

# YOUTH POLICY AND OPERATIONAL STRATEGY

# 2020



## CARIBBEAN DEVELOPMENT BANK

### YOUTH POLICY AND OPERATIONAL STRATEGY 2020

The Caribbean Development Bank's Youth Policy and Operational Strategy is informed by the Bank's and partner experiences with supporting youth development in the Caribbean region; as well as various policies and principles laid down in development frameworks, including the 2030 Agenda for Sustainable Development and the Sustainable Development Goals. The Youth Policy and Operational Strategy also integrates perspectives of and recommendations from key stakeholders across the Bank's 19 Borrowing Member Countries including representatives of Governments; development organisations; academia and, importantly, young males and females in the Region.

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## ABBREVIATIONS AND ACRONYMS

<b>BMCs</b> .....	Borrowing Member Countries
<b>CARPHA</b> .....	Caribbean Public Health Agency
<b>CARICHAM</b> .....	Network of Caribbean Chambers of Commerce
<b>CARICOM</b> .....	Caribbean Community
<b>CDB</b> .....	Caribbean Development Bank
<b>CRYC</b> .....	Caribbean Regional Youth Council
<b>CYDAP</b> .....	CARICOM Youth Development Action Plan
<b>DfID</b> .....	Department for International Development (United Kingdom)
<b>ECLAC</b> .....	Economic Commission for Latin America and the Caribbean
<b>EU</b> .....	European Union
<b>FAO</b> .....	Food and Agricultural Organisation
<b>GEPOS</b> .....	Gender Equality Policy and Operational Strategy
<b>ICT</b> .....	Information Communication Technology
<b>IDB</b> .....	Inter-American Development Bank
<b>ILO</b> .....	International Labour Organisation
<b>M&amp;E</b> .....	Monitoring and Evaluation
<b>NCD</b> .....	Non-Communicable Disease
<b>NYP</b> .....	National Youth Policy
<b>NEET</b> .....	Not in employment, education and training

<b>OECS</b> .....	Organisation of Eastern Caribbean States
<b>PAHO/WHO</b> .....	Pan-American Health Organisation ...../World Health Organisation
<b>PYD</b> .....	Positive Youth Development
<b>SDGs</b> .....	Sustainable Development Goals
<b>SEM</b> .....	Social Ecological Model
<b>SIDS</b> .....	Small Island Developing States
<b>TA</b> .....	Technical Assistance
<b>TVET</b> .....	Technical and Vocational Education and Training
<b>UN</b> .....	United Nations
<b>UNDP</b> .....	United Nations Development Programme
<b>UNESCO</b> .....	United Nations Educational, Scientific ..... and Cultural Organisation
<b>UNFPA</b> .....	United Nations Population Fund
<b>UNICEF</b> .....	United Nations Children's Fund
<b>USAID</b> .....	United States Agency for International Development
<b>UWI</b> .....	University of the West Indies
<b>WPAY</b> .....	UN World Programme of Action for Youth
<b>YPOS</b> .....	Youth Policy and Operational Strategy



## EXECUTIVE SUMMARY

Young leaders participating in CDB's Regional Stakeholder Workshop on the Study of Youth Development Context in Borrowing Member Countries and Preparation of the Caribbean Development Bank's Youth Policy and Operational Strategy (YPOS)

**1.** The Caribbean Development Bank (CDB) has commissioned the preparation of its first Youth Policy and Operational Strategy (YPOS) to guide the Bank's support to positive youth development (PYD) in its Borrowing Member Countries (BMCs). The development of YPOS occurs at an opportune moment as approximately 60% of the Region's population is under the age of 30, thus offering prospects for harnessing any potential demographic dividend. However, the benefits from large numbers of young people are not automatic and evidence-based policies and investments are required to ensure that the working-age population has, inter alia, good health, quality education and decent employment; these being important prerequisites for the achievement of well-being and productivity and realisation of the demographic dividend.

**2.** The youth demographic is recognised as the primary agents of change and as societal building blocks. They possess unmatched levels of innovation, creativity and technological aptitude. However, despite greater access to

education opportunities, health care and technology than previous generations, young females and males, across the Region, are among those who disproportionately bear the burden of poverty, marginalisation and exclusion. Vulnerability is heightened as the attendant physical, psychological, social, and emotional changes during adolescence are linked to increased risk-taking thus increasing susceptibility to trauma, violence and criminal offences, and inordinately high levels of mortality or morbidity.

**3.** Differential life outcomes for youth are based on (a) intersecting and overlapping identities and social categorisations such as gender, disability status, socioeconomic status, place of residence and ethnicity; and (b) the dynamic interplay of individual and environmental factors, such as attitude, support systems, social and cultural norms and policy. Efficiency and effectiveness of response within our BMCs are hampered by implementation deficits that result from siloed and fragmented programming; inadequate youth participation in decision-making processes; financial, human and technical resources constraints; data deficits; and the absence of results-based approaches.

**4.** CDB has a well-established track record of delivering programmes that support youth participation and development in areas including, education and training, citizen security, enterprise development and entrepreneurship. More recently, the Bank has supported interventions designed to enhance youth health outcomes with emphasis on non-communicable diseases (NCDs), mental health and psychosocial support. To build on these gains, there is a need for an enhanced strategic approach within the Bank's operations and with its development partners.

**5.** YPOS is informed by the outcomes of consultations with youth and other strategic partners. It also applies lessons learned from CDB and partner experiences in the youth sector. Further, YPOS draws on lessons learned from the evaluation of CDB's Gender Equality Policy and Operational Strategy (GEPOS, 2008) and is aligned with global and regional frameworks and principles articulated in key frameworks such as Agenda 2030 for Sustainable Development. It will complement the delivery of programming under the Bank's sectoral policies and frameworks, such as the GEPOS 2019, the Education and Training Policy and Strategy 2017 and the Environmental and Social Review Procedures.

**6.** YPOS will serve as the basis for a synergistic approach to the Bank's investments in youth development. With YPOS, CDB underscores its commitment to youth development as an essential component of the Bank's strategic direction emphasising the inextricable nexus of youth well-being and empowerment for inclusive and sustainable economic growth and poverty reduction in the Region.

YPOS recognises that sustainable and resilient development is only attainable where the development needs of all youth are met and their rights upheld. Toward this end, it is intended as an instrument for a dual-track approach to youth-responsive development via (a) the facilitation of the mainstreaming of youth considerations in development priorities within the Bank and in BMCs, and (b) the delivery of youth-targeted programming.

**7.** This policy and strategy employs the life-cycle approach and, as such, is designed to address differential needs, assets and contributions of adolescents and youth from 10-35 years old. Critically, YPOS concretises CDB's stated commitment to ensure a more deliberate focus on vulnerable youth and youth at-risk of academic failure, poor life chances and concomitant sub-optimal outcomes. It presents CDB's vision for youth development and a key overarching objective for youth empowerment. Related pillars, strategies and exemplar activities centre on CDB's comparative advantage.

**8.** YPOS is grounded in an approach that requires CDB's youth responsive interventions, build youth assets and agency<sup>1/</sup>; **engage** youth as valued and equal partners; **safeguard** youth from violence and exploitation as well as promote and protect youth rights, **support** youth *via* the delivery of programmes that, at a minimum, meet basic developmental needs, and **strengthen** the enabling environment inclusive of families, communities and systems.

### VISION

**9.** Healthy, socially-connected, educated, economically-empowered and actively engaged young females and males, contributing to their own development and to peaceful, prosperous, sustainable and resilient societies<sup>2/</sup>.

### OBJECTIVE

**10.** Enhanced youth empowerment in BMCs.

### PILLARS OF ACTION

**11.** YPOS is built on six strategic pillars of action – five of which are externally facing and geared specifically towards support to BMCs; the sixth pillar supports capacity-building efforts within CDB and in BMCs. These are:

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- 1 According to Youth Power, Agency is the ability of youth to "... perceive and have the ability to employ their assets and aspirations to make or influence their own decisions about their lives and set their own goals, as well as to act upon those decisions in order to achieve desired outcomes." They define assets as the requisite resources, skills and competencies to achieve desired outcomes.
  - 2 CDB envisions a Region where all young males and females, across identities and social categorisations including socioeconomic status, ethnicity, disability status, race, migrant status, and location, are able to fulfill their aspirations and contribute to sustainable and resilient development.



- (a) enhancing young people's participation in, and contributions to, sustainable economic growth;
- (b) harnessing and enabling the strengthening of youth social and intellectual capital via quality education;
- (c) contributing to the creation of healthy, safe, nurturing, and peaceful communities and spaces for young people;
- (d) supporting youth awareness, education and action on climate change, disaster mitigation, environmental sustainability and food security.
- (e) Supporting active citizenship and youth participation in democratic and community life; and
- (f) strengthening of the enabling environment in BMCs and within CDB.

