



The Youth Roadmap

Ministry of Sports and Youth

Adopted by KRG Council of Ministers meeting on January
21st 2009 as part of KRG programs



Unofficial Translation



The ministry of Sports and Youth in its "Sports Roadmap" and "Youth Roadmap" reviews its two-year experience, amends the policy and plan of action. This roadmap has been adopted as plan of the KRG's plan on 21st January 2009.

The objective of this work:

1. To continue and develop the ministry's policy and works in both of the fields of sports and youth.
2. To achieve consensus regarding its policy and future work, The Ministry of Sports and Youth drafted two roadmaps and put them forward for discussion by the media, related authorities and the public.
3. To consult with the relevant stakeholders, a two day conference was held in Erbil (15-16/5 2008) during which the roadmaps were discussed. A total of 27 youth organizations and NGOs took part in the conference. The first day was dedicated to the sports and the second day to the youth cultural activities. After much debate and taking in the different viewpoints the points in each of these roadmaps were put to the vote. The points that were approved by the majority were fixed in the final action plans. It was proposed that a committee should be convened to work on issues related to the media and the relationship between the young people and the authorities.



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1. Background

In its fifth cabinet the Kurdistan Regional Government established The Ministry of Sports and Youth on May 7th 2006. The purpose was to provide a focus for the sports and the youth in Kurdistan.

The ministry has been working in this field for nearly two years. It has therefore acquired enough experience to be a useful source that could be used to evaluate and follow-up previous work. It can also be used for putting together the future plan. In this document, the topics of sports and youth are tackled but the works of other related ministries and governorates are also represented. For example, all governorates, the ministry of municipality, ministry of culture, ministry of education and ministry of higher education and scientific research. This document is therefore, directed at all governmental offices, especially those directly involved through "The Joint Youth Committee"¹ in order to participate in this process.

The vision of the ministry stems from the UN's third millennium of MDG². The goals of the third millennium are:

1. **Eradicate extreme poverty and hunger**
2. **Achieve universal primary education**
3. **Promote gender equality and empower women**
4. **Reduce child mortality**
5. **Improve maternal health**
6. **Combat HIV/AIDS, malaria, and other diseases**
7. **Ensure environmental sustainability**

¹ "The Joint Youth Committee" was established per formal ministerial letter number 14090 dated 13th December 2006 in order to coordinate the youth works among the ministries in Kurdistan Regional Government.

² For more information on this see <http://www.undp.org/mdg/basics.shtml>.



8. Develop a global partnership for development

The policy of Kurdistan Regional Government is in agreement with the eight goals above, hence the visions of the ministry are directed by these goals. All the ensuing work, programs and projects of the ministry must be tested by and be in line with these goals prior to their implementation.

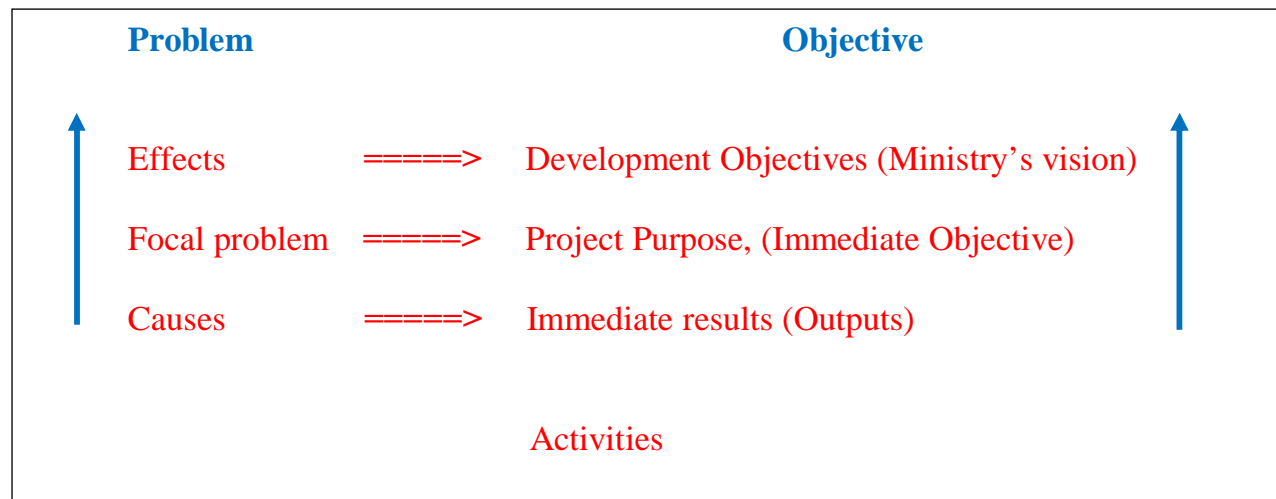
The Logical Framework Approach (LFA) is being used in this document for analyzing the current situation and identifying the future work path. At the end of this document, an overview of the LFA method, steps of the projects, sport confederations and a glossary are found for further clarification and public use.

