

الغلاف الداخلي

For the achievement of that purpose of the study, the study has reviewed and analyzed the laws and policies that are related to the youth and have looked through the most important foreign experiences in the same field. In addition, the study has discovered a number of deficiencies and imbalances in the way the youth and their causes are addressed throughout the past year, which resulted in the aggravation of the youth problems. In particular is the increase of poverty and unemployment rates among the youth, which resulted from the increase in labor and the decrease of job opportunities. The study has concluded to many findings, and the most important are as follows:

1. Article 30 is the only article in which the Yemeni constitution explicitly states on something related to the youth rights (The state shall protect motherhood and childhood and care for teenagers and youth).
2. The youth did not get the attention they deserve in the programs of previous governments nor were they addressed in a way that is proportionate with their needs and roles in making the process of the required change and development happen.
3. The programs of the National Reconciliation Government in 2011 is considered the first start to grant attention to Yemeni youth. This program has given space for the youth for the segment of youth represents an important pillar in the building and development. From the belief in the pivotal role, the youth played in making the changes aiming at building a new Yemen and making a better future for the Yemeni people. This

will form a quantum leap for the Yemeni youth if what the program provides is really enforced in reality. The most important points of the program of the National Reconciliation Government in the axis related to human resources development were as follows:

- Involvement of the youth in the National Dialog Conference and in making decisions about the future of the political life in Yemen.
- Provision of economic opportunities for the youth as to enable them to have decent living standards through: allocation of a share of oil revenue for the employment and activation of the youth, encouragement of banks and private financing foundations to provide financing for small enterprises with the guarantees of the government and through the Islamic loan system, and finding job opportunities for the youth in all the different sectors.
- Strengthening partnership between the universities and the private sector as well as develop training programs for the youth for the purpose of integrating them in the labor market.
- Develop a serious strategy for building the capacities of youth to include the creation of an appropriate environment that encourages youth talents and creativity whether on the scientific, cultural, artistic, technical or sports aspects. That is in order to sustain the role of youth in contributing to the building of the new Yemen. This can be done by establishing national wide competition with allocating prizes sponsored by the Ministries of Education, Higher Education, Vocational Education, Sports and Youth and Culture. Furthermore, these ministries could coordinate the distribution of the talented youth to relevant

government agencies and the private sector.

- Implementation of the operational plan for the National Strategy for Children and Youth (Phase I).
 - Encouragement of the private sector to invest in the areas of building the capacities of youth.
4. The organizational regulation of the functions of the Ministry of Youth and Sports provided that a council of the ministry shall be founded, consisting of the minister, his advisers, and deputies of the ministry ... etc. This represents one opportunity for youth in that they can have a fair ratio of representation in this council.
 5. The National Strategy for Childhood and Youth from 2006 to 2015 is the most important document concerning the youth. In spite of the positive aspects that this document is inclusive of, this strategy - within the strategic areas and axes of focus and the priorities of interventions – is no more able to fulfill the needs of the youth, particularly in line with the dynamic movement that the Yemeni society has been witnessing since the start of the youth revolution in 2011. Thus, there is a dire need to revise them, develop them, and then establish the next stage of the strategy at least with amendments that overcome the shortcomings that accompanied the development of this strategy and in accordance with the demands of the youth in the current stage.
 6. Both, the Arab and international arenas, have been through many experiences and practices in addressing causes and issues concerning the youth. We can benefit from these experiences in developing and activating youth work in Yemen, whether in relation to the development

of youth strategies or to initiate initiatives. That will eventually achieve the aims and dire needs of the youth and to fulfill their legitimate desires and aspirations. The Jordanian National Strategy for the Youth is considered one of the outstanding experiences from which we can benefit in this area for it has a lot of strengths and advantages, starting from the feature of being of many stages, mechanisms of strategy development, and ending with the process of implementation and control. We can also benefit from the strategy of the Gulf Cooperation council and the Sudanese experiences in many of their aspects. In particular, we can benefit from the establishment of a national organization that is inclusive of all the concerned entities related to the youth as to achieve coordination and unity of vision as well as the formation of a unified perception of the youth.

7. Of the most prominent pivots of focusing the foreign initiatives and programs related to the youth are represented in the following: creation of effective partnership with the private sector to train the youth, build their capacities, help them in the transfer from the world of studying to the vast work world, help them select their future careers through introducing them to the needs of the business sector, teaching them initiative and innovative thinking, encourage private businesses, self-work, help those who want to have their own enterprises, and define, analyze, and consider all the various investment opportunities and develop their capacities in this field. In addition is encouraging them to be entrepreneur, employing them through development funds, granting them educational and commercial loans, and organizing the

national work force.

8. The priorities of legislative reform are necessary to address youth issues within the new constitution that the National Dialog will come up with and that it should explicitly stipulate the responsibility of the government in caring for the youth, qualifying them, building their capacities, and providing them with physical, psychological, and educational care. It shall also state that it is responsible for the empowerment in political participation and decision making in all the fields and activities. In addition is to grant them equal opportunities, reintegrate them in the society, and ensure them high quality education. All of that should happen through process of developing articles and provisions, with the participation of the youth.
9. For the priorities of legal reform, they are represented in issuance of legal, administrative, and organizational legislations that are related to the youth. They shall guarantee the opportunities of normal growth of the youth, preparation for future responsibility. It is also in issuance of legislations and regulations that guarantee the integration of the youth in the process of sustainable development. In addition, there is a necessity to activate and enforce the legal provisions that benefit the youth particularly the ones in the Yemeni labor law.
10. The study provides very important proposals and recommendations such as launching a comprehensive national initiative for the youth or an intensive national program for the youth. Based on the Government commitment to support the Youth, the Prime Minister Office could sponsor this National Program for the Youth. The Yemeni government,

INTRODUCTION

The Yemeni youth revolution has represented an unprecedented social movement on the Yemeni arena. Not only all observers of the revolution but the senior revolutionaries have been surprised at both the local and the international level.

The youth revolution imposes radical changes in all the various aspects related to the youth whether political, social, economic, cultural, or any other aspect as such. The imposed priority is then amendment and redrafting of the legislations, laws, strategies, and plans in accordance with the momentum of the youth revolution. It will also keep up to the demands of the youth in this very important phase in the history of Yemen. That is just like what has been done by many countries that have witnessed similar revolutions and some, which did not witness any revolutions such as Egypt, Morocco, Jordan, Sudan... etc. That is in addition to the modern scientific approaches of the formulation of strategies and the design of appropriate mechanisms.

The change process needed requires leaving the shortsighted vision behind since it limits the needs of the Yemeni youth to sports activities in the first place and marginalizing all other needs whether political, social, economic, or health needs. A vision, which perceives sports as a substitute of political work rather than being an activity sought by the youth. There is

also a need to break the extreme centralization of work ⁽¹⁾, which dominated through the past years and the dominance of the traditional powers over legislations, formulation of laws, and development of strategies throughout the recent years. All of that gave the participation of the youth the nature of insignificance. That was then exploited as an excuse to give legality to the outcomes of such activities.

As a result, there is a dire need to replace all these practices with a new situation that is inclusive of real partnership with the youth through involving them in public policy and integrating them in the sustainable national development in all its stages: starting with defining the problems, determining the special needs of the youth, suggesting treatments and solutions, and finally assessing the programs that aim at addressing these issues. . That will reflect the concept of the youth as a national treasure and the main pillar of the sustainable human development. Add to that is the involvement of the civil society organizations active in the field of youth work. The process of integrating and involving the youth in this process can go as far as delegate them with the tasks of development of strategies and plans related to them under the supervision of specialists in the field of youth work.

The practices that took place during the previous years since the adoption of the National Strategy for Children and Youth show the lack of seriousness among the decision makers, the planners, and the implementers with respect to the way youth are dealt with, as the most important component of the

(1) An example of this is what the regulation of youth and sports stipulates (The minister makes all the decisions and necessary regulations to implement this regulation and achieve its objectives) (the minister issues the organizational regulation of the offices of the ministry after consulting the ministry of civil service and administrative reform).

Yemeni society. Even though Yemen, and with the support of international organizations and the recruitment of a number of international experts, has been able to accomplish a number of youth projects that you can be proud of on the theoretical level, it, in return; has not accomplished anything worthy of mentioning. It is enough an example, to have a glance at the objectives of the Ministry of Youth and Sports stipulated in the Executive Regulation of the Ministry of 1996 ; as well as the National Strategy for Children and Youth from 2006 to 2015. Let us have a glance to see what has been accomplished today.