## OUTCOMES

12. Three outcomes are linked to the six pillars of action:

- (a) Youth in BMCs have enhanced capacity to contribute to and enjoy economic growth, peacebuilding, social opportunities and healthy lives.
- (b) Youth in BMCs have greater capacity to actively participate in democratic and development processes at community, local, national, regional and global levels.
- (c) CDB and BMCs have increased capacity for delivering gender-responsive and socially-inclusive youth mainstreaming and youth-targeted interventions.

## PRINCIPLES OF IMPLEMENTATION

**13.** The six principles (below) underpin the strategy for implementation of the pillars of action<sup>3/</sup>.

- (a) operationalise a rights-based approach;
- (b) integrate intersectionality, gender-responsiveness and social inclusion;
- (c) embrace and leverage technology and innovation;
- (d) facilitate authentic youth participation;
- (e) support multipartite and intergenerational partnerships; and
- (f) manage for Development Effectiveness.

## MONITORING, EVALUATION AND LEARNING

**14.** The strategic pillars are broad visionary programming areas for asserting the Bank's commitments to youth development. The Results Framework includes indicators to be monitored at the policy level (these are higher level, impact indicators) as well as at the project level (outcome indicators). YPOS acknowledges that consistent data collection, analysis, measurement and reporting challenges on youth development exist in CDB and are prevalent in the Region. CDB, *via* YPOS, will provide support for youth mainstreaming and youth-targeted responses, which require bolstering evidence-based policy and monitoring and evaluation frameworks and systems. Targets for the strategic pillars will be detailed in the YPOS Action Plan and met *via* youth development projects. Monitoring and Evaluation (M&E) strategies will include consistent monitoring of YPOS as well as self-evaluations (mid-term, final) and periodic independent evaluations.

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<sup>3</sup> These are aligned with and build on the Baku Commitment to Youth Policies and associated set of key guiding principles that are indispensable to meaningful and inclusive youth policy development and implementation.



## 1. INTRODUCTION

**1.01** Youth represent a large proportion of the Region's population. There is no standard definition of youth but it is recognised as the period during which one transitions from childhood to the independence of adulthood <sup>1/</sup>. As such, the category is not finite, nor is the phase linear <sup>2/</sup>. Approximately 17 per cent (%) of the Region's population is comprised of youth 15-24 years old <sup>3/</sup> and form part of the 60% of persons under 30 years old <sup>4/</sup>. Given the large youthful demographic, there is great optimism about the potential contribution of youth

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<sup>1</sup> Traditional milestones associated with a successful transition to adulthood include setting up of one's home; starting a family; and financial autonomy

<sup>2</sup> There are multiple definitions of youth employed across the development landscape and within BMCs. Taken in total, these range from 10-35 with much variation. The United Nations (UN), for statistical purposes, defines those persons between the ages of 15 and 24 as youth. This approach is applied without prejudice to definitions used by its Member States.

<sup>3</sup> United Nations Department of Economic and Social Affairs, Population Division (2018).

<sup>4</sup> Forbes, M. (2014). Excerpts from her preparation for a presentation on Caribbean youth and jobs at the 2014 XIV Reunion BID – Sociedad Civil' in Nicaragua.

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DEVELOPMENT

to the demographic dividend <sup>5/</sup>. Youth, however, need key knowledge, skills, attitudes and opportunities to fulfill their aspirations and to make the expected contribution to economic growth and sustainable development. This is particularly critical for the Region where some countries have large youth populations but low fertility rates and ageing populations, and as such, a fast-closing window for optimising the demographic dividend.

**1.02** There is evidence of progress on a number of social indicators including access to universal basic education and improved availability of health care. Notwithstanding advances to date, young males and females in the Region, face multiple attendant challenges and many are unable to self-actualise. Youth are disproportionately represented among the poor, unemployed and underemployed, and impacted by several other development challenges, including social exclusion and socio-economic vulnerability.

**1.03** Given the dialectical relationships among poverty, inequality, unemployment, crime, deviance and citizen insecurity, and as a result of biological and psychological changes during adolescence, youth are also more likely to be over represented in risk-taking behaviour. Young females and males are also among the most vulnerable to natural hazard impacts including climate change and disasters. Non-mainstream youth, experience greater deprivation among an already disadvantaged youth cohort <sup>6/</sup>. They include youth with disabilities, poor youth, rural youth, indigenous youth and migrant youth. Moreover, there is little opportunity for authentic youth engagement in the decision-making processes which further affects their social mobility and societal acceptance, resulting in high personal, societal and economic costs. Today's young people are digital natives; concomitant opportunities could enhance well-being or - the converse - deepen marginalisation and exclusion.

**1.04** Consistent with its poverty reduction mandate, CDB is committed to assisting BMCs in reducing poverty and transforming lives through Sustainable, Resilient and Inclusive Development <sup>7/</sup>. In this regard, a critical aspect of the Bank's portfolio has been and continues to be youth development through capital and technical assistance (TA) -related investments. Continued, scaled up and more strategic investment in youth development is therefore an imperative in the Bank's portfolio.

**1.05** The exercise to develop the Bank's first YPOS commenced in March 2018 in tandem with a CDB-commissioned study of the youth development

5 The United Nations Population Fund (UNFPA) defines the demographic dividend as "The economic growth potential that can result from shifts in a population's age structure, mainly when the share of the working-age population (15 to 64) is larger than the non-working-age share of the population (14 and younger, and 65 and older)". <https://www.unfpa.org/demographic-dividend>.

6 United Nations (2013). Youth Regional Overview: Latin American and the Caribbean (LAC).

7 CDB's updated mission as articulated in the Bank's Strategic Plan: 2020-2024.

context in the Region. The process entailed a desk review, administration of country surveys, assessments of youth-serving organisations and consultations with a broad range of internal and external stakeholders. Internally, sessions were convened with senior management and representatives of departments, divisions and units. External consultations were held with stakeholders from academia, development agencies, civil society organisations, the private sector, and governments of the Bank's 19 BMCs; and face-to-face and online consultations were convened with over 500 young persons. Refer to Appendix 1 for an elaboration of the elements of the methodology.





## 2. PROBLEM ANALYSIS

### EXTERNAL ANALYSIS – REGIONAL AND GLOBAL DEVELOPMENTS

**2.01** The imperative of advancing youth development support for positive life-cycle outcomes, inclusive economic growth and other sustainable development results, continues to be advocated in regional and global development narratives. Key guiding frameworks that influence and govern the development agenda as it pertains to youth within BMCs include, inter alia: the World Programme of Action for Youth to the Year 2000 and Beyond (WPAY); the Baku Commitment to Youth Policies; the Caribbean Community (CARICOM) Youth Development Action Plan (CYDAP); the Global Youth Development Index; the Small Island Developing States Accelerated Modalities of Action (S.A.M.O.A.) Pathway; and the Sustainable Development Goals (SDGs).

**2.02** These developments mandate an integrated and mainstreamed, rather than sectoral approach to youth development, coupled with youth-targeted investments. Stakeholders, national policy and programme leads for youth, representatives of development agencies and youth across the Region have also validated such a response. A Glossary of Terms is at Appendix 2.

**2.03** The study on the youth development context in BMCs confirmed the inadequacy of reliable data on youth and even further the rare availability of disaggregation within the youth cohort itself. Notwithstanding, available evidence lends support for continued actions in key areas that align with the priorities endorsed by regional governments across the multiple global and regional youth development frameworks. A summary of these issues is presented below.

**2.04 Youth economic participation:** Optimal engagement of youth in the economy <sup>8/</sup> is an imperative in the Region if the benefits of the demographic dividend are to be realised. Young people interviewed during the YPOS development process overwhelmingly identified unemployment and poor economic participation rates as their main concerns. Unemployment rates for persons 15-24 years old, range from 18-47%, and average youth unemployment is more than three times that of adult unemployment <sup>9/</sup>. The situation is more severe for young women; with data for Belize, the Republic of Guyana and Jamaica showing that they are on average 2.3 times more likely to be unemployed than their male counterparts <sup>10/</sup>. At a macro level, the global recession of the past decade has given rise to low levels of economic growth in several BMCs and has set back prospects for employment generation. The skills-work force mismatch is also a challenge, while youth may lack work experience and key employability skills that hinder employment; the differentials in rates that see young women at a disadvantage are linked to social norms, gender discrimination and gender stereotypes. Not only is the face of unemployment disproportionately young and female but it is linked to variables such as geographic location and ethnicity.

**2.05** For three countries, Belize, the Republic of Guyana and the Republic of Haiti, where data on youth not in employment, education and training (NEET) are available, more than a third (35.8%) of young people ages 15-24 are NEET <sup>11/</sup> and as such, are likely experiencing social exclusion or at risk, thus diminishing their likelihood of improved economic circumstances. Interestingly, while under-qualification is a

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AT A MACRO LEVEL, THE GLOBAL RECESSION OF THE PAST DECADE HAS GIVEN RISE TO LOW LEVELS OF ECONOMIC GROWTH IN SEVERAL BMCs AND HAS SET BACK PROSPECTS FOR EMPLOYMENT GENERATION

8 This refers to the youth integration in the economy in a manner that allows them to become the best that they can be and achieve their personal potential.