The problems are analyzed by using the LFA method. After identifying the long-term vision of the ministry and the short-term objectives, the means and activities of all the problems are explained under the section entitled 'Future Work plan/Mean and activities'. This work plan is a continuation and development of the 2006 work plan of the ministry. For more information about the ministry of sports and youth, kindly look at the MOSY's website: www.mosy-krq.org



The Problem Tree: Reasons and Consequences

The Ministry's objective is to deal with the problems that have been identified. Each problem has causes and effects. For each effect the ministry has a vision which is equal to its long-term objective for dealing with the problem. The cause for each problem must be dealt with and this is the output the ministry wants to achieve. Each output requires certain activities that are the details for the solution. This work form is called analyzing the Problem Tree using LFA method; it has been used on all the mentioned problems.





3. Youth immigration:
 - a. Issuing valid passports in Kurdistan
 - b. Facilitating visa issuing procedures
4. Housing:

Aim to provide housing to 50 thousand young people a year.
5. Participation and Democracy level:
 - a. Aim that %30 of governmental employees and decision-making bodies consist of young people under the age of 25.
 - b. Reducing the minimum age limit requirement for becoming a member of parliament to 18 years.³

³ For parliamentary election of July 25th 2009 the age for young candidate becomes 25 years. Women's proportion became 30 % from former being 25 %.



6. Lack of necessary information
7. Low level of cooperation between government offices in this respect

Immediate results

1. Returning to school
2. Strengthening the employment system through providing suitable vocational courses and opening up the job market.
3. Making government offices smaller and expanding labor market
4. Mobilizing the civil society through supporting the anti-poverty and anti-unemployment programs and activities.
5. Strengthening the media in Kurdistan
6. Scientific research and collecting statistics
7. Strengthening cooperation among government offices in this field.
8. Strengthening social insurance support
9. Establishing youth committees and organizations to support young people with problems.
10. Returning to school
11. Strengthening the employment system through providing suitable vocational courses and opening up the job market.
12. Making government offices smaller and expanding labor market
13. Mobilizing the civil society through supporting the anti-poverty and anti-unemployment programs and activities.
14. Strengthening the media in Kurdistan
15. Scientific research and collecting statistics
16. Strengthening cooperation among government offices in this field.



6. Illiterate/Semi-literate parents who are inattentive⁸
7. Shortage and weakness of vocational courses in the high-school level.

Immediate results

1. Changing the administration system in schools and moving away from a centralized system to a more autonomous school system.
2. Developing teachers' capacity through specialized intensive courses
3. Making the education environment more pleasant
4. Changing teaching methods towards teachers acting as guides and active pupils
5. Changing teaching materials (books, exams, etc.)
6. Building more schools
7. Reform in school environment and teaching materials

Future plan/ Means and Activities

1. Implementing the concept of Modern Schools: each school will have its own budget which will depend on the number of pupils, the number of teachers, the places and specific requirements, etc.
2. The head teachers and school councils (representative of teachers and pupils) will be responsible for the utilization of the school's resources, and the mechanisms of expenditure will be transparent.
3. The teachers' salary should be based on different circumstances. The criteria should be the teacher's ability, not age only, years of service and type of job.
4. The criteria for employing teachers must only be their efficiency according to comprehensive exams in the educational system.
5. Developing vocational schools.

⁸ The percentage is not known.



6. Developing adolescent schools and providing special schools for long term drop-outs.
7. Enriching the youth printing press program to strengthen the cultural infrastructure of the youth.
8. Establishing music studios and showcasing films in schools.
9. Cooperation with national and international civil society organizations to arrange various intensive training courses for pupils.
10. Cooperation with national and international civil society organizations to arrange various intensive training courses for teachers⁹.
11. Cooperation with national and international civil society organizations to arrange various intensive training courses for supervisors.
12. Providing modern teaching materials.
13. Preparing scientific field trip programs for schools according to school specifications.
14. Providing work experience opportunities to high school students as part of the program.
15. Providing further opportunities and material for physical education and art classes.
16. Samples of teachers' weekly work-plans should be disseminated among teachers to be taken as work models.
17. Allocating special budgets for school laboratories.
18. Allocating special budgets for school libraries and special cadres.
19. Paying more attention to building new and modern schools.
20. Taking advantage of other suitable buildings for schools.
21. Finding a suitable food program for pupils according to their age and needs.
22. Providing suitable toilets and washing facilities, sewage systems, health awareness and health facilities in schools.
23. Building specialized schools for pupils who have severe disabilities and diseases.
24. Providing suitable desks and chairs for pupils.
25. Renovation of schools.

