

Identify and discourage all forms of association with mechanisms that promote gender disparity and abuse of sexuality.

Promote and encourage young people to make positive use of mainstream, social and alternative media to spread awareness about gender equality.

Intensify programmes including behaviour change interventions to reduce the vulnerability of young people to early and unwanted sexual activity, sexual violence and sexually transmitted

71 Maharashtra State Youth Policy - 2012, Page 5

72 Odisha State Youth Policy - 2013, Page 192

73 Engendering the National Youth Policy (UNDP), Page 3



9

ADVOCACY AND NETWORKING

The Salesians of Don Bosco not only work for young people but are committed to promoting their rights. Advocacy and networking with like-minded organizations are of paramount importance in ensuring that young people enjoy their rightful place in society. In a society where injustice exist in all forms especially against the Poor, Dalit and Tribal young people, advocating and fighting for their rights is a sacred duty. Hence the Salesians of Don Bosco:

Contribute in creation of a society which would be free from any violence, manipulation, crime and discrimination.⁷⁴

take measures to promote and protect the rights of migrant young people including right to equal treatment, equality of opportunity and non -discrimination.

Promote the rights and freedom of all young people paying special attention to empowering the already marginalized sections such as young women and girls, young people with disabilities, and affected/infected with HIV/AIDS, those out of school young people and the ones living in rural areas.

diseases in colleges.

Strengthen mechanisms to reintegrate young people who have been subjected to any form of abuse, exploitation, violence.

AGE 25-29

Conscientize young people about the misuse of media in promoting gender inequality and stereotypes.

Ensure visible ways of ensuring gender sensitivity in all our presences by offering them opportunities and spaces.

Promote the participation of young women and young men in decision-making processes in political, social and economic activities and the elimination of barriers that limit their full contribution to society.

AGE 15 -18

Transform every Don Bosco institution into a youth advocacy unit by engaging with a range of individuals, professionals and advocacy organizations in teaching young people their rights and responsibilities in the society.

Enable young people to voice their problems and concerns. We shall restrain from any form of domination, to ensure that young people feel free to express their views.

Emphasis on right to the education and skills on the basis of individual interest, ability and capacity.

Educate and empower the young to understand issues and concerns that affect their society and form evaluated opinions and express the same at given opportunities

AGE 19-24

Encourage young people to take up leadership roles in advocacy in all social, civic or environmental issues that concern and affect them. We will also ensure youth-led innovation that is solution driven.

Facilitate organization of union of students and non-students to control and manage their organization which help in advocacy and networking.

74

Maharashtra State Youth Policy - 2012, Page 4

Encourage and support young people to form their own movements that are completely led and run by young people.

Promote initiatives that would influence the mind of the society on personal and social values, governance and environment, politics and civic organisations

AGE 25-29

Safeguard the rights of young people in our care and advocate that natural justice and human rights inherent in our value system and enshrined in our Constitutions reach young people who have been wrongfully denied of their rights.

Educate and promote young people to be champions of human rights not only for themselves but also for those less fortunate ones in the society they live in. We shall enable young people to respond to structural weaknesses and be agents of social transformation.

Encourage forging alliances with other groups in issues concerning the young people, ranging from exploitation of labour, trafficking to unjust wages etc.

Contribute to the development of government policies or even transnational policies by participating in lobbying, policy research, filing lawsuits and engaging in other types of initiatives to influence decision-makers.

Create awareness on government reforms, plans, services, protection and safety.

10 MEDIA EDUCATION

In an era when young people are becoming addicted to internet and social media, media literacy has been a persistent, but under-engaged concern in India. On the one hand when young people are not trained properly to consume media, they often become victims of media. On the other, young people creatively and intelligently use media to create awareness and fight against various social evils. We need to help young people to become critical consumers and creative users of media. Hence the Salesians of Don Bosco:

Educate young people on constructive use of their free time and facilitate opportunities to share experiences with media in enriching their free time.

Use Information and Communication Technology (ICT) to engage with the youth: ICT and social media are key tools that can be leveraged to connect and engage with the youth.⁷⁵

AGE 15-18

Educate young people to engage with media in a safe and responsible manner in all of institutions.

Help young people to utilize the power of media for their own growth and development and





harness it for the good of the society.

Promote Media education within the family. This means pushing forward formal and informal educational initiatives and promoting activities in schools, both to foster activities and to implicate families and young people outside the school environment.

AGE 19-24

Lead young people to become critical consumers and creative users of media in all of institutions.

Empower young people to be socially responsible and lend their support to social causes by giving them training in social media.

Encourage public awareness of media education that goes beyond the school, that implicates other cultural and educational bodies in society as well as the communication media itself. Any instrument that can help create this consciousness would be helpful: manifestos, public commitments, institutional agreements, campaigns, etc.

Educate to innovate and exploit social media for constructive use in identifying solution for social problems particularly those that affect poor and weaker section of people

AGE 25-29

Offer young people opportunities to access media in a guided environment, for enhanced learning in all of institutions.