9 CDB (2015). Youth are the Future: The Imperative of Youth Employment for Sustainable Development in the Caribbean. See also International Labour Organization (ILO) (2019). Data from country labour force surveys cited in the draft report of the CDB-commissioned study on the youth development context in the 19 BMCs of CDB.

10 ILO (2019). Data from country labour force surveys cited in the draft report of the CDB-commissioned study on the youth development context in the 19 BMCs of CDB.

11 ILO (2019). Data from Country labour force surveys cited in the draft report of the CDB-commissioned study on the youth development context in the 19 BMCs of CDB.

challenge, young university graduates report being overqualified for their current jobs or being unable to find work <sup>12/</sup>. Underemployment such as informality of work, inconsistent and inappropriately aligned job opportunities as well as poor working conditions adversely affect youth<sup>13/</sup>. The large-scale social and economic costs associated with youth exclusion of this magnitude include lost productivity and tax revenues, crime and violence, incarceration, morbidity and mortality <sup>14/</sup>. There are also well-documented benefits of youth integration in the economy including via entrepreneurship. These include poverty reduction, contribution to economic growth, reduction in maladaptive behaviours, enhanced life satisfaction and better chances of transitioning into paid employment than those previously unemployed.<sup>15/</sup> Emigration by increasing numbers of highly educated and skilled young males and females also poses a challenge. The International Organisation of Migration (2017) reports that push factors for outflows include lack of suitable jobs and that migration usually takes place in one of three moments, after graduation from high school; after graduation from a tertiary education institution and; after a few years of working experience, which means that the majority of Caribbean migrants are young and of productive age <sup>16/</sup>.

**2.06** Enhanced economic participation and economic opportunities will require increased support for youth programmes and policies that build national capacity for labour market skills needs anticipation <sup>17/</sup>; facilitate access to support services; business connections; information on available business services; tailor-made business training; advice for young start-ups; and funding opportunities to bolster entry and sustainability of entrepreneurship <sup>18/</sup>; teaching entrepreneurial skills at all levels of education; improved financial literacy; implementing youth-sensitive budgeting; and dismantling of barriers including economic policy that is not youth-friendly and entrenched mindsets regarding youth capabilities. Emerging areas proposed as having opportunities for youth,

12 Results from focus group discussions with young people in Belize, British Virgin Islands (BVI), St. Kitts and Nevis (SKN) and Suriname. Source: CDB Draft study on the youth development context in BMCs. (unpublished)

13 ILO (2017). Global Employment Trends for Youth 2017. Available at [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_598669.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_598669.pdf).

14 ILO, 1998; Brewer et al. 2004; Mroz and Savage 2001; Bell and Blanchflower 2011; Morsy 2012 cited in S4YE (2015) Toward Solutions for Youth Employment A 2015 Baseline Report. Available at [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/documents/publication/wcms\\_413826.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_413826.pdf).

15 Inclusive Development and Entrepreneurship for All The IDEA Approach to Youth Employment and Enterprise Development UNIDO inclusive and sustainable industrial development (ISID) working paper series No. 2

16 Thomas-Hope (2005) cited in IOM (2017).

17 International Labour Organization 2015. Guidance Note: Anticipating and matching skills and jobs.

18 Inclusive Development and Entrepreneurship for All The IDEA Approach to Youth Employment and Enterprise Development UNIDO inclusive and sustainable industrial development (ISID) working paper series No. 2



including the 'gig', blue, green and orange economies <sup>19/</sup> will need to be carefully assessed to mitigate underemployment and exploitation.

**2.07 Youth social and intellectual capital:** It is widely recognised that quality education and 'fit for purpose' learning environments are essential for well-being. Today's youth have more educational options than previous generations. Investments in the Region continue to support the expansion of education and the majority of countries have achieved universal primary education. Secondary education participation and completion rates are positive, with on average, 80% of students in most BMCs completing Form 5. However, learning outcomes are not optimal. For example, in 2014 the number of students who wrote five or more subjects, including English and Mathematics, was fewer than the number of those who survived to Form 5 and ranged from 60-70% of the Form 1 intake. Of this number, only 43.2% achieved results at Grades 1-3.

**2.08** Of concern also is the stark education sector labour market disconnect as most students on completion of secondary school do not possess adequate technical and vocational skills or the foundational skills to equip them for the world of work and lifelong learning <sup>20/</sup>. At the individual level, educational outcomes continue to be influenced by variables including socio-economic status and geographic location. Gendered outcomes also pervade the system – for example, completion rates are lower for boys, particularly among those from vulnerable circumstances and gender segregation in subject selection for girls and boys serves as one of the underlying factors for the gender wage gap experienced by women in the labour force.

**2.09** Since the majority of children and youth are integrated in the education system there is increasing attention to enhancing the education sector to identify vulnerable and at-risk youth in need of psychosocial support, and address gender and social bias. Interventions must also ensure integration of social and emotional skills such as self-control, conflict resolution and positive self-concept, which are among predictors of positive youth outcomes.

**2.10 Health, safety and peaceful communities:** Active, healthy and fully engaged young people are essential for sustainable and resilient development. Sociocultural and socioeconomic factors influence youth safety, security, and health and well-being outcomes. Among the health challenges experienced by adolescents and youth in the Region are high rates of preventable mortality,

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GENDER SEGREGATION IN SUBJECT SELECTION FOR GIRLS AND BOYS SERVES AS ONE OF THE UNDERLYING FACTORS FOR THE GENDER WAGE GAP EXPERIENCED BY WOMEN IN THE LABOUR FORCE

<sup>19</sup> 'Gig' economy refers to the prevalence of short-term engagements and contracts or independent contracting in the labour market. The blue economy promotes the sustainable use of ocean resources for decent work, ocean health and economic growth. The green economy refers to use of the earth's resources for sustainable development; and the orange (creative) economy is an expansive notion where economic value is added and dividends are derived from an individual's creativity and intellectual ability.

<sup>20</sup> CDB (2014). Education and Training Policy and Strategy

THERE ARE HIGH PREVALENCE RATES OF OVERWEIGHT AND OBESE YOUTH WITH FIGURES RANGING FROM 28-35%, ARE TROUBLING

due to external causes such as homicide, suicide, substance abuse and traffic injuries<sup>21/</sup>. NCDs also undermine well-being and development prospects. Obesity in children is a major risk factor for adult obesity and non-communicable chronic diseases <sup>22/</sup> and mental health issues <sup>23/</sup>. As such, high prevalence rates of overweight and obese youth with figures ranging from 28-35% <sup>24/</sup>, are troubling. Stakeholders in the youth, education and health sectors and youth themselves point to less visible but highly troubling mental disorders among youth including depressive episodes and anxiety <sup>25/</sup>.

**2.11** There are gendered dimensions of youth health and wellness. An estimated 20% of women in the Caribbean have at least one child by the age of 19, with a considerable percentage of adolescent girls giving birth before the age of 15 <sup>26/</sup>. Pregnancy is a key factor in girls' early exit from school. Addressing the sexual and reproductive health needs of young people remains a challenge for the Region, with adverse implications for sexually transmissible infections, unplanned and unsupported pregnancy and experiences of sexual violence. Young males are disproportionately vulnerable to the risks of committing and falling victim to violence. Homicide rates among young boys (ages 10–14, 15–19, and 20–24) are double those of the general population (4.2, 56.0, and 92.4 per 100,000), for the respective age groups <sup>27/</sup>.

**2.12** Structural and social factors contribute to youth violence rates. Evidence shows, for example, that a one percentage point increase in youth unemployment leads to 0.34 additional homicides per 100,000 <sup>28/</sup>. NEET also correlate with a range of risk factors that undermine peace, safety, security and wellbeing as they face elevated risk factors, including substance abuse and violence and decreased lifetime earnings over the life course <sup>29/</sup>.

**2.13** Research underscores that the strongest protective factor for adolescents

21 PAHO (n.d.). Adolescent Health. Available at <https://www.paho.org/salud-en-las-americas-2017/?tag=asthma>.

22 Freedman et al. (2001) Relationship of Childhood Obesity to Coronary Heart Disease: Risk Factors in Adulthood: The Bogalusa Heart Study. Available at <https://www.ncbi.nlm.nih.gov/pubmed/11533341>

23 Healthy Caribbean Coalition (HCC). (2017). Preventing Childhood Obesity in the Caribbean – Civil Society Action Plan 2017-2021.

24 Caribbean Public Health Agency (CARPHA) (2013) Plan of Action for Promoting Healthy Weights in the Caribbean: Prevention and Control of Childhood Obesity. CARPHA: Port of Spain, Trinidad and Tobago.

25 Deliberations among stakeholders in the health and youth work sectors at the recently concluded CCAYH held in Port-of-Spain, the Republic of Trinidad and Tobago and consultations with key stakeholders as part of the YPOS process and the appraisal process of various education projects.