Not taking the youth and their cases into serious account has led to the accumulation of problems in this social category, and double suffering year after year, especially with regards to the high poverty rate and the unemployment rate among youth, due to the growing workforce and the declining employment opportunities, and the failure of the state to provide an economic climate conducive to employment opportunities generation and improvement. Such accumulations and many others resulted in the Yemeni youth revolution in 2011.

Within the framework of the democracy and good governance component of the United Nations Development Program UNDP and according to the program strategy for the transitional period in Yemen, the Yemeni Observatory of Youth was established by some youth activists and social society organizations. It has been founded as a private independent entity and as a supervisory and control unit that is comprehensive, neutral,

and capable of contributing to the control and analysis of the situation of the Youth in Yemen as to form the basis of developing proposals and suggestions about the policies and legislations that do not respond to the need, interests, and aspirations of the youth and which express their opinions and interests. That can be demanded for through the mechanisms approved by the National Dialogue Conference and the Constitution Formation Committee through the transitional period. That will later go to the government and the parliament through all available means and channels in order to integrate them in the policies, laws, programs, and plans of national and local development.

Within the same framework, the observatory requested assistance from the UNDP to prepare a study about the laws, policies, and national strategies that are related to youth to be submitted to the National Dialog Conference. Two local experts from Sana'a University have been contracted to conduct this study.

METHODOLOGY AND MECHANISMS OF WORK

This is one of the descriptive studies that do not suffice with the description of a phenomenon but also with analyzing it and comparing it to other practices. A number of national laws, legislations, policies and strategies relating to youth, as well as the national and state programs have been reviewed. In addition is a presentation of the most important experiences of youth; especially Arab experiences.

The study has been conducted in accordance with the terms of reference agreed upon between the two local experts and the national observatory of youth on one hand and the project within the democratic component of the UNDP on the other hand (Annex No. 1). The study underwent many stages, the most important of which are the following:

1. Conducting five meetings with the team of the Yemeni Youth Observatory and the project manager, in which there were detailed and lengthened discussions and exchange of opinions about the topic of the study and its nature, contents, and work methodology.
2. The two local experts collected the documents and literature related to the topic of the study.
3. Studying and analyzing the documents as well as reviewing similar experiences, as follows:

First: Documents

- A. The Yemeni constitution and the laws that are related to Yemeni youth, if any.
- B. The organization regulation of the work of the Ministry of Youth and Sports of 1996.
- C. The National Strategy of Childhood and Youth in Yemen from 2006 to 2015
- D. Third Economic and Social Development Plan to Reduce Poverty from 2006 to 2010
- E. Fourth Economic and Social Development Plan to Reduce Poverty from 2011 to 2015
- F. The program of Bajammal's Government.

- G. The program of the Government of Dr. Ali Mujawar
- H. The program of the Government of National Reconciliation.
- I. The investment program of the fourth development plan.
- J. The Jordanian National Strategy for the Youth: Both stages: Stage one from 2005 to 2009 and stage two from 2011 to 2015.
- K. The Strategy of Gulf Cooperation Council of Youth Care in the area of youth and sports – Joint Work from 2008 to 2023.
- L. The Sudanese National Strategy for the Youth from 2007 to 2031.

Second: Experiences related to launching initiatives and designing programs, which includes the following:

1. Initiatives and programs of Qatar.
 2. Initiatives and programs of Egypt.
 3. Jordanian Programs.
 4. The experience of Gulf Countries in employment of national labor.
 5. Sanad Program in Oman Sultanate.
 6. Al-Dakoom Program in Kuwait.
 7. Tamkeen “Empowerment” Initiative and the national program of employment and training in Bahrain.
 8. Al-Hariri School for Technical Education in Lebanon.
 9. Program called “Arab Youth Volunteer for better Future” under the lead of the Volunteer Program of the United Nations.
4. Preparing the first draft of the study. Submitting the study to the Yemeni Youth Observatory and the supervisor of the UNDP to review and give feedback of notes and amendments.
 5. The notes and amendments were applied to the first draft and it was

sent again to the Yemeni Youth Observatory and the supervisor of the program.

6. The document was translated into English and sent by the supervisor of the project to an international expert in the UNDP in New York and a regional expert for review and consideration.
7. A tele conference was conducted with the expert of UNDP in New York through Skype.
8. The notes of the national and regional experts were applied to the study.
9. The second draft of the study was prepared and abridged from around 62 pages to 28 pages. It was afterwards submitted to the Observatory and the Project Supervisor.
10. The two national experts presented the study and the most important findings and recommendations of the study in a workshop for this purpose on March 6. 2013 in Sana'a.
11. During the workshop, there were lengthy discussions between the participants in the workshop, which enriched the study. All the presented notes and opinions were written and included in the study.
12. For more benefit and information, the Observatory asked the participants in the workshop to send any additional notes or comments through email within two days from the date of the workshop.
13. The notes and opinions resulting from the workshop were considered, applied, and included in the final draft, which was submitted to the Yemeni Youth Observatory.

LEGISLATION AND LAWS

First: Legislation and Laws:

1. The Constitution:

Article 30 is the only article in which the Yemeni constitution explicitly states one something related to the youth rights (The state shall protect motherhood and childhood and care for teenagers and youth). That does not mean that the youth are not mentioned in other categories of the constitution articles. An example is article 54 which states that (Every individual is entitled to education granted by the state in accordance with the law through the construction of various schools as well as educational and cultural institutions. Elementary education is mandatory. The state is working on literacy and gives attention to technical and vocational education. It also gives special attention to the care of teenagers and protecting them from delinquency and provides them with religious, mental, and physical education to prepare the proper atmosphere for the cultivation of their capabilities in all fields).

2. The Organizational Regulation of the Ministry of Youth and Sports (1996)

This regulation defined the objectives of the Ministry of Youth and Sports as follows:

1. Make collective the youth energies and orient them around the objectives of the revolution and the general principles and instill the values and concepts of national unity. 2. Support and promote ethical and spiritual values and develop the sense of patriotism and loyalty to the county and

protect the public property. 3. Develop the youth with regards to sports, society, and culture and highlight his role in the performance of his duties. 4. Create a developed Yemeni sports movement and expand its base to include the entire country for it to be capable of representing the country honorable in all the Arab, continental, and international efforts. 5. Build sports and youth institutions and provide the required equipment and tools in a way that guarantees achieving their objectives. 6. Develop the spirit of brotherhood, cooperation and friendship between our country and the brotherly and friendly countries through youth and sports meetings.

The list then addressed the tasks and functions of the leaders and management of the ministry. It also gave the minister vast authorities. One of the positive sides that can be utilized and built on is that there is a council in the Ministry. It consists of the minister, his advisers, and agents of the ministry ... etc. The youth can have a fair ratio of representation in this council.

GOVERNMENT PROGRAMS

Second: Government Programs in the Republic of Yemen:

1. The program of the Government of Bajammal (2000- 2006):

It was based on the following premises and fundamentals:

First: Qualitative Development of Institutional Structure of the Modern Government, which was represented in the following:

1. Restructuring institutions.
2. Development of the System of Civil Service.
3. Development of Systems of Control and Auditing.

Second: Improvement of Living Conditions of the People and Combating Poverty.

Third: Face the Rapid Growth of Population: Fourth:

Achieve social peace, legislative stability, and balance of interests, removal of violations of rights, and the honesty and effectiveness of the justice system.

Fifth: Uprooting and destroying the points of corruption and terrorism in the society and the various institutions.

Sixth: Ensuring human rights as an optimal objective.

Seventh: Local Authority: The Fundamentals of Building a Democratic State and Expansion of Public Participation

Eighth: Approaches of Economic Development, Monetary and Financial Policies, for the comprehensive and sustainable development along with the approaches of regional integration and programs of merger and globalization. Ninth: Development of Natural Economic Resources:

It is clear through deep and analytic reading of this program that its features and content were not derived from the needs and the priorities of the country. The program was adjusted and suited to give the donors and the international community hints and indications that we will act upon your demands and directions while it ignored the reality and the corruption, which spreads all over and harms everyone and everything. The reality would have imposed different priorities and agenda. First of all is the change of the type of regime and its traditional structure. The second is to recast the social reality and situation in a way that grants the

- General Education
- Technical Education and Vocational Training
- Higher Education and Scientific Research
- Institutional building and constitutional reforms.
- Combating corruption and protection of the public finance.
- Strengthening partnership with civil society organizations.
- Political, economic, and social empowerment of women.