Strive to bring in the best of educational technology and encourage digitalisation in our educational institutions.

Accompany young people as they enter into the virtual playground and offer them their virtual spaces to address their concerns and aspirations while training them to be changemakers.

PROTOCOLS

6

6.1 TO WHOM DOES THIS POLICY APPLY?

Youth Policy India applies to everyone working for or associated with a Don Bosco Institution in the Salesian provinces of India. It encompasses all the sectors of the Salesian Institution and includes without limitation:

- Salesians of Don Bosco.
- Salesian Family members who are professed religious or lay persons who are working in our Institutions.
- Staff at all levels within the Salesian Institutions either employed or offering part-time services.
- Associates who are Salesian lay collaborators – these include volunteers who belong to various international and national organizations, community volunteers, consultants and those on contracts.

6.2 COORDINATION AND MONITORING

- This Don Bosco Youth Policy which has been approved by the Salesians Provincial Conference of South Asia (SPCSA) will be the guiding norm for the works and activities carried out for young people in Don Bosco Institutions in India.
- Addressing the rights and needs of young people in all our Don Bosco Institutions throughout India, calls for a synergistic coordination. Therefore, we maintain a good level of understanding, coordination and networking among our institutions and provinces in order to arrive at incisive and successful strategies in providing services to the young people.
- We affirm that a rights-based approach calls for conscious, convergent and collateral linkages among different

sectors and settings with indicators for tracking progress.

- We carry out periodic assessments of the planning, implementation and monitoring of our services to the young and we are willing to be bound by this policy for the sake of young people to whose wellbeing we have committed our lives.
- The Salesian Provincial Conference of South Asia (SPCSA) will be the nodal body which will periodically reassess the situation of young people in our care, ensure qualitative interventions and offer a dynamic roadmap for our future course of action.
- This Don Bosco Youth Policy also underscores the importance of allocating dedicated personnel from among the Salesians, who will monitor whether policy guidelines have resulted in programmes and activities and outcomes. This also calls for making use of the services of non-Salesians who are experts in this field. Each province will have different stakeholders who will be part of the monitoring mechanism. The Provincial and his council will appoint a committee who will monitor the operationalisation of the policy. This committee will consist of stakeholders – educators, youth experts, legal experts, people from education and development sectors, chosen from sections of the society which are deeply committed to the causes of young people.

6.3 RESEARCH, DOCUMENTATION AND CAPACITY BUILDING

- While all Don Bosco Institutions have a mechanism set in place and a working module for offering service to young people, we also want to build up a reliable and functional documentation on issues and problems of young people.



I. In all our State level Don Bosco Institutions, a continual process of indicator-based youth impact assessment and evaluation of our services shall be developed leading to a system of review and capacity building.

- At the National level, there will be a research centre for a comprehensive understanding of the problems of young people and to carry out on-going researches, in order to enhance our interventions both qualitatively and quantitatively.
- Professionally and technically qualified persons will be placed at various levels to take care of young people. All our sectors working with young people will ensure that well planned capacity-training programmes and initiatives are organized on a regular basis.
- All our personnel working with young people shall undergo training on a regular basis so that they are sensitized and made aware of current child/youth development and rights issues and laws.

6.4 RESOURCE ALLOCATION

- Every Don Bosco Institution which caters to the welfare of young people will allocate required resources in terms of funds as well as personnel to implement Don Bosco Youth Policy and they should do so with commendable transparency and accountability.
- A periodic assessment of the budgeting for young people in each Institution shall be carried out by the Provincial and his Council, to guarantee the resource allocation, utilisation and its impact on services rendered to young people.

6.5 REVIEW OF YOUTH POLICY

A comprehensive review of Don Bosco Youth Policy- India will be taken up once in five years by competent personnel in consultation with all our members,

collaborators and young people in our Institutions.

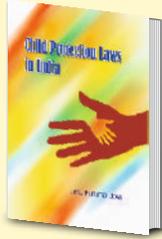
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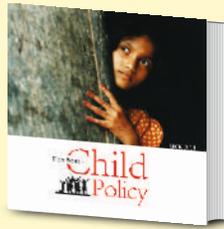
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always build the future
for our youth,
but we can build our youth
for the future”**