26 UNFPA (2015) Adolescent Pregnancy is not just a health issue. Available at <https://caribbean.unfpa.org/en/news/adolescent-pregnancy-not-just-health-issue-unfpa-0#:~:targetText=It%20is%20estimated%20that%20about,the%20age%20of%2015%20years>

27 Chioda, L. (2017). Stop the Violence in Latin America: A look at prevention from cradle to adulthood. The World Bank.

28 *ibid.*

29 Author unknown. Young people not in education, employment or training (NEET): A background paper for CSP Seminar, March 2016 Available at [http://www.centreforsocialpolicy.org/inc/uploads/Young\\_People\\_not\\_in\\_education,\\_employment\\_or\\_training\\_\(NEETS\)\\_-\\_Tim\\_Hobbs.pdf](http://www.centreforsocialpolicy.org/inc/uploads/Young_People_not_in_education,_employment_or_training_(NEETS)_-_Tim_Hobbs.pdf)

is connectedness, including liking school and getting along with teachers; and family connectedness, which refers to having parents and other family members care for you, pay attention to you and understand you <sup>30</sup>. Absence of, or inadequate protective systems particularly during adolescence can increase the likelihood of conflict with the law and contact with the juvenile justice system that is not adequately equipped to respond to their developmental and psychosocial needs.

**2.14 Climate change adaptation, disaster mitigation, food security and environmental sustainability:** The ability to cope with and recover from climate crises and disasters and food insecurity are among key requirements for youth well-being. Youth are among those who bear a heavy burden from environmental degradation, climate change and disasters. Downstream impacts include, but are not restricted to, mental illness and poor psychosocial support systems, sub-standard living conditions, disrupted education, poor nutrition, family displacement and separation and elevated levels of violence <sup>31</sup>.

**2.15** At the same time, youth have an increasingly strong environmental awareness and are engaged in advocating as well as acting to promote conservation and sustainable production and consumption. There is a small but actively engaged youth movement in the Region. Expansion of engagement and impact is limited due to gaps in access to reliable information and financial resources for action and youth inclusion in policy and programming that is essential for enhanced capacity and resilience. While there are hopes for youth optimisation of opportunities in the green and blue economies, the barriers that youth face in traditional scenarios have to be addressed via deliberate actions so as to promote prosocial and inclusive development.

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YOUTH HAVE AN INCREASINGLY STRONG ENVIRONMENTAL AWARENESS AND ARE ENGAGED IN ADVOCATING AS WELL AS ACTING TO PROMOTE CONSERVATION AND SUSTAINABLE PRODUCTION AND CONSUMPTION.

30 Centers for Disease Control. Adolescent Connectedness: Youth Connectedness is an Important Factor for Health and Well-Being. Available at <https://www.cdc.gov/healthyyouth/protective/youth-connectedness-important-protective-factor-for-health-well-being.htm>

31 UNICEF has written extensively on this subject. CDB's appraisal reports and technical assistance papers linked to rehabilitation and recovery efforts post-disasters such as resulting from Hurricanes Irma and Maria also detail similar findings.

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FIFTEEN OF 19  
BMCS HAVE  
NATIONAL LEVEL  
YOUTH POLICIES  
(NYPS) TO GUIDE  
THEIR RESPECTIVE  
NATIONAL YOUTH  
AGENDA.

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SINCE  
COMMENCEMENT  
OF OPERATIONS  
IN BMCS, CDB HAS  
MADE SIGNIFICANT  
INVESTMENTS THAT  
HAVE BENEFITTED  
YOUNG PEOPLE.

**2.16 Citizenship and partnership:** Youth in the Region gain key skills from involvement in civic duties, volunteerism, faith-based organisations and school clubs, among others. Their inclusion and active engagement in these pursuits and decision-making processes are key to their sense of belonging and for affording them the opportunity to hone skills that will be essential in adulthood.

**2.17** Yet, significant numbers of young females and males around the Region have experiences and perceptions of political and economic exclusion, and struggle to identify with the current institutional arrangements for their development, empowerment and participation. Deficits in partnerships and chasms in intergenerational dialogue constrain opportunity for sharing new ideas and learning from experience to co-create development solutions. Addressing these concerns is critical as youth represents a period of increased risk-taking as well as heightened awareness and desire to confront injustice. Failure to harness youth capacity in positive pursuits may heighten vulnerability.

**2.18 Policy, legislative and institutional arrangements for youth development:** An enabling “youth-scape” is a prerequisite for youth development and the Region has made progress in this regard. Fifteen of 19 BMCs have national-level youth policies (NYPs) to guide their respective national youth agenda. An analysis of NYP directives shows that on education and training, employment and economic empowerment, health and well-being, youth participation and youth mainstreaming are common across all BMCs in the Region. Technology and the related digital skills required of youth in a modern world were not always articulated or considered. During the last decade, these policy instruments are increasingly informed by strengths-based perspectives and more strategic approaches. Yet for many countries there is an absence of knowledge of models of good practices for inclusion of young people, including vulnerable males and females in all aspects of NYP formulation process, and specifically on how they can play a more active role in policy implementation and evaluation phases. Other constraints in the sector are limited targeted engagements with wide cross-sections of the youth populace including unattached youth; deficit perspectives of youth development in programming; siloed responses; inadequate budgets; lack of political will; limited age-disaggregated data; the absence of strategic and measurable action plans; and gaps in technical expertise for youth work.

## INTERNAL ANALYSIS – ADVANCES AND CHALLENGES IN THE BANK

**2.19** Since commencement of operations in BMCs, CDB has made significant investments that have benefitted young people. Among notable successes are infrastructural development, capacity-building and institutional strengthening in education and training, youth safety and security, youth entrepreneurship and business development and capacity-building for youth engagement in decision-making.

**2.20** The Bank has in the recent past formalised partnerships *via* Memoranda of Understanding and Letters of Agreement with youth-serving entities such as the University of the West Indies (UWI), the United Nations Children’s Fund (UNICEF), the Pan American Health Organisation (PAHO), the UN Economic Commission for Latin America and the Caribbean (ECLAC), and the United States Agency for International Development (USAID). These strides, along with scaled-up investments in policy dialogues, which are either youth-led or co-created with youth, and the establishment of a virtual meeting space, and ongoing youth engagement, are examples of the Bank’s growing commitment to and increased opportunities for synergies.

**2.21** There has, however, been the absence of a strategic framework for joined up efforts and for standardised programming results in CDB. In addition, given the variation in age definitions of youth and uneven M&E systems it has not been possible to quantify or track the Bank’s investments and results specific to youth development. Moreover, social safeguarding crosscuts CDB’s investments. While there is attention to vulnerable groups, there is no explicit requirement for analysis of the situation, implications for and potential contributions of youth in capital and TA projects. Youth responsive investments must be designed to ensure consistency in keeping with safeguarding requirements so that the Bank investments, at a minimum, “Do No Harm” but optimally align with the more recent, “Do Good” social responsibility to enhance youth well-being.

**2.22** Since youth development is a cross-cutting consideration it aligns well with the work delivered under GEPOS. Consequently, lessons learned from the implementation of the 2008 GEPOS <sup>32/</sup> have been referenced to inform the design of CDB’s YPOS. These include the need for (a) conceptual clarity; (b) integration of analytical tools for the design, implementation, supervision and evaluation of investments; (c) research that identifies, and responds to, intersecting vulnerabilities and root causes of exclusion and inequality; (d) integrated programme design; (e) sustainable partnerships; (f) allocation of requisite financial and technical resources; (g) strategic communications and advocacy with demonstrated leadership by the Bank’s senior management; (h) a dual-track approach to investments – mainstreaming and targeting; and (i) robust M&E systems for tracking progress, measuring results and applying lessons learned.

**2.23** Stakeholders identified CDB as well positioned to support the urgent interventions required for youth development across BMCs for the following reasons:

- (a) (CDB’s track record of work in priority sectors – education and training; citizen security and peacebuilding; climate resilience;

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LESSONS LEARNED FROM THE IMPLEMENTATION OF THE 2008 GEPOS HAVE BEEN REFERENCED TO INFORM THE DESIGN OF CDB’S YPOS

<sup>32</sup> Refer to CDB’s 2019 GEPOS.

youth participation and economic empowerment – along with more recent support for health and wellness with focus on NCDs and mental health and psychosocial support.

- (b) The Bank's mandate to support poverty reduction, which necessitates a commitment to advance work in new areas and in new ways.
- (c) CDB's institutional environment – its policy frameworks and financial resources – can be leveraged in support of PYD.
- (d) CDB has a cadre of skilled, trained and experienced staff focused on the Region's development.

**2.24** CDB is well-respected among development partners and demonstrates tremendous potential to leverage other financial partners to make valuable investments in the youth sector.

### **PARTNER MAPPING, GOOD PRACTICE, EMERGING PROMISING PRACTICE**

#### **Partner Mapping**

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**2.25** Longstanding, recent and potential development partners have advanced work or are developing programmes and projects to respond to a number of issues and opportunities in the sector. These include youth mainstreaming; data and knowledge management; youth policy development and analysis; education and training; peacebuilding and citizen security; participation; economic empowerment; health and well-being and environment and climate change. Appendix 3 presents select current and pipeline programming areas by development partners and as such offers insight into potential areas for collaboration.