It is noted that the government of Mujawar is too broad and has too many generalities. It did not come up with a financial and evaluative vision of the previous program of the government of Mujawar since it is a compliment and a continuance of the program. It was required to carry out an assessment of failures and work on resolving them. It was very obvious that it was a process of improvisation and not being out of realistic capabilities. It focused on the peaceful uses of atomic energy at a time we lack the most basic elements of conventional infrastructure. Such imaginary programs show the extent to which the government has been ignorant of the issues of the people and the services provided to them. It was a practice of misleading them as if we needed mere laws relating to electricity and atomic energy. Even though one of their priorities was fighting corruption, which was the cause of the failure of many governments, the program did not discover the failing parts or the causes of failure, of which neglecting and marginalizing youth is of the most important. That is in addition to neglecting their needs and marginalizing their role in making the process of change and development happen. In general, the program was not derived from a comprehensive strategy to address the fact and it was not inclusive of all goals, plans,

and executive programs. It was just of propagandistic nature to flirt the international community and mislead them at the expense of local priorities and fundamental societal needs.

3. The program of the transitional government (2011)

The government in formulation of its program relied on the following references:

- The Constitution of the Republic of Yemen
- The Gulf initiative and its implementation mechanisms
- UN Security Council Resolution 2014
- Fourth Five-Year Plan for Economic and Social Development 2011- 2015.

The program consists of two parts:

Part I: The first part focuses on the policies of the government in the implementation of the Gulf Cooperation Council (GCC) Initiative and its executive mechanism in the first phase of the transitional period.

Part II: The second part focuses on the public and sectorial government policies of the work of the government in the coming period through the following components:

Component I: Economic Policies:

The program includes the priorities of the economic policies as follows:

1. Economic growth:
2. Poverty alleviation
3. The financial sector
4. Monetary and banking sector:
5. International cooperation in the field of development

Component II: sector of good governance:

The government will work on a number of policies in the following areas

1. Judiciary:
2. Security and stability:
3. Legal Affairs:
4. Fighting Corruption:
5. Upgrade of the civil service:
6. Control and accounting (Central Control and Audit Body):
7. Control over bids and tenders:
8. Relationship with the House of Representatives and the Shura Council:
9. Human Rights:
10. Elections and referendum:
11. National Dialogue Conference:

The national dialogue conference is inclusive of all the political powers and forces, including the Youth and the Southern Movement, Houthis and other political parties and representatives of the civil society and women's sector. It will be held to discuss the following:

- a) The process of constitutional amendments, including the establishment of a committee for constitutional amendments the determination of the number of its members.
- b) Constitutional reform and changes in the structure of the state and the political system. Put down the constitutional amendments to the Yemeni people for a referendum.
- c) Discuss the issue of the South, leading to a national solution that keeps

- the unity, security, and stability of Yemeni intact.
- d) Consider the various issues of national dimension, including the causes of tension in Sada'a.
 - e) Take steps to move towards building a fully democratic system, including reform of the civil service, the judiciary and local administration.
 - f) Take steps aimed at achieving national reconciliation and transitional justice, and the necessary measures to ensure that there are no violations of human rights and humanitarian law in the future.
 - g) Take legal means and other means that will enhance the protection of vulnerable groups and their rights, including children and the development of women.
 - h) Contribute to the prioritization of programs for reconstruction and economic and social development to provide sustainable jobs and economic, social, and cultural services and cultural for the interest of all.

12 - Political parties and civil society organizations:

Third Axis: Production Sectors:

The Government is committed to the development and improvement of these production sectors through:

1. Agricultural sector:
2. Fisheries Sector
3. Industry and trade sector:
4. Industry and trade sector: "correct the name"
5. Tourism sector:

The fourth axis infrastructure sectors:

1. Environment sector:
2. Water Sector:
3. Electricity sector
4. The transport sector:
5. Telecommunications and Information Technology
6. Public Works and Highways

Axis 5: Human Resource Development:

Here the focus will be on the youth:

Youth Sector:

For the great significance of the youth in the development and construction and in accordance with the pivotal role played by the youth in Yemen in order to change for a new Yemen and a better future for Yemenis, the program will focus on the interests of the youth in this part to grant them more attention and to enable them to achieve their ambitions through the following:

A – The Youth:

1. Involving the youth in the national dialogue and in determining the future of political life in Yemen.
2. Creating a mechanism for communication between youth with the leadership of the ministry in order to build and enhance genuine partnership based on mutual trust and transparency.
3. Develop and expand the scope of the President's Awards for Youth to include new areas.
4. Contribute to provide opportunities for the exchange of visits between the youth of the governorates.

5. Providing a mechanism for interested young inventors and provide the opportunity to highlight and show their talents and creativity.
6. Providing economic opportunities for youth which will enable them to enjoy a decent standard of living through the following:
 - Allocate a portion of oil revenues for the benefit of the employment of youth and to be administered through the Social Fund for Development, Social development funds, technical development funds, youth development funds, the Public Works Project, and Al-Amal Bank.
 - Motivate banks and private financial institutions to provide funding for small projects with the guarantees of the government and by the interest-free loans.
 - Create jobs and careers for youth in various sectors.
 - Increase the capacity of universities to accommodate more youth in the field of university education and reconsider university fees to ease the burden on students.
 - Support the partnership between universities and the private sector to develop training programs for youth in order to integrate them in the labor markets.
7. Develop a serious strategy for building the capacities of youth to include the creation of an environment that encourages the accommodation of talents and creativity of young scientific, cultural and artistic, technical and sports talents and creativity in order to sustain the role of the youth in contributing to the building of the new Yemen.
8. Implement of the operational plan for the National Strategy for Children

and Youth (Phase I).

9. Encourage the private sector to invest in the areas of building the capacity of youth.
10. Develop awareness of volunteering youth about community service through the activation of the scout movement and development of relationships with the youth civil society organizations and the organizations working with the youth.

Sixth Axis: Other Government Services:

1. Media:
2. Cultural development and heritage protection
3. Endowments and Guidance

Seventh Axis: Network security sectors and social protection:

1. Labor-intensive projects:
2. Social Welfare: -
3. Unemployment and job opportunities generation:
4. Financing industries and small enterprises:

Eighth axis: Empowerment of women:

Axis 9: Local development:

Axis 10 defense, security and social peace:

Axis 11: Foreign Policy:

It is noted that the program is close to the program of an emergency government as it was formed on the ruins of a disastrous and failure government. It is no secret that this program resulted from mixing between the previous government and the operational mechanism of the Gulf Initiative and UN Security Council Resolution No. 2014. It does

not form a new project that reflects the features and attributes of a stage that is completely different to its predecessors. It came along an extremely difficult and complex phase, which necessitated a focus on overcoming the consequences, and collapse happening in the so-called state as well as prevent strife and infighting. The program has touched on the importance of the peaceful youth revolution, which led to this change in many points. It has also addressed the youth and their importance in a simplified manner through the Ministry of Youth and Sports. We believe that it could have been wiser for the program to exceed the conventional thinking that prevailed before the peaceful youth revolution, which perceived the youth limitedly in terms of sports and entertainment to keep the youth out of political participation. Therefore, there should have been one axis allocated for the youth to address all that is related to them and their future roles, which is what we hope to come out by the Conference of National Dialogue able to bridge this gap and to address deficiencies.

Third: National Policies and Strategies for Youth

1. National Strategy for Children and Youth in the Republic of Yemen 2006 to 2015 This strategy came as a continuation of a process that the UNICEF started. It is a process that will formulate a strategy for child protection, in addition to the study prepared by the Social Fund for Development and the Higher Council for Motherhood and Childhood, and the World Bank for disadvantaged children. The strategy aimed to strengthen the protection and development of children and youth in Yemen, focusing on 12 axes for the priority intervention: eight of which are concerned with children and four are concerned with the youth.

Axes concerned with the youth are limited to the following:

- Create a favorable environment and a national plan for youth employment.
- Strengthen national identity and the integration and participation of youth.
- Expand recreational options and create an appropriate urban planning suitable for Children and Youth.
- Prevent early pregnancies and reduce the risks of reproductive health.