Franklin D Roosevelt

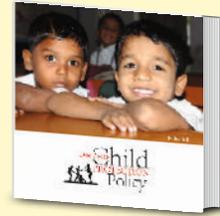
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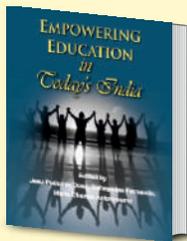
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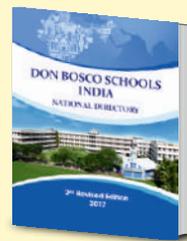
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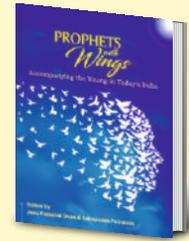
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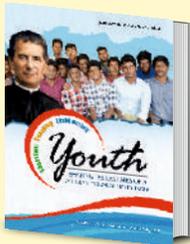
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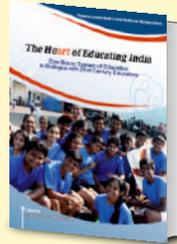
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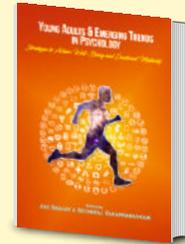
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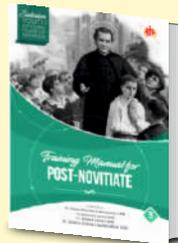
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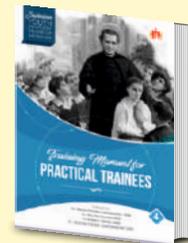
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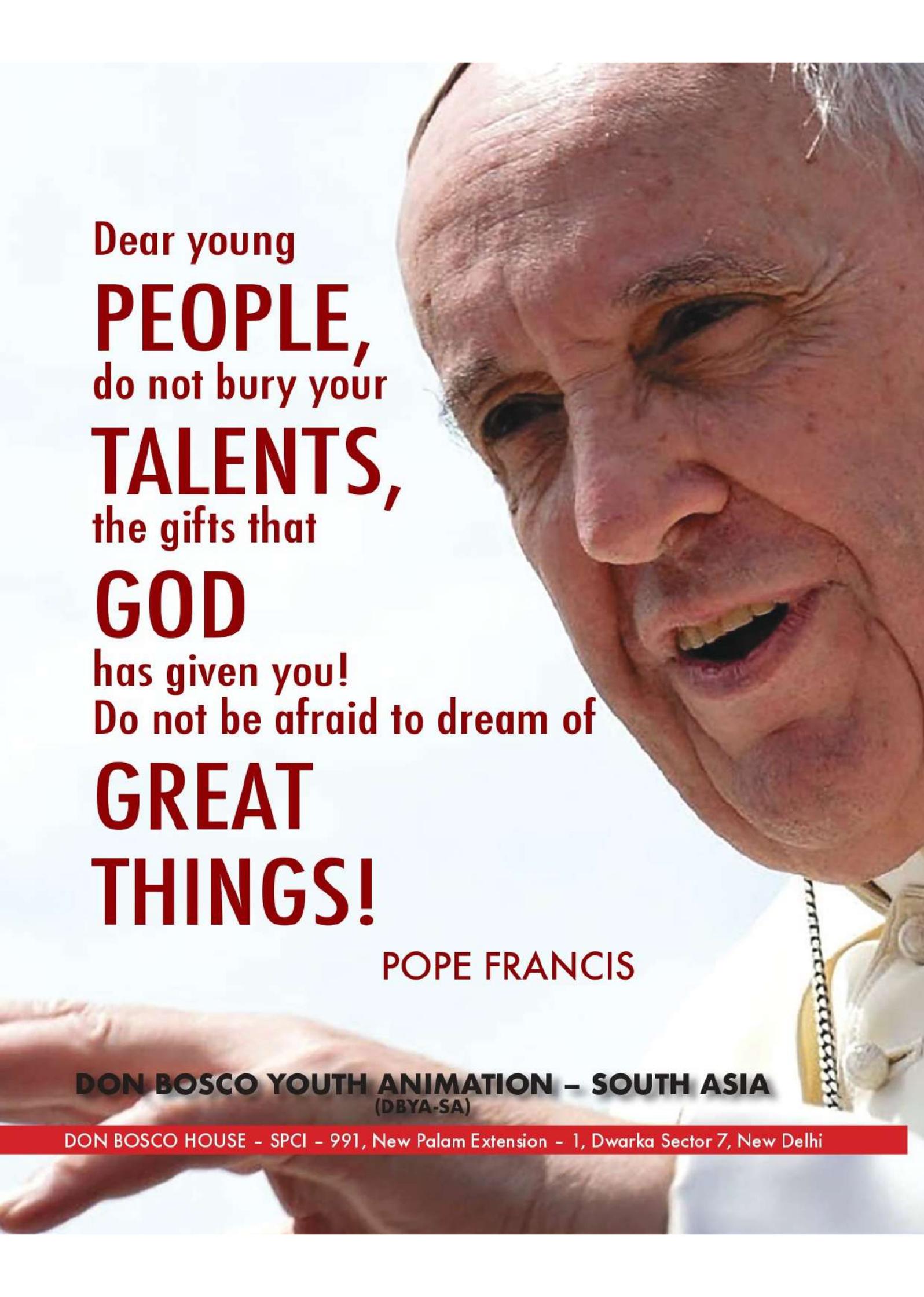
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do not bury your
TALENTS,
the gifts that

GOD

has given you!

Do not be afraid to dream of

**GREAT
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