#### **Good Practice and Emerging Promising Practice: Some Insights**

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**2.26** Theories and approaches in youth development practice and lessons learnt from programming are essential for informing evidence-based practice. Among those that have gained currency for integrated approaches to youth development that result in better outcomes are youth mainstreaming, PYD, social ecological model and lifecycle approach to youth work. Taken in total there is requirement for investments that:

- (a) Facilitate the integration of youth issues into all aspects of the work of an organisation including policies, interventions and

projects, while on the other hand being sensitive to the impact of policies and projects on the youth population <sup>33</sup>. In this way, youth and youth concerns are integrated throughout the lifecycle of investments from conceptualisation, through planning and into M&E. This requires a shift from siloed approaches to establishing clear linkages between youth development and broader development goals.

- (b)** Are designed based on a shift from the traditional deficit or problem-based approach to youth development to one aimed at understanding, educating, and engaging youth in productive activities. The valuable contributions and inherent capacity of young people are leveraged to lead their own development.
- (c)** Are premised on the growing awareness that youth needs and opportunities and outcomes are informed by individual and environmental considerations. Analysis and responses must be multi-level and in addition to the individual/intrapersonal level, cover the interpersonal family/peer interactions and relationships, wider relationships to community and institutions and societal/cultural-level interactions <sup>34</sup>.
- (d)** Apply the life-cycle approach that recognises that young people are navigating a series of developmental stages each of which is informed by the previous one and that youth – the stage between childhood and adulthood – is neither linear nor finite.

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THE VALUABLE  
CONTRIBUTIONS  
AND INHERENT  
CAPACITY OF  
YOUNG PEOPLE  
ARE LEVERAGED TO  
LEAD THEIR OWN  
DEVELOPMENT

<sup>33</sup> [https://thecommonwealth.org/sites/default/files/events/documents/P15371\\_YTH\\_Youth\\_Mainstreaming\\_Short\\_Guide.pdf](https://thecommonwealth.org/sites/default/files/events/documents/P15371_YTH_Youth_Mainstreaming_Short_Guide.pdf).

<sup>34</sup> Collins et al, 2002 cited in CDB's draft Youth Policy and Operational Strategy (2019).



WITH YPOS, CDB  
COMMITTS TO YOUTH  
DEVELOPMENT  
AS AN INTRINSIC  
COMPONENT OF  
THE BANK'S INTER-  
NATIONAL DEVELOP-  
MENT MANDATE AND  
A CRITICAL ASPECT  
OF ITS RESPONSES  
FOR ADVANCING  
POVERTY  
REDUCTION IN  
THE CARIBBEAN

### 3. THE YOUTH POLICY AND OPERATIONAL STRATEGY (2020)

**3.01** In developing the 2020 YPOS there is alignment to regional and global youth development and sustainable development frameworks including WPAY, CYDAP, the SAMOA Pathway; the Baku Declaration and the SDGs. These frameworks recognise that youth development responses must be integrated, mainstreamed and targeted for building youth resilience and achieving positive development outcomes. In addition, they provide reference documents that advocate partnerships, joined up actions and active engagement with youth as partners for development.

**3.02** YPOS repositions the Bank's efforts within a strategic framework that ensures a more deliberate focus on youth development. With YPOS, CDB commits to youth development as an intrinsic component of the Bank's international



development mandate and a critical aspect of its responses for advancing poverty reduction in the Caribbean. For the purposes of YPOS, CDB will adopt a life cycle approach that responds to the differential needs of persons between ages of 10 and 35 years old. For the purposes of programming, and in recognition of their common and specific needs, CDB will respond to, and collect data on, young males and females as follows: 10-14; 15-19; 20-24; 25-29; and 30-35.

**3.03** In order to meet the development goals and in line with the SDG principle “Leave No-One Behind”, CDB recognises youth as a heterogeneous demographic group including young men, young women, young people with disabilities, young people from diverse socio-economic backgrounds and geographic locations and nationalities, and young people with unique learning experiences and backgrounds. They are of different ethnicities, with diverse sexual orientations, religious beliefs, political persuasions and ideological dispositions. These various identities and social categorisations intersect and overlap to inform opportunities and outcomes for young females and males.

### VISION

**3.04** YPOS envisions – healthy, socially-connected, educated, economically-empowered and actively engaged young females and males, contributing to their own development and to peaceful, prosperous, sustainable and resilient societies.<sup>35/</sup>

### OBJECTIVE

**3.05** The overarching objective is enhanced youth empowerment in BMCs. To achieve this objective, CDB will work in its BMCs to engage, support, safeguard youth and build youth skills via programming designed to enhance the capacity of young males and females to contribute to and enjoy economic growth, peacebuilding, social opportunities and healthy lives and to actively participate in democratic and development processes at community, local, national, regional and global levels.

**3.06** The work will be delivered in concert with youth and youth-serving organisations to achieve positive youth outcomes. Interventions will be delivered and entry points identified while utilising all of the Bank’s support instruments including TA, investment loans and policy-based operations.

FOR THE PURPOSES OF YPOS, CDB WILL ADOPT A LIFE CYCLE APPROACH THAT RESPONDS TO THE DIFFERENTIAL NEEDS OF PERSONS BETWEEN AGES OF 10 AND 35 YEARS OLD

<sup>35</sup> CDB envisions a Region where all young females and males, across identities and social categorisations including socioeconomic status, ethnicity, disability status, race, migrant status, and location, are able to fulfill their aspirations and contribute to sustainable and resilient development.

CDB WILL ENSURE THAT, IN PROJECTS WHERE YOUTH ARE IDENTIFIED AS BENEFICIARIES, THE APPRAISAL PROCESS CONSISTENTLY INCLUDES ANALYSIS OF THE FIVE FACTORS THAT ARE KEY TO UNDERSTANDING WHO IS BEING LEFT BEHIND AND WHY

**3.07** CDB will also work to strengthen the environment for youth-responsive development via a dual track approach that supports mainstreaming and targeted interventions. YPOS allows for operationalisation of youth mainstreaming in the operations of the Bank. CDB will revise and adapt its internal tools and systems to bolster youth engagement and youth-responsive programmes and project design, implementation and M&E. This will be delivered via training of staff across the Bank in key conceptual frameworks, approaches and practical application. In its commitment to ensuring that no-one is left behind, CDB will ensure that, in projects where youth are identified as beneficiaries, the appraisal process consistently includes analysis of the five factors that are key to understanding who is being left behind and why: (a) discrimination; (b) place of residence; (c) socio-economic status; (d) governance; and (e) vulnerability to shock <sup>36/</sup>. Inclusive, integrated and intergenerational analysis will be conducted and responses designed to empower and build capacity of those who are being left behind and those who are vulnerable. For example, via bolstering individual, family and protective factors; access to quality education opportunities and support for design and implementation of inclusive and participatory processes within CDB and BMCs. Frameworks and tools will be adapted or developed to guide development, implementation, monitoring and evaluation of efforts. To strengthen the enabling environment in BMCs, the Bank will deliver capacity-building support for, *inter alia*, data collection and analysis; youth-friendly budgets <sup>37/</sup> and policy and programme analysis and development.

**3.08** The Bank will partner on research and advocacy and will support delivery of work under YPOS by mainstreaming youth development, in its sector work as well as supporting specific youth development activities via use of grant and loan funds.

### PILLARS OF ACTION

**3.09** YPOS is built on six strategic pillars of action – five of which are linked to externally-facing and geared specifically towards support to BMCs. The sixth pillar is designed to respond to capacity requirements in CDB and BMCs. These are:

- (a) enhancing young people's participation in, and contributions to sustainable economic growth;
- (b) harnessing and enabling the strengthening of youth social and intellectual capital via quality education;

<sup>36</sup> What Does It Mean To Leave No-One Behind? A UNDP discussion paper and framework for implementation July 2018.

<sup>37</sup> Drawing on UNICEF's (2007) definition of a child friendly budget, a youth-friendly budget is one that addresses youth issues and prioritises the needs of youth and other vulnerable groups in the public expenditure system.

- (c) contributing to the creation of healthy, safe, nurturing, and peaceful communities and spaces for young people;
- (d) supporting youth awareness, education and action on climate change, disaster mitigation, environmental sustainability and food security;
- (e) supporting active citizenship and youth participation in democratic and community life; and;
- (f) enhancing capacity in BMCs and CDB for mainstreaming and targeted youth development.

## OUTCOMES

**3.10** Three outcomes are linked to the six pillars of action:

### (a) Outcome One (Linked to Pillars 1-4)

Youth in BMCs have enhanced capacity to contribute to and enjoy economic growth; peacebuilding; social opportunities; environmental sustainability; and healthy lives.