The National Strategy for Children and Youth comes up with many positive aspects, or strengths, most notably is that it adopted the life cycle method, a method that takes into account the risks and opportunities faced by children and youth over their life cycle, and choosing the prioritized appropriate interventions targeting crucial stages of life and creating positive effects

the themes of any of these categories adequately. Another point is that the children took over two-thirds of the strategic axes (8 axes for children and 4 for the Youth).

3. Lack of coordination and integration between the agencies responsible for the implementation of the strategy and its operational plan.
4. The strategy did not explicitly state the need to be adopted in the short-term development plans and the medium and long term plans
5. The strategy did not include the estimated cost required for the implementation of the plan neither did it mention the ones who will contribute to the financing of this plan.
6. It can be said that the strategy with regards to the strategic areas and axes around which it is oriented and the prioritized intervention can no longer be able to meet the needs of youth, especially in light of the dynamic movement the Yemeni society has witnessed since the outbreak of the Yemeni youth revolution in 2011.
7. Failure to implement many of the recommendations⁽⁵⁾ contained in this positive strategy, which refers to the lack of a serious approach to deal with youth issues.
8. The absence of periodic review and evaluation of the progress of the strategy to monitor the implementation according to a scientific methodology, particularly that it stretches for a period of 9 years, a long time exposed to a lot of changes and developments by several factors: internal and external. The process of monitoring and evaluation

⁵ Examples of these recommendations are: 1) Founding a new national coordination authority with an appropriate political status 2) Forming a ministerial committee representing a number of ministries concerned with childhood and youth 3) Forming a national forums and a consultative committee for childhood and youth.

is one of the main aspects of strategies, plans and programs. Optimum utilization of resources cannot be achieved without measuring the results of the strategy: on the short, medium, and long term. Some even suggest that detailed evaluations shall be conducted for any strategy that aims at generating jobs for the youth... Then this situation raises many fundamental questions, including those related to the extent of implementation of the Action Plan for the National Strategy for Children and Youth, and the effectiveness of their strategy, and the strategic goals for youth that have been fulfilled or not in light of the package of interventions included in this plan? These questions and many others will continue looking for answers in the absence of follow-up, evaluation, and impact measurement tools for the effects of the strategy.

3. Third Plan of economic and social development for the alleviation of poverty 2006 – 2010

The third plan for economic and social development to alleviate poverty (2006-2010) worked to achieve many goals at the macro-economic level, including the real sector and financial sectors, and cash and foreign investment. The third plan and its amendments in the framework of the mid-period progress evaluation in which took place in 2009 to achieve an average annual growth in GDP of 5.7% as well as to raise the operational capacity of the economy in line with the growth of the labor force. It also aims to increase both domestic and foreign private investment and stimulate national savings. It also targets the implementation of a comprehensive set of reforms included in the agenda of national reforms.

The civil service sector:

Performance of the sector in the Third Development Plan

Data refer to the development of the workforce in the state administration and the public and mixed sectors during the plan period in that the number of employees in the state administration increased from 495 thousand people in the base year 2005 to 517 thousand persons in 2010, and in terms of gender, males ratio forms 81.5% and females ration forms 18.5% of the total labor market in the year 2010.

Ministry of Legal Affairs

Performance of the ministry in the Third Development Plan The ministry has carried out many works like the comprehensive survey of issues and conflicts concerned with the government and the creation of some specialized departments.

Work force

Third Plan gave importance to the development of human resources to contribute to the improvement of the productivity of the workforce and skills development and meets the requirements of the domestic labor market and of the ability to compete in foreign markets nearby.

Education sector:

Elementary education:

Performance in the third plan:

The mid-period evaluation of the Third Development Plan aimed to reconsider the admission rates and access rates of elementary education based on the actual performance. The net enrollment rate rose from 63.3% for the academic year 20052006/ to 74.4% in the academic year 20102011/. In addition, the net acceptance rate of 30.4% in 20052006/ increased to 51.2% in the year 20102011/. On the other hand, the acceptance rate and gross enrollment rate have made progress during the years of the Third Development Plan. The acceptance rate of 116% (122% for males 111% for females) increased to 124.1% (132.4% Males 115.5% females) and the gross enrollment rate of 74.7% in 200585.8%) 2006/ for males and 71.2% for females) went up to 83.6% (males 90.9% and females 75.9%) in the year 20102011/.

Secondary education:

Performance in the third development plan:

The mid-period evaluation aimed at the reconsideration of the objectives

according to the actual performance of the period. As a result, the gross enrollment rate of 33.4% for both genders, male 43.1% and female 22.9% in 20052006/, which increased in the last year of the Third Development Plan 20102011/ to 36.3 % for both genders (males 43.2% and females 29.5%), a difference of 13.7 points in favor of males.

Youth and sports sector

Performance in the third development plan:

The number of sports clubs increased from 322 to 350 clubs during the period from 20052010-. In addition, the number of sports federations increased from 22 to 35 sports federations. The number of public associations increased as well from 28 to 35 unions during the years of the Third Development Plan. While the number of training centers settled at 79 centers, the number of youth centers went up from five to 15 centers, and the number of pitches increased from 58 to 80 by the end of 2010.

It is noted that this plan is not interrelated properly and that it suffers from structural faults. It is also clear that the priorities have not been set in order of importance and need. For the youth, the plan has dealt with them from the perspective of sports as if the other needs of the youth had already been fulfilled (their right to work, political participation, welfare, education, medication and their own enterprises).

3. Fourth Plan of economic and social development for Poverty Reduction 2011- 2015

1 - **The overall objective of the plan:** Alleviation of poverty and promotion of state building:

2 - The general orientations of the plan: The fourth plan of economic and

social development for Poverty Reduction 2011 -2015 adopts four basic directions. They are as follows:

- A. Stimulate economic growth to alleviate poverty through the development of economic sectors by focusing on non-oil sectors and strengthening the role of the private sector and achieve fiscal, financial, and monetary stability.
- B. Accelerate progress in achieving the Millennium Development Goals, through the adoption of a fast track to achieve those goals based on priority interventions to make tangible progress in the overall Millennium Development Goals.
- C. Expand social protection by focusing on strengthening mechanisms and programs of social security as well as the human capacity development for the poor.
- D. Promote the building of the state, through achieving balanced local development; deepen the national reforms aiming at the enhancement of the political and security stability and the consolidation of good governance.

3- Cornerstones of the plan:

The plan is mainly based on a group of mainstays that collectively achieve the objectives of the plan and its main orientations and approaches. It is supposed to reflect the aspirations of the nation through the upcoming five years from 2011 to 2015 in the developmental perspectives in all their economic, social, administrative, and political aspects for the empowerment of economic growth and the variety of income sources. All to achieve sustainable financial development, overcome the development

challenges, expand the role of the private sector and the development partners into a broader range in the aspects of economic cooperation and integration, both regionally and internationally. That will result into the increase of economic growth, alleviation of poverty, and the betterment of the standards of living.

The General Objectives of the Fourth Development Plan:

- Improve the performance of the administration of the public service units. - Ensure the level of the provided public services characterized by quality standards.
- Support government agencies in the process of restructuring to overcome the obstacles to the development of performance.

Specific objectives:

- Raise the volume of use of governmental bodies by the rate of 2.1% by 2015.
- Employ 72786 individuals throughout the period of the plan.
- Refer 39323 individuals who have met the retirement conditions.
- Refer 14045 individuals of surplus labor to the Service Fund and the total elimination of double dippers.
- Provide support for restructuring (15) General Service Units.

Policies and action plans

- Review policies and systems of the services provided by the public service units and tackle the problem of functional imbalances.
- Review and update laws and regulations relating to the civil service and human resources management.

- Develop an information database for the civil service.
- Develop the capacity of workers in the state bodies.
- Simplify the procedures of public services.
- Continue to provide technical support for the rebuilding and restructuring of the public service units.
- Provide better performance monitoring and evaluation in the light of effective mechanisms to control the quality of services provided by public service units.
- Prepare the job characterization and classification of public service units.
- Create new jobs to meet the actual needs and attract highly qualified professionals to fill government vacancies with special priority given to women and people with special needs.
- Activate the Civil Service Fund to address the situation of surplus labor in light of the results of the reform and development of the state administrative bodies.
- Make the pension system effective in accordance with the law.