⁹ For example the libraries of ministry of sports and youth, in cooperation with "KOMAK" association and the directorates of ministry of Education are working to develop the schools and develop the teacher's level in Kurdistan.



6. Special training courses to promote the capacity of employees and decreasing hidden unemployment (too many state employs).
7. Providing work opportunity for women in the labor market
8. Providing opportunity in the private sector through supplying low-interest governmental loans.
9. Strengthening the relationship with the Kurdistan Diaspora.
10. Taking advantage of modern negotiation techniques / scientific teleconferences
11. Improving public opinion and attitude towards peoples with disabilities in the Kurdish society, especially after the wars which have victimized and injured many individuals.
12. Disseminating information and campaigning to raise public awareness.
13. Using Iraqi and Kurdistan diplomatic and political channels to facilitate the visa attainment and resident permits for studying and working abroad.
14. Opening special institutes for those who have been cut off from their study.
15. Facilitating the return of Kurdistanis immigrants to Kurdistan
16. Collecting data and statistics concerning immigrants
17. Taking advantage of the youth culture houses to discuss the issue of youth immigration
18. Facilitating the building of international universities in Kurdistan
19. Attempting to find study opportunities abroad.
20. Protecting women from domestic and social violence.



Immediate results

1. Proving the importance of this problem to the authorities
2. Designing an annual work plan
3. Supplying the budget
4. Building 1000 apartments every year for each community of 50,000 inhabitants.
5. Expanding public awareness in this field

Future plan/ Means and Activities

1. Collecting accurate data about this problem
2. Allocating a special budget for young people's housing
3. Provide a special budget for young widows or young single mothers.
4. Familiarizing ourselves with the experience of other nations with a similar history
5. Cooperation with the related ministry, governorate and municipality.
6. Using the media for the analysis of the social dimensions of this problem
7. Establishing special websites for finding youth houses
8. Encouraging the private sector to work on youth housing
9. Issuing special laws for youth loans that would benefit them
10. Focusing on agriculture
11. Paying more attention to providing public services for the villages
12. Providing good construction material



Future plan/ Means and Activities

1. Developing the Youth Culture Houses to strengthen youth participation in the decision-making process.
2. Developing Youth Printing Press¹¹ to strengthen the cultural infrastructure of the young people.
3. Developing the Youth radio¹² as a means to broadcast young people's voice.
4. Establishing the Youth Consultation Council/Youth Board¹³ for consultation about young people's concerns and problems in Kurdistan
5. Appointing an Ombudsman¹⁴ for young people, women and for people with disabilities
6. Protecting internal security
7. Issuing clear instructions regarding the financial support for all the youth organizations which contain measurable and equal criteria for all; for example: the number of members, the representation of women in the organization, commitment to the principles of democracy in work such as voting, protocol meetings, annual meetings, annual work plan (annual work and economic report), annual audit report, MDGs ...etc.
8. Strengthening organizational skills and problem management through using internal and external capacities.
9. Paying more attention to the protection of environment through spreading information and encouraging environment protection projects¹⁵

¹¹ "Youth Printing Press" is a program of ministry of Sports and Youth to translate international masterpieces into Kurdish; the first step is a contract with Oxford Printing Press for the translation of 60 works in the series of Very Short Introductions.

¹² "Youth Radio" is a program of ministry of Sports and Youth, the ministry will prepare radio studio and the youth will use it to express their desires and wishes in their area, until now (March 2008) youth radio is established in Ranya, Kirkuk, Choman, and Makhmur.

¹³ "Youth Board" is a consultation board and the representative of all democratic youth organizations to discuss the youth affairs.

¹⁴ "Ombudsman" - Lawyer for Youth - is a government lawyer Ombudsman appointed to defend and deal with all youth issues.



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10. Paying more attention to legal awareness and the concept of citizenship.
 11. Expanding individual freedom/freedom of expression.

¹⁵ is an environment protection in cooperation with ministry of environment. For more documentary information see document section in the ministry website.



Appendix I Phases of a project cycle

Each project consists of five different phases:

1. Idea
2. Preparation
3. Implementation
4. Evaluation
5. Follow-up

In addition to these five phases, there are a couple of other points that should be kept in mind right from the first phase of the project until the last, for example all the phases should be recorded in written form along with having table for the main points and achievements which should be open for the benefit of all the members of the project.

Another important point is devoting time for introduction among members of the project. This is not just to make new friends but the good relation among members of a project will result in the quality of the work done. Therefore, it is important to devote some time for social meetings and activities among the members

Distribution of duties and authorities in the working group is also very important for both the unity of the group and the smooth flow of the implementation of the work.

Here, we are going to explain these five phases in diagram for public use:

Source: www.fn.se Säg det själv. LSU