### (b) Outcome Two (Linked to Pillar 5)

Youth in BMCs have greater capacity to actively participate in democratic and development processes at community, local, national, regional and global levels.

### (c) Outcome Three (Linked to Pillar 6)

CDB and BMCs have increased capacity for delivering gender-responsive and inclusive youth mainstreaming and youth-targeted interventions.

## PRINCIPLES OF IMPLEMENTATION

**3.11** YPOS relies on six principles (described below) <sup>38/</sup>.

### **Principle 1: Operationalise a Rights-based Approach**

Designed and implemented within a human rights-based framework, in line with the country's global and regional commitments. Application of this approach will be undertaken via assessment of commitments by governments; gaps in meeting the commitments; requirements to promote and protect the social, economic and cultural rights of young males and females and for duty-bearers to deliver on the commitments.

### **Principle 2: Integrate intersectionality, gender-responsiveness and social inclusion**

YPOS aligns and will be delivered in a manner to ensure synergies with CDB's GEPOS which outlines the Bank's position and priorities as it relates to the advancement of gender equality. Programmes will promote equal opportunities for every young person and will engage vulnerable groups in a manner that ensures dignity, including the elimination of barriers of inclusion. Intersectionality acknowledges that social identities and groupings are neither homogenous nor mutually exclusive. It ensures a comprehensive understanding of the experiences of young people remain central, and that this knowledge guides the design of interventions or understanding of issues and socio-economic impacts on young women, young men, persons living with disabilities, persons of varying ethnicities and sexual orientation, indigenous youth and migrant youth, as examples. An intersectionality-based approach will allow for accelerated achievements for youth across categories, and for targeted interventions that prioritise those most marginalised and respond to the SDG imperative to Leave No-One behind and reaching the furthest behind first.

### **Principle 3: Embrace and leverage technology and innovation**

When access is facilitated, ICTs play an essential role in reducing inequality and fostering social inclusion, including for youth in remote locations and young people with disabilities. Young females and males, particularly those from groups that experience exclusion, must be afforded the opportunities to train in areas where there exist potential for employment, especially in the technology field. YPOS is designed to support access to technology as one key driver of innovation and problem-solving. It however, treats innovation more broadly than ICT and will support interventions to harness youth capacity for creative actions with and without new technologies.

<sup>38</sup> Adapted from the Baku Commitment to Youth Policies and updated to reflect the regional context.

**Principle 4: Facilitate authentic youth participation**

To coalesce the divergent positioning of young people and those working on their behalf, approaches for meaningful dialogue and engagement as well as institutional partnerships with young people will be explored. Policy actions will be designed, developed, implemented, monitored and evaluated with the meaningful participation of young people, from the local to the national level, in both rural and urban settings, and in all development contexts.

**Principle 5: Support multipartite and intergenerational partnerships**

To bolster the funding and resource allocations for youth development, and in recognition of the need for cross-sectoral and mainstreamed interventions for youth outcomes, YPOS is designed to stimulate partnerships within and across BMCs to connect youth-led organisations, Departments/Ministries of youth with the private sector, multilateral and bilateral donors, and other civil society actors. Intergenerational partnerships are particularly important. Such partnerships have traditionally revolved around sharing of experiences, resources, cultural norms and knowledge, and providing care and support. However, emerging demographic and socio-economic trends have presented new challenges and opportunities for intergenerational partnerships <sup>39/</sup>. Indeed, forging of relationships based on mutual understanding between intergenerational family members is now considered an imperative for social integration and cohesion.

**Principle 6: Manage for Development Results**

This approach is grounded in robust evidence-based development of results throughout the management cycle – goal orientation, causality and continuous improvement in youth responsive programming and adequate resourcing. YPOS will be delivered to bolster the relevance, efficiency and effectiveness of CDB investments.

**3.12** The pillars, with model actions, are detailed in Figure 3.1. The principles of implementation and conceptual framework inform the actions and the indicators in the Results Framework at Appendix 4.

<sup>39</sup> UNDESA (n.d) Youth and Intergenerational Partnerships.



## 4. RESOURCING THE YOUTH POLICY OPERATIONAL STRATEGY

**4.01** In support of Caribbean commitments towards implementation of the 2030 Agenda for Sustainable Development, and in alignment with CDB's policy commitment, the Bank recognises that sustainable advances in youth development require resources.

- (a) **Mainstreaming:** drawing on existing resources in CDB's sector work.
- (a) **Leveraging:** with data and advocacy - the value of and

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linkages between youth development and sustainable human development. Combining use of grant and loan resources for targeted youth investments especially in the areas of economic empowerment and citizen security and peacebuilding efforts.

- (b) Establishment of a Youth Fund that prioritises innovative responses to development challenges in the core areas of work of the Bank and on emerging issues.

**4.02** Implementation of the proposed YPOS will involve efforts across the Bank's departments and divisions, under the leadership of the Vice-President, Operations and the Social Sector Division.

## CONCLUSION: THE YPOS AT A GLANCE

**VISION STATEMENT** – Healthy, socially connected, educated, economically empowered and actively engaged young females and males, contributing to their own development and to peaceful, prosperous, sustainable and resilient societies.

**OBJECTIVE** – Youth Empowerment in BMCs

### PILLARS

Enhancing young people's participation in, and contributions to, sustainable economic growth.

Harnessing and enabling the strengthening of youth social and intellectual capital via quality education.

Contributing to the creation of healthy, safe, nurturing, and peaceful communities and spaces for young people.

Supporting youth awareness, education and action on climate change, disaster mitigation, environmental sustainability and food security.

Supporting active citizenship and youth participation in democratic and community life.

Strengthening of the enabling environment in BMCs and within CDB.

### APPROACH TO PROGRAMMING

**Build** youth assets and agency; **Engage** youth as valued and equal partners; **Safeguard** youth from violence and exploitation as well as promote and protect youth rights, **Support** youth via the delivery of programmes that, at a minimum, meet basic developmental needs, and **Strengthen** the enabling environment inclusive of families, communities and systems.

### PRINCIPLES OF IMPLEMENTATION

- ◆ Operationalise a rights-based approach
- ◆ Integrate Intersectionality and gender-responsiveness and social inclusion
- ◆ Embrace and leverage technology and innovation
- ◆ Facilitate authentic youth participation
- ◆ Support multipartite and intergenerational partnerships
- ◆ Manage for Development Effectiveness.





	<b>OUTCOMES</b>
	Youth in BMCs have enhanced capacity to contribute to and enjoy economic growth; peacebuilding; social opportunities; environmental sustainability; and healthy lives.
	Youth in BMCs have greater capacity to actively participate in democratic and development processes at community, local, national, regional and global levels.
	CDB and BMCs have increased capacity for delivering gender-responsive and inclusive youth mainstreaming and youth-targeted interventions.