Educational aspect (Education Sector)

The objectives of the fourth development plan:

- Assign the first grade of school parallel to the age category of 6 years old as the primary education.
- Raise the net admission rate for both genders from 51.2% in 2010 to 61.0% in 2015.
- Raise the net enrollment rate (the first six grades of elementary

education) parallel to the age group from six to 11 years for both genders from 82.7% to 93.9% (males from 89% to 100%) and (females from 76% to 87.5%).

- Grant and secure elementary education for all children age group 6 - 14 years.
- Raise the net enrollment rate in elementary education from 74.4% to 79.4% for both genders (males from 81.9% to 86.0%) and (females 67.0% to 72.5%).
- Standardize the girl education in elementary education levels and improve the efficiency of performance, and thus reduce the gender gap.
- Reduce the gender gap in total enrollment in the first six grades of elementary education from 0.87 to 0.95, and in the net enrollment from 0.85 to 0.87.
- Improve the quality of elementary education and improve the internal efficiency.
- Reduce the proportion of educational waste to 10% by 2015.
- Reduce the dropout rate from 7% to 4.5% for both genders and from 7.2% to 5.2% for males, and from 5.8% to 3.2% for females
- Increase the rate of continuing education in elementary education from 36% to 42.6%.
- Reduce the percentage of repeating the levels because of failing for both genders from 9.4% to 8.3% (males 8.2% to 6.7%) and (females from 10.6% to 5.5%).

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Secondary education:

The objectives of the fourth development plan:

- Provide enrollment opportunities for students in secondary education.
- Increase the net acceptance rate for both genders from 13.8% to 22.0% (males 15.5% to 23.8%) and (females from 11.6% to 20.1%).
- Increase net enrollment rates for both genders from 26.2% to 34.2% (males 31.1% to 39.2%) and (females from 20.9% to 28.9%).
- Increase net enrollment rate for both genders from 36.6% to 42.5% (males 43.2% to 49.2%) and (females from 29.5% to 43.6%).
- Improve the level and quality of secondary education output
- Raise the graduation rate in secondary education for both genders from 32.5% to 35.0% (males 32.2% to 35.7%) and (females from 32.1% to 43.6%).
- Strengthen institutional capacity and improve the efficiency of the public education system.
- Issue the organizational structure of the Ministry of Education and its institutions.

Policies and action plans:

- Expand the capacity of the levels secondary education.
- Achieve net acceptance rate by 22% by the end of 2015.
- Increase the number of male and female teachers.
- Increase the employment positions for teachers from 22950 to 26,509.
- Continue to develop the curriculum and the introduction of modern concepts.
- Expand family incentive programs to raise the enrollment of children of poor families in rural areas.
- Increase the number of students benefiting from school feeding programs from 13,000, to 16.718.
- Increase the number of students benefiting from school bags from 19.148 to 22.460.
- Increase the number of students benefiting from the conditional incentives from 8,992 to 11,360.
- Reconsider the diversification of secondary education
- Develop a plan of diversification and get approval for it.
- Develop training and rehabilitation programs for teachers in service in accordance with the curriculum developed.
- Increase the number of teachers who received training from 3218 to 17623.
- Students per teacher are from 28 to 29.
- The average number of students in a class is from 30 to 40.

- Make the law of Youth and Sports Fund effective and amend some of its clauses
- Implement the strategy of employment to reduce unemployment among the youth and that is by not allowing graduate unemployment to extend for a long time.
- Improve the infrastructure in all governorates.
- Embrace promising athletic abilities and regard them as national symbols that deserve care, and provide trainers and facilities necessary for their development and motivate them to compete on the Arab and international level.
- Expand investment in the sports sector and encourage the private sector to engage in this area and create their own sports teams, stadiums and incentives.
- Give players at the national level necessary incentives along with the trainers to ensure high and continuous performance.
- Provide the necessary coordination to ensure effective participation of youth in the formulation of programs of the advancement of their situation and organize and build their institutions as well as the implementation and evaluation of the activities of those programs.
- Provide a capable trained and skilled workforce in order to upgrade the level of training in the sports sector.
- Spread the cultural awareness among the youth and the fight against deviant thoughts and behaviors through the rehabilitation of preachers and imams of mosques and community opinion leaders about reproductive health, education of youth's issues, and the risks of

Criteria for evaluating the priorities of the projects of the investment program for the Fourth Development Plan: -

The priorities of the investment program for the Fourth Development Plan have been studies in accordance with the following: -

1) Ongoing projects (in progress): -

- Completion of ongoing projects with co-financing (public + external).
- Implementation of projects with certain co-financing (that have been agreed on funding with the donors).
- Completion of ongoing projects financed entirely from domestic sources (with an emphasis on the economic and developmental impact as well as the safety procedures).

2)New projects: -

The first step: -

Evaluating all projects based on the economic and social impact.

Economic impact:

- Achieve economic growth.
- Create temporary and permanent job opportunities.

Social Impact:

- Alleviation of poverty.
- Development of human resources.

INTERNATIONAL EXPERIENCES

Fourth: Other Experiences:

There have been numerous practices and experiences at the Arab and international level, all related to the issues and causes that concern the youth. We can benefit from such experiences in the development and effectiveness of the work of the Yemeni youth, with regards to both the formulation of strategies and youth development, or at the level of the launch of initiatives in order to achieve the ultimate goals desired of youth work and that - as much as possible - fulfill the needs of the youth, meet their legitimate desires and aspirations, and the most prominent of these experiences include:

1) Experiences of strategy development

A. Jordanian strategy

The Jordanian National Strategy for the Youth is considered one of the most prominent experiences that can be adopted and it is one of the leading experiences in this area. It possesses a number of elements of strengths, both in terms of being divided into phases and the mechanism of its development, as well as the implementation and evaluation. This strategy consists of two phases. The first phase covered the period from 2005 to 2009 while the second phase covered the period from 2011 to 2015. The first phase was based on the results of a survey of the opinions of youth in the focus groups, as well as campaigns to listen (in schools and universities, employees and job seekers, and private groups), while the second phase of

construction of this strategy used the ((Comprehensive Approach Strategy Toward Youth Security) to achieve the safety of the youth in all different fields. It is a scientific, descriptive, analytical participatory, integrative, and field methodology. The phase was based on the results of: 1) a study assessing the first phase of the strategy and the results of an analysis of the status quo of the youth movement in Jordan, including the strengths and weaknesses, opportunities and constraints 2) the results of a survey called, "What the country wants from the youth and what the youth want from the country" 3) the results of survey of the reality and the aspirations of the Jordanian youth. On the other hand, this strategy has included the implementation plan, together with the estimated costs for the second phase programs, and basic mechanisms and means for continuous follow-up and evaluation to ensure the achievement of its vision, mission and objectives. It is also noted for flexibility by taking the recommendations of continuous improvement.

According to the priorities of Jordanian youth and the reality of national development, the Jordanian Strategy for the Youth included a number of main axes, which reflect the aspects of development that occurred to these priorities. Table 1 in Annex 2.1 includes these priorities in addition to a comparison between them and the other priorities and strategies of the Gulf Cooperation Council Countries and Sudan.

Each of the axes of the strategy is inclusive of sub-themes, including what is unconventional and beneficial at the same time, like:

- Youth parliaments.

- Volunteer work and community service.
- A culture of diversity and acceptance of the role of gender in the society.
- The ten values of the Jordanian State.
- Code of honor and building the youth personality
- Youth Honor Constitution.
- Changing the mentality and the spirit.

2. Strategy of the Gulf Cooperation Council:

In order to make the collective joint work between the Gulf Cooperation Council (GCC) countries effective, the GCC states have adopted a strategy for the care of youth in their respective countries in the fields of: Youth and Sports (20082023-), focusing on the following topics:

- Recreation and leisure time investment
- Nurturing and cultivation talented youth
- Attention to the youth with special needs
- Attention to youth in conflict with the law
- Making leaders, developing leadership

In spite of the relative difference between the priorities of the youth in these countries and the priorities of youth in the Yemeni society, there are benefits from this strategy as follows:

- Talented youth welfare through upgrading the scouting systems and

using them.

- Discover leadership among youth and prepare programs that contribute to it.
- Develop active leaders in various fields and prepare them for work among the youth.

3. Sudanese Strategy

With limited participation of the youth who reached (278) persons in addition to the involvement of the concerned civil society organizations and state institutions; the Sudanese strategy has been revised for (2007-2031) and it was developed in 2011. In its development, the strategy was based upon the status quo of the Sudanese youth using (SWOT) (SIMPEST) methodologies, and it concluded into the diagnosis of the most important youth issues are included in Table (2) of Annex 2.