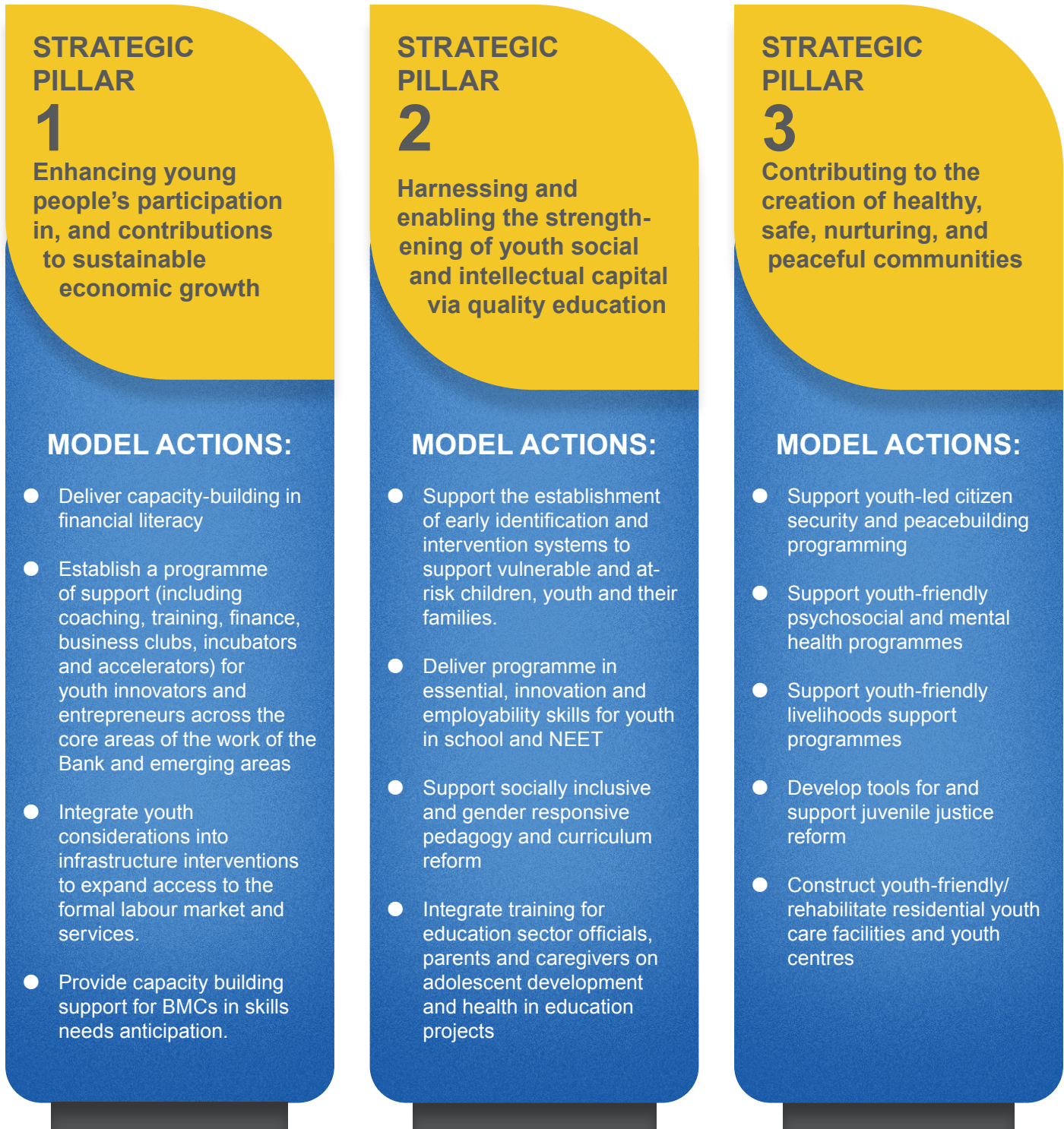
**OBJECTIVE: ENHANCED YOUTH EMPOWERMENT IN BMCS**

FIGURE 3.1: STRATEGIC FRAMEWORK FOR YPOS 2020

**STRATEGIC  
PILLAR****4**

**Supporting youth awareness, education and action on climate change, disaster mitigation, food security and environmental sustainability**

**MODEL ACTIONS:**

- Undertake research and identify solutions for climate resilience, disaster mitigation, food security and environmental sustainability with youth and youth-serving organisations

**STRATEGIC  
PILLAR****5**

**Supporting active citizenship and participation in democratic and community life**

**MODEL ACTIONS:**

- Support establishment of multi-partite, multi-sectoral and intergenerational mechanisms for youth-responsive policy and programming
- Establish mechanisms for youth-led research, analysis and, information, education and advocacy
- Support the establishment and operations of a regional youth network
- Deliver programme of support for training of youth in parliamentary procedures and leadership

**STRATEGIC  
PILLAR****6**

**Enhancing capacity for mainstreaming and targeted youth development interventions.**

**MODEL ACTIONS:**

- Deliver training and develop/adapt tools for youth responsive, PYD programming in CDB and BMCs
- Undertake research and advocacy on youth development, the economic value of youth inclusion/ economic cost of youth exclusion
- Establish partnerships with youth-led and youth-serving organisations
- Build capacity for youth-friendly laws and policies in BMCs
- Operationalise youth fund for technical assistance and capital loans and grants

## APPENDICES

### Appendix 1

#### ELEMENTS OF THE METHODOLOGY

Method	Data Sources
<b>Desk Review – Secondary Data</b>	<p>CDB corporate planning, sector policy and reporting documents.</p> <p>Research papers and policy documents by partners including CDB, USAID, UNFPA, CARICOM and ILO.</p> <p>Country surveys in the domains of health, education, citizen security, youth political participation, youth policies, financing for youth, among others</p>
<b>Primary Data Collection</b>	<ul style="list-style-type: none"> <li>◆ Consultations with senior management and technical staff.</li> <li>◆ Action planning with representatives of Units and Divisions in CDB.</li> <li>◆ Country visits to four BMCs – British Virgin Islands, Belize, Suriname and St. Kitts and Nevis.</li> <li>◆ Technical Review Meeting <sup>1/</sup>.</li> <li>◆ Regional Stakeholder Workshop.</li> <li>◆ Organisational Capacity Assessment of youth-serving organisations.</li> <li>◆ Consultations with over youth.</li> </ul>
<b>Synthesis and Analysis</b>	<p>Integration and analysis of findings and validation of findings and proposals via consultations with key stakeholders including BMC representatives, youth, academics, the private sector, development organisations and CDB staff.</p>

<sup>1</sup> Participants included members of the CDB YPOS Working Group comprised of CDB staff and the YPOS Reference Group, (youth and representatives of youth-led and youth-serving organisations). Reference Group members including representatives in their own standing and serving on behalf of organisations including Caribbean Regional Youth Council (CRYC), ECLAC, ILO, OECS, Organization of American States and UWI – Cave Hill Campus and heads of youth directorates or government advisors on youth affairs from Belize, British Virgin Islands, St. Kitts and Nevis and Suriname.

# GLOSSARY OF YOUTH DEVELOPMENT CONCEPTS AND RELATED TERMS

<p><b>Deficit-Based Approach:</b></p>	<p>Deficit-Based Approaches to Youth Development attributes failures such as lack of achievement, learning, or success in gaining employment to a personal lack of effort or deficiency in the individual, rather than to failures or limitations of the education and training system or to prevalent socio-economic trends.</p>
<p><b>Intersectionality:</b></p>	<p>Intersectionality highlights the interconnected nature of social categorisations such as race, class, gender, poverty status, age, ethnicity, sexual orientation, disability, and others, as they apply to a given individual or group. It is used as a framework of analysis to study, understand and respond to the ways in which subjects experience overlapping and interdependent systems of (dis)advantage and discrimination (including but not limited to racism, gender discrimination, ableism, classism based on personal characteristics/identities). Intersectionality can inform research, policy and practice.</p>
<p><b>Life cycle approach:</b></p>	<p>The life cycle approach to children and adolescent development is associated with Erik Erikson’s theory of psychosocial development. The concept acknowledges the interconnectedness of the several stages of human development and emphasises that positive or negative factors during each life stage impacts subsequent stages. For the purposes of programming, the youth demographic will be classified as follows, in recognition of their common and specific needs: 10-14 as adolescents, 15-18 post-adolescent, 19-29 youth and 30-35 youth in transition.</p>
<p><b>Positive Youth Development</b></p>	<p>The PYD perspective is a holistic one which recognises the effects of systems on young people, and focuses on their discernable strengths, instead of their perceived weaknesses (Damon 2004). A PYD approach considers key elements needed to achieve optimal outcomes for “healthy, productive and engaged” <sup>1/</sup> young people and guides strategic intervention on the thrust of this to ensure the following:</p> <ul style="list-style-type: none"> <li>◆ Improve youth <b>assets</b> by ensuring all young people are equipped with the skills and resources necessary for their well-being.</li> <li>◆ Encourage youth <b>agency</b>, which means that young people believe in their ability to achieve their aspirations and life goals and live in an equal society where they can do so.</li> <li>◆ Facilitate meaningful youth <b>contributions</b> to the sustainable development of their communities, countries and the world.</li> </ul> <p>Bolster the <b>enabling environment</b> that ensures that young people can exercise agency, make meaningful contributions, have the assets and access they require for their well-being and can do so in a protected way, within a matrix of care.</p>

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	<p>PYD epitomises the 5Cs of youth development characterised as: Connection: A feeling of safety, structure, and belonging, positive bonds with people and social institutions. Confidence: A sense of self-worth and mastery; having a belief in one's capacity to succeed. Character: Taking responsibility: a sense of independence and individuality, connection to principles and values. Competence: The ability to act effectively at school, in social situations, and at work. Contribution: Active participation and leadership in a variety of settings; making a difference. <sup>1/</sup></p> <p>There is an increasing body of evidence that suggests that PYD could lead to reduction in risk-taking, better social and emotional outcomes and greater likelihood of successful transition to adulthood <sup>2/</sup>.</p>
<b>Social-Ecological Model (SEM):</b>	<p>SEM is a framework for understanding the interacting levels of a social system by employing an analysis of the individual, interpersonal, community, organisational and policy-enabling environment. It provides a method for examining the complexities and interdependences between the cultural, political, socio-economic, cultural, political, environmental and organisational determinants of behaviour by taking a holistic, systems-level approach to understanding. The SEM is a social psychology theoretical framework based on Lewin's (1951) and Becker's (1968) theory that behaviour results from "the person, the environment, and the interaction between the two".</p>
<b>Social Inclusion:</b>	<p>Social inclusion is the process by which efforts are made to ensure equal opportunities – that everyone, regardless of their background, can achieve their full potential in life. Such efforts include policies and actions that promote equal access to (public) services as well as enable citizen's participation in the decision-making processes that affect their lives.</p>
<b>Youth Mainstreaming:</b>	<p>Youth mainstreaming is conceptualised as a strategy to facilitate integrated and multi-sectoral approaches to youth development. A youth mainstreaming strategy facilitates the integration of youth issues into sectoral policies, interventions and projects, while on the other hand being sensitive to the impact of policies and projects on the youth population. A principal benefit of youth mainstreaming is an integrated and holistic approach to development.</p>
<b>Youth Responsive:</b>	<p>Refers to approaches that include youth mainstreaming and youth-targeted interventions.</p>
<b>Youth Targeted:</b>	<p>Youth targeted approaches identify, analyse and address specific areas of inequality that are experienced by young males and or females. Targeted approaches are critical actions to complement gender mainstreaming approaches.</p>

<sup>1</sup> Lerner, et al 2005; Pitman, et al 2002.