The Sudanese strategy has also included a number of strengths, including the ones related to the means of implementation and the mechanisms of care and follow-up, particularly the following:

- Establish a national system that includes all stakeholders in youth issues to coordinate and unify the visions and the formation of collective mentality about youth.
- Establishing a youth information center and linking it to the states.
- Establish and develop mechanisms to eliminate illiteracy and technology.
- Establish a national volunteer project to accommodate the youth in

national projects and qualify them to compete for international job.

- Formation of the Strategy Department of the Ministry of Youth to guide strategic planning and leave the interim, annual plans, adoption of systems, evaluation reports, and follow-up.
- Establish a Department of Strategic Planning and Policies in the Ministry of Youth to direct planning and approving yearly and periodic plans and strategies. Adopt systems of assessment and the follow-up reports.

2 Experiences concerned with launching initiatives and program design.

1. Qatari Initiatives and programs:

Qatar has launched a number of initiatives, projects and programs to meet the needs of the Qatari youth, including the following:

- A. Start – Qatar: This project is one example of the partnership between the youth and the private sector, Shell Company. It is an initiative of the Social Investment, Shell, Qatar, and the project called «breakthrough/ Entelakah» aims to motivate the Qatari youth, encourage them to consider the option of starting their own enterprises, provide assistance to those who aspire to seize this opportunity, and provide them with training and guidance.
- B. Start your project and improve it: This program targets young men and women who want to start their own businesses, build their capacity in this area, and help them to explore, analyze, and consider various investment opportunities.
- C. Youth and leadership: In 2005, «Qatar Leadership Academy» was established to invest in youth from the age of 11 and to prepare them to become future leaders in the field of private enterprises in the field of politics and other fields. That is through two phases: junior high schools in which students learn English, Arabic, French, Humanities, Information Technology, Science, Mathematics, Islamic and Cultural

Studies and high school stage in which students are given the curricula of the international bachelor degree (ESCWA).

D.Qatar Debates: It was created by Qatar Foundation in 2007 to develop and strengthen formal and open public debate in Arabic and English among students and youth in Qatar and the region. It targeted secondary schools and universities and «Qatar Debate” involved students from many schools in workshops, discussion groups as well as annual and national competitions.

1.Egyptian projects and programs:

The Arab Republic of Egypt launched a number of programs and projects; focusing on small businesses, to create jobs for youth, especially graduates, and these programs include:

- A.«Our Youth work» program for youth employment.
- B. Young graduates projects.
- C. Youth housing.
- D.National project to train young graduates.
- E. Youth Villages Project.
- F. Rehabilitation centers and productive girl unit.
- G.Skills Development Program graduates.
- H.Other

1.Jordanian programs:

A.«Achievement/ Enjaz» in the Hashemite Kingdom of Jordan is considered a model for private sector involvement in guiding and

directing the youth especially in the context of facilitating the transition from the world of studying to the wider world of real work. As well as determining their future career options through educating them about the requirements of the business sector and thinking innovative ways.

B. Youth employment, through the Development and Employment Fund, in addition to helping others fulfill this area, including the National Aid Fund, the Zakat Fund, and the Queen Alia Fund for Social Action and Volunteerism.

1. The experience of the Gulf Arab States experience for national workforce employment:

Most governments of these countries have exerted active efforts in terms of reorganization of national employment and have established procedures to motivate the private sector to run the citizens instead of foreign labor. The Arab Labor Organization also recommends that priority be given to the employment of the national labor Gulf and labor from other Arab countries.

5. Encourage and promote leadership among youth

In order to help address the problem of the spread of unemployment among youth, many countries deliberately worked to encourage self-employment and encourage entrepreneurship and entrepreneurial spirit among youth. Strengthening self-employment and small enterprises is a promising strategy to combat unemployment among youth take them

6. Programs and other projects:

- «Sanad» Program in the Sultanate of Oman for encouraging youth to develop projects small, and through support for integrated aspects of financing, training, follow-up, and protection.
- «Al-Dakom» Program to connect the output of education and training with the actual labor market in Kuwait.
- “Tamkeen” Initiative and the National Program for Employment and Training in the Kingdom of Bahrain. The government through the Labor Fund to enable the Bahrain Development Bank to provide several aids in the form of scholarships, loans, and commercial training for the youth to start their own business.
- The Arab Youth Program Volunteers for a Better Future, an initiative led by the United Nations Volunteers. It also falls under the regional strategies of the United Nations and the «Micro start» which achieved positive results in order to provide jobs and the development of new projects for youth.

THE NEEDED PRIORITIES OF REFORMS AND THE PROPOSED WORK AREAS

Fifth: The needed priorities of reforms and the proposed work areas.

1. Legislative Reform:

There is an urgent need to develop constitutional legislations related to youth as a merit for the youth. They should be developed with the participation of youth themselves by proposing constitutional articles of their own. For guidance in this area, refer to, for example, the Egyptian⁽⁶⁾ or Moroccan⁽⁷⁾ Constitution who expressly state responsibility for the care of youth, their development, and rehabilitation whether physical, psychological or scientific, and their reintegration into society through the expansion of their participation in all different areas and activities, so as to achieve the desired empowerment in addition to ensuring high-quality education. According to the Yemeni youth participants in the «Arab youth volunteer program for a better future,» mentioned their exclusion from the civil and political processes, as well as the poor quality of education and poor infrastructure is one of the main challenges facing the Yemeni youth.

1. Legal reforms:

Due to the lack of legal provisions that live up to the aspirations of youth, what should be emphasized on in this regard is - at least – the need for the realization and enforcement of legal provisions that benefit the youth, especially the Yemeni Labor Law. Examples of such provisions are the

6 Article 76 of the new Egyptian Constitution states that the government shall provide youth care, rehabilitation, and development of their spiritual, ethical, cultural, scientific, physical, psychological, social, and economic aspects as well as enable them to effective political participation. Article 58 states that every citizen is entitled to high quality education that is free in all its levels and in all the educational public institutions. It is obligatory in elementary levels. The government takes all the possible measures to oblige it in other levels. The government is also concerned with technical and vocational training and it encourages it. It supervises the education of all different kinds and it allocates

following:

- **Article (19)** on the need to get the non-Yemeni worker a work permit.
- **Article (20)** which stipulates that the employment of - non-Yemeni – workers be only for a trade or profession of which expertise is not available in Yemen.
- **Article (21** ⁽⁸⁾): which guarantees the right of national employment and the priorities considered in job opportunities so long as the labor is qualified and able to meet the requirements of this job. This article stipulates that (The number of non-Yemeni workers may not exceed 10% of the total number of Yemeni workers, and the Minister is allowed to increase or decrease this percentage as appropriate, and in accordance with the directions approved by the Council of Ministers).
- **Article (67)** which addresses equality of wages between Yemeni workers and non-Yemeni workers in the case of equal working conditions, qualifications, experience and efficiency.
- **Amending Article (11** ⁽⁹⁾) which provides on the formation of a labor council with the involvement of representatives of youth in this council.

a sufficient proportion of the domestic product for it. It obliges all the educational institutions with the educational plan and objectives in a way that achieves coordination between education and the needs of the labor market and the society.

7 The Moroccan Constitution in Chapter 33 states that “The public authorities shall take the necessary and appropriate measures to achieve the following:

- Expand and ensure the participation of the youth in social, economic, cultural, and political development of the country.
- Assist the youth in integration in the work of activities and associations as well as help the ones who have difficulty in adapting to schools, society, or vocation.
- Facilitate the entrance of the youth into culture, science, and technology as well as art, sports, and recreational activities. In addition is providing good environment for the cultivation of their creativity and initiation in all these fields.
- Create a consulting association for the youth and promote collective work for the achievement of these works.

8 Article 21 states that “It is not permissible to have foreign workers more than 10% of the number of Yemeni workers. This percentage can be increased or decreased as deemed necessary by the approaches of the Cabinet.

9 Article 22 stipulates on the formation of a work council that consists of representatives of the ministry and representatives of business owners to develop the broad lines and propose recommendations to the government in the following areas: A. Draft Laws and Work Systems B.Public Policy regarding wages, bonuses, and other benefits. C. Vocational Training and Qualification of workers. The Cabinet provides the name of the members of the work council and the mechanism and system of its work.