<sup>2</sup> Refer to youth.gov and Patton et al., 2016 cited at Youth Power: PYD Framework. Available at <https://www.youthpower.org/positive-youth-development-pyd-framework>.

## YOUTH PROGRAMMING AMONG SELECT DEVELOPMENT ACTORS <sup>1/</sup>

Programme Area	Agencies
Youth Mainstreaming.	Commonwealth Secretariat, CARICOM (Directorate of Human and Social Development), ECLAC.
Youth Specific Data/ Research and Knowledge Development.	CARICOM, ECLAC, Sir Arthur Lewis Institute of Social and Economic Studies 50/50 Youth Research Cluster, UWI, ILO, USAID.
Youth Policy Development and Analysis.	Commonwealth Secretariat, CARICOM, UNDP, UNICEF, ECLAC, Organisation of Eastern Caribbean States (OECS), United Nations Educational, Scientific and Cultural Organisation (UNESCO), Caribbean Policy Development Centre.
Education and Training.	World Bank, UNESCO, UWI, CARICOM, DfID, EU, UNICEF, IDB, OECS, University of Belize and the University of Guyana.
Economic Empowerment/ Employment.	ILO, ECLAC, DFID, USAID, Organisation of American States (OAS), CARICOM, Commonwealth Secretariat, European Union, Network of Caribbean Chambers of Commerce, UNIDO.
Peace and Citizen Security/ Juvenile Justice.	USAID, CARICOM, UNODC (UN Agency on Drug and Crime), OECS.
Participation and Governance.	Commonwealth Secretariat, CARICOM, UNICEF, UNFPA, UNDP, USAID, OAS, European Union, CRYC, Organisation of Eastern Caribbean States.
Climate Change, Disaster Mitigation, Environmental Sustainability, Food Security.	UNDP, Food and Agriculture Organisation, Caribbean Youth Environment Network, CARICOM, UN Environment Programme.
Health and Well-being.	UNFPA, World Health Organisation/PAHO, CARICOM (PANCAP) Caribbean Public Health Agency (CARPHA); Health Caribbean Coalition (HCC).

<sup>1</sup> This list presents information available at the time of the preparation of the Paper and is neither an exhaustive representation of all actors nor youth development investments in the 19 BMCs.

## RESULTS FRAMEWORK

OBJECTIVE: Enhanced Youth Empowerment in BMCs		
Internally-Focused Interventions		
Strategic Pillar	Outcome	Outcome Indicator
Enhancing young people's participation in, and contributions to inclusive and sustainable economic growth.	<b><i>Outcome 1: Enhanced capacity of youth to contribute to and enjoy economic growth; peacebuilding; social opportunities, environmental sustainability and healthy lives.</i></b>	<p>Youth Unemployment Rate (by sex).</p> <p>Level of income among youth beneficiaries of CDB-funded projects (by sex; age cohort; disability; ethnicity).</p> <p>Number of BMCs with demonstrated capacity for anticipating and matching skills and jobs; Percentage of young beneficiaries who have started/scaled up micro, small and medium enterprises (by sex; age cohort; disability; ethnicity). Percentage of young beneficiaries who developed or advanced technological and innovative solutions (by sex; age cohort; disability; ethnicity).</p> <p>Percentage of young beneficiaries from CDB-funded projects on water and sanitation, transportation, renewable energy/energy efficiency, education infrastructure and agriculture projects. (by sex; age cohort; disability; ethnicity).</p> <p>Percentage of CDB-funded projects with actions by governments to close information gaps between contractors and young people regarding employment opportunities.</p>
Harnessing and enabling the strengthening of youth social and intellectual capital via quality education		NEET Rate (by sex).



**OBJECTIVE: Enhanced Youth Empowerment in BMCs**

**Internally-Focused Interventions**

Strategic Pillar	Outcome	Outcome Indicator
		<p>Number of out-of-school/ NEET participants who successfully complete one Level 1 Caribbean Vocational Qualification (by sex; age).</p> <p>Number of participants benefitting from work readiness and entrepreneurship training who (a) form businesses (b) head better performing businesses (in/out of school; sex; age cohort; disability; ethnicity).</p> <p>Percentage of students identified as being at-risk of educational failure who receive psycho-social support services (by sex; age cohort; disability; ethnicity).</p> <p>Percentage of families of students identified as being at-risk of educational failure who receive psychosocial support services via CDB-funded projects (by sex of head of household).</p>
<p>Contributing to the creation of healthy, safe, nurturing, and peaceful communities and spaces for young people.</p>		<p>Youth Crime Rates (by sex).</p> <p>Number of initiatives organised to promote peace-building and social cohesion (youth-led; co-created).</p> <p>Number of BNTF and education sector initiatives which incorporate peace-building outcomes.</p> <p>Number of young persons accessing services or new knowledge and behaviours from programmes that address individual and environmental aspects of youth vulnerability (by sex; age cohort; disability; ethnicity).</p>

**OBJECTIVE: Enhanced Youth Empowerment in BMCs**

**Internally-Focused Interventions**

Strategic Pillar	Outcome	Outcome Indicator
		<p>Number of BMCs identifying and responding to the needs of at risk students via Early Identification Systems (EIS).</p> <p>Number of facilities offering youth friendly juvenile justice services.</p>
<p>Supporting youth awareness, education and action on climate change, disaster mitigation, food security and for environmental sustainability</p>		<p>Number of young women and young men with increased skills and/or resources to facilitate positive action on environmental sustainability, climate change and/or food security (by sex; age cohort; disability; ethnicity).</p>
<p>Supporting active citizenship and youth participation in democratic and community</p>	<p><b><i>Outcome 2: Youth have greater capacity to actively participate in democratic and development processes at community, local, national, regional and global levels.</i></b></p>	<p>Number of young women and young men, benefitting from CDB capacity building support, who contribute to global, regional, national development policy-making and planning processes (by sex; age cohort; disability; ethnicity; NEET status).</p> <p>Number of global, regional, national development policy-making and planning processes in which young males and females supported by CDB engage (by sex; age cohort; disability; ethnicity; NEET status).</p> <p>Youth participants' perception of level of readiness to fully engage in global, regional, national development policy-making and planning processes.</p>

### Combined Internally and Externally-Focused Interventions

**Outcome 3: CDB and BMCs have increased capacity for delivering gender-responsive and inclusive youth mainstreaming and youth-targeted interventions:**

**Outcome Indicators – BMCs**

- ◆ Number of policies, with action plans, that are youth-mainstreamed
- ◆ Number of BMCs with youth-friendly budgets
- ◆ Percentage of Youth Fund resources utilised as a total of disbursed funds.
- ◆ Number of Executive Committee/CABINET- approved youth policies with action plans

**Outcome Indicators – CDB**

- ◆ Number of young people who participate in CDB policy processes (by sex; age cohort; disability; ethnicity; NEET status)
- ◆ Number of CDB policy documents, developed in the policy period, that integrate inputs from consultations with young people
- ◆ Number of young women and young men who participate in CDB project cycle (by sex; age cohort; disability; ethnicity; NEET status)
- ◆ Percentage of CDB policies/projects that are rated youth-mainstreamed
- ◆ Percentage of projects where at least 80% of budget for youth targeted interventions was utilised

**Performance Indicators**

The first five outputs with related indicators are tracked to understand the progress of the Bank towards the implementation of the YPOS. The other outputs and indicators measure the enabling environment for implementing the YPOS in BMCs.

### Enabling environment for implementing the YPOS

Output	Output indicator
Data for evidence-based decision-making produced and disseminated	Number of evidence-based products produced and disseminated.
Youth Mainstreaming capacity building training delivered.	Percentage of Operations Officers trained. Percentage of management trained. Percentage of CDB staff trained.
PYD capacity-building programme delivered.	Percentage of OOs trained. Percentage of management trained. Percentage of CDB staff trained.
Reporting systems for PYD outcomes in CDB developed.	Monitoring and assessment tools are appropriately developed/amended for PYD.
Communication and Advocacy Tools for internal and external PYD communication developed.	Number of communication and advocacy products developed.

**Enabling environment for implementing the YPOS**

<b>Output</b>	<b>Output indicator</b>
PYD capacities in BMCs developed.	Number of staff trained (country; participants by sex).
Evidence-based decision-making capacities in BMCs enhanced.	Number of BMC staff trained in evidence-based decision-making (country; participants by sex).
Youth mainstreaming capacities in BMCs developed.	Number of staff trained (country; participants by sex).



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