PROPOSALS AND RECOMMENDATIONS

Sixth: Proposals and Recommendations

Today and more than ever, there is an urgent and unprecedented need to take serious practical measures, actions, and steps beyond the deficient vision, which prevailed the way the previous phase dealt with. These measures and actions must put into account the requirements of the current stage.

The following is a set of proposals and recommendations in this area:

- 1) Launching a comprehensive National Youth Initiative or an intensive National Youth Program to be financed by the contributions of the Yemeni government, private sector, community members in general, as well as donors and international organizations. It will be headed by a specialized and independent civil society organization.
- 2) Reformulate the system of youth work development through the following:
 - a) Establishing an independent national body for youth to manage and coordinate youth work in various fields: assisting the Ministry of Youth and Sports in its functions on one hand and monitoring its performance on the other hand. It will be formed of active youth and sports civil society organizations that represent all aspects of youth work and have branches in different governorates.
 - b) Carrying out evaluative and corrective studies of the strategies

issues of concern to them in order to disseminate these issues.

h) Representing youth civil society organizations in the concerned official institutions and bodies and government councils, especially the Council and the Ministry of Youth and Sports.

3. Promoting social peace; through:

A. Promoting the concept of equal citizenship among youth through emphasis on the rule of law and its enforcement on all society members without discrimination. This can be done by the Ministries of Education, Information, Endowment and Civil Society Organizations. Social Peace can be promoted through being part of the national curriculum, media policy, religious preaching and CSO raising awareness activities.

B. Integrating the concepts and values of citizenship, affiliation, tolerance, and promoting values of co-existence in the elementary curricula of public and private schools and higher education, which will thus contribute to strengthening social relations, promoting national cohesion and social harmony among individuals, and helping ease violence and aggression among youth. In addition, it would help in spreading the culture of dialogue, tolerance and self-reconciliation with self. This should be initiated by the Ministry of Sports and Youth and by Active Youth Organizations.

4. Investment in education through:

A.Improving the level of education and achieving quality, by providing for the essential needs and requirements to achieve accreditation and assure comprehensive quality in education and to make concerned units and institutions concerned more effective. Alternatively, establish bodies and specialized centers and units in this regard.

B. Doubling spending on public education, to promote opportunities of youth participation and continue their education. There are clues indicating that one of the options to overcome unemployment is that youth continue their education to increase educational levels.

C. Providing several initiatives to help youth complete their higher education, including:

- Increasing the number of internal and external scholarships to public and private universities, particularly for outstanding and poor people (of both genders).
- Providing care programs for poor students (of both genders), especially in terms of exemption from tuition fees. Facilitating access to it and distributing them to the beneficiaries fairly and transparently.

opportunities that can contribute significantly in addressing this issue, and the following are the most important recommendations in this area:

- a. Increasing budgets and programs allocated to support youth economically by the different parties: the government, private sector, international organizations, civil society organizations and others.
- b. Making the retirement law effective.
- c. Evaluating, rebuilding, and applying career-recycling experience in accordance with sound principles and scientific criteria that achieves the desired objectives in order not to reproduce the exclusive sphere of influence and the cycle of corruption of the past.
- d. Activating the Yemenization policy and business functions, through:
 - Achieving justice and equality in wages or at least narrowing the gap in wages between expats and the Yemeni labor, particularly in jobs and equal work. The differentiation of non-Yemeni workers can be through providing them with other benefits such as housing and annual tickets.
 - Providing soft loans (interest-free or low-interest debt service only) for youth to start their own projects through micro-credit

mechanism.

- Encouraging entrepreneurship among the youth and giving youth an advantage in the field of small investment projects, and establishing youth organizations or associations (providing free headquarters and facilities, for example), as well as simplifying and streamlining procedures of their foundation.
- Paying more attention to young female workforce through education and providing them with training courses in the areas of productivity in villages and cities.
- Creating a database for youth interested and job seekers update and match them with job vacancies. Establish a general authority for training to work on:

A. Increasing training programs by the double, developing youth skills and potential for the labor market. That is in addition to providing university training in partnership with the private sector and public and civil society organizations. University training may be less expensive than the establishment of special training institutions for this purpose.

B. Developing leadership skills in the youth by increasing the number of programs for the development of leadership skills among the youth.

C. Providing training before joining the labor market through programs according to international specifications and standards.

- Promoting a culture of volunteerism and activating voluntary work among youth; especially among female youth, who are often often inactive. That will result in encouraging voluntary work in their free time on the one hand and benefiting the society on the other hand, since voluntary work provides youth the chance to involve in many activities that will enhance their social participation utilizing their energy in achieving development objectives on the national level. It also develops their practical experiences, life skills, and the feeling of belonging. Furthermore, it helps them go out of unemployment and its health and other risks.

MATRIX OF THE REQUIRED REFORM PRIORITIES

Area	Failures	Required Reform Priorities	Implementer
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Legislations</p> <p>1. Yemeni Constitutions</p>	<p>The constitution included a referral to the youth in Article 30 with the motherhood, childhood, and adolescents. In spite of the great importance of the youth as a main component of the society, the constitution did not allocate a number of articles regarding them or addressing them from a political aspect, as they are the pivot of prosperity and development and they are responsible for building the present and guaranteeing the future.</p>	<p>The youth issues should be addressed in the new constitution, which will result from the National Dialogue Conference. It should also clearly state their empowerment of political participation and decision making a guarantee that they get equal opportunities, qualification, capacity building, care, and attention. Their needs and priorities shall also be taken into consideration. The youth should have their own articles in the constitution, in the development of which, the youth should participate. There should be constitutional provisions that stipulate on the following:</p> <ul style="list-style-type: none"> - Establishment of youth organizations, authorities, and councils, such as: - Establishing a scientific organization that elicit the needs and aspirations of the youth and that keeps up with the changes that fall upon them. - Establishing the Yemeni Youth Parliament as a youth consulting institution. - Establish a Higher Council of Youth and a Higher Council of Youth Movements Coordination. - Grant the youth the right to participate in planning, control, follow-up, assessment, accountability, and fighting corruption. - Involve the youth in the work, development, and update of everything related to the policies, strategies, laws, and legislations. - Political and decision making empowerment of the youth "Axis of Empowerment" - Define and protect the youth rights and oblige the state to it "Axis of Rights" - Legally regulate the obligation of education and enforce it stating real punishments. Put education under the control of the state and regulate that process. - A provision that prohibits any protection of a person from accountability under any circumstances. - Activate the control role and give it freedom away from political abuse. - Give more attention to the working and productive girl as well as provide her with training and qualification. - Remove discrimination of any type " Racism, Regionalism, Denominationalism, or political discrimination. - There should be a clear constitutional text that allocates a budget for all rights and duties in accordance with any youth provision, legislation, related to the youth. The budget shall be prepared by finance 	<ul style="list-style-type: none"> - The government through depending on a specialized team of law and constitution experts as to develop legislations that guarantee youth rights and aspirations. - House of Representatives. - Civil Society Organizations - National Committee of National Dialog - National Dialog Conference. - Political parties and organizations.

Area	Failures	Required Reform Priorities	Implementer
		specialists after the review of the youth as to guarantee implementation.	
2. Laws	There are not laws regarding the youth.	<ul style="list-style-type: none"> - Issue legal, administrative, and organizational, legislations on the youth as to fulfill their psychological, spiritual, material, and social needs and interests. - Issue laws that guarantee normal growth of the youth and prepare them to take future responsibility. - Issue laws and regulations that guarantee the integration of the youth in sustainable development and empower them with active political participation. - Activate and enforce the legal Articles concerning the youth, particularly the ones in the Yemeni Labor Law such as Article 19, 20, 21, and 67. - Amending Article (11)¹⁰ which stipulated on the formation of a labor council that consists of representatives of the ministry and business owners with the involvement of representatives of youth in this council as to develop broad lines and give recommendations to the government. - There should be real legal reforms in all that is related to the youth, whether on the axis of empowerment like the law of elections, right of nomination, or the axis of rights like educational, civil, political, or economic rights (Housing, work, decent life, freedom" and so on. - Any policies, legislations, or laws concerning the youth should be based on a diagnostic, methodological, scientific study and real field surveys. 	<ul style="list-style-type: none"> - Cabinet, The Ministry of Legal Affairs " Team of Legal Specialists' - House of Representatives - Youth Civil Society Organizations.

¹⁰ Article 22 stipulates on the formation of a work council that consists of representatives of the ministry and representatives of business owners to develop the broad lines and propose recommendations to the government in the following areas: A. Draft Laws and Work Systems B. Public Policy regarding wages, bonuses, and other benefits. C. Vocational Training and Qualification of workers. The Cabinet provides the name of the members of the work council and the mechanism and system of its work.

Area	Failures	Required Reform Priorities	Implementer
Organizational Regulation of the Youth and Sport Ministry 1996		<ul style="list-style-type: none"> - The public and private media shall give space of attention to the youth from all aspects and regulate that as to not violate these spaces. 	
	<p>The regulation included broad provisions and it did not address the issues of the youth. It did not also define the role and responsibility of the ministry towards the youth. It dealt with the youth focusing only on sports in a useless manner. The regulation is not categorized clearly. It seems to be a regulation that reflects the political trend of the traditional elite that tries to deviate the youth away from their actual role into sports activities and humble programs. The objectives of the ministry clearly show that the ministry lacks a strategic vision of the youth and their future.</p>	<p>We should also reconsider the structure and the function of the Ministry of Youth and Sport with active youth participation as to assume a positive role and provide the appropriate care and attention to the Yemeni Youth who made the greatest revolution in history and who deserve all respect, admiration, and appreciation for their will by enabling them to lead the present and make the future.</p>	<ul style="list-style-type: none"> - Government - Ministry of Youth and Sports. - Ministry of Human Rights. - Ministry of Legal Rights. - Ministry of Planning and International Cooperation. - Ministry of Finance - Ministry of Civil Service. - Ministry of Health, - Ministry of Social Affairs and Labor. - House of Representatives.
Consecutive Government Programs	<p>1. National Reconciliation Government Program</p> <p>1. The program is an emergency of an emergency government that came over the ruins of a failing government. 2. It resulted in combination of Previous Government Program, Executive Mechanism of the Gulf Initiative, and the Security Council Decision Number 2014. 3. The program does not form a new project or a totally different phase of its predecessors 4. The program came in a very difficult and complex period, which requires focusing on overcoming the weakness and collapse in the country and to prevent a civil war. 5. It addressed the youth and their importance in a simple manner according to the traditional way of thinking that existed before the revolution.</p>	<p>Conduct an assessment review of the program through the second half of the stage, as to develop mechanisms of youth participation in political and economic life and to empower them to manage their affairs and define their priorities and needs. There should be serious discussions and dialogs between the government and the youth that result in adding a youth axis in the programs of the coming governments as to make the change and development and to take the country into a safe and prosperous future.</p> <ul style="list-style-type: none"> - It is important to have a youth component outside the National Dialog such as the Observatory in cooperation with other organizations so as to work with youth representatives in the dialog and communicate through channels and activities of dialog. It is should be the youth representatives and different dialog components. - It is important to have outcomes of the project through implementation of a second stage of the project that adopts application of the recommendations and proposals of the study " Current Stage" into constitutional Provisions in the new constitution in coordination with the General Secretariat of the Dialog and all its committees, especially the constitutional committee. The youth shall participate in it more effectively and broadly to reflect their vision, concerns, and future aspirations. 	<ul style="list-style-type: none"> - National Committee of National Dialog - National Dialog Conference - Presidential Office - Youth Civil Society Organizations.

Area	Failures	Required Reform Priorities	Implementer
2. Mujawar Government Program	<p>It is noted that the government of Mujawar is too broad and has too many generalities. It did not come up with a financial and evaluative vision of the previous program of the government of Bajammal since it is a compliment and a continuance of the program. It was required to carry out an assessment of failures and work on resolving them. It was very obvious the process of improvisation and not being realistic capabilities. It highlighted on the peaceful uses of atomic energy at a time we lack the most basic elements of conventional infrastructure. Such imaginary programs show the extent to which the government has been ignorant of the issues of the people and the services provided to them. It was a practice of misleading them as if we needed mere laws relating to electricity and atomic energy.</p>		
3. Bajammal Government Program	<p>Its features were not derived from the needs and priorities of the country, but it was adapted to foreign demands and tendencies ignoring the realities and the challenges of corruption that harms and destroys everything, which impose different priorities from the priorities of the program that deals with the youth as an extra addition.</p>	<p>The failure is supposed to be treated through instilling control and assessment of stages or through the coming government programs as to achieve accumulated knowledge and learn lessons.</p>	

Area	Failures	Required Reform Priorities	Implementer
<p>National Strategies and Policies concerning the Youth</p> <p>National Strategy of Childhood and Youth 2006-2015</p>	<p>This strategy suffers from many aspect of weakness as follows:</p> <ul style="list-style-type: none"> - It did not originate from the dire needs of the youth or from a national commitment towards them unlike the other Arab strategies. It came as to be along with the strategy of the UNICEF for protection of children. - The strategy suffers from deficiency in the methodology of its development, as it did not depend on a comprehensive survey study of the youth to determine their desires and needs. - The role of the youth in this strategy is limited to the advisory role through selecting an advisory committee from the youth and children (about 7 females and 13 males). - Absence of regular review and assessment of the stages of the strategy nor follow up of implementation according to a regular scientific methodology especially that it is a long period of 9 years, which might cause many changes. - Absence of the assessment and follow-up process for the progress and failures and ways of overcoming them. 	<ol style="list-style-type: none"> 1. Review the National Strategy of Childhood and Youth and benefiting from it in the preparation of a special strategy for the youth, which will be developed and formulated by the youth with the assistance of an elite of specialists in development of strategies and policies, as to be inclusive of the following axes: <ul style="list-style-type: none"> - Youth, employment, and labor market. - Youth and the quality of education. - Youth and information technology and telecommunication. - Youth and political empowerment and participation. - Youth and sustainable development. - Youth and civil state. - Youth and morals of forgiving. - Youth and cultural openness. - Youth and digital culture. - Youth and equal citizenship. - Youth and social justice and culture of rights. - Youth and entertainment and sports activities. - Youth and civil rights and freedoms, - Youth and investment. - Youth, media and culture. - Youth, civil dialog, and requirements of coexistence. 2. Development of scientific and practical plans with stages of implementation of the national strategy. 3. Development of appropriate mechanisms and programs with time plans for implementation of desired plans and objectives. 4. Youth shall perform follow-up and assessment of plans and programs 5. Restructuring the Ministry of Youth and Sports in an appropriate institutional manner that considers the new changes and fulfills the needs and aspirations of the youth. 	<ul style="list-style-type: none"> - Ministry of Youth and Sports. - Government - House of Representatives - Civil Society Organizations.

Area	Failures	Required Reform Priorities	Implementer
<p>National Strategies and Policies concerning the Youth</p> <p>National Strategy of Childhood and Youth 2006-2015</p>	<p>This strategy suffers from many aspect of weakness as follows:</p> <ul style="list-style-type: none"> - It did not originate from the dire needs of the youth or from a national commitment towards them unlike the other Arab strategies. It came as to be along with the strategy of the UNICEF for protection of children. - The strategy suffers from deficiency in the methodology of its development, as it did not depend on a comprehensive survey study of the youth to determine their desires and needs. - The role of the youth in this strategy is limited to the advisory role through selecting an advisory committee from the youth and children (about 7 females and 13 males). - Absence of regular review and assessment of the stages of the strategy nor follow up of implementation according to a regular scientific methodology especially that it is a long period of 9 years, which might cause many changes. - Absence of the assessment and follow-up process for the progress and failures and ways of overcoming them. 	<ol style="list-style-type: none"> 1. Review the National Strategy of Childhood and Youth and benefiting from it in the preparation of a special strategy for the youth, which will be developed and formulated by the youth with the assistance of an elite of specialists in development of strategies and policies, as to be inclusive of the following axes: <ul style="list-style-type: none"> - Youth, employment, and labor market. - Youth and the quality of education. - Youth and information technology and telecommunication. - Youth and political empowerment and participation. - Youth and sustainable development. - Youth and civil state. - Youth and morals of forgiving. - Youth and cultural openness. - Youth and digital culture. - Youth and equal citizenship. - Youth and social justice and culture of rights. - Youth and entertainment and sports activities. - Youth and civil rights and freedoms, - Youth and investment. - Youth, media and culture. - Youth, civil dialog, and requirements of coexistence. 2. Development of scientific and practical plans with stages of implementation of the national strategy. 3. Development of appropriate mechanisms and programs with time plans for implementation of desired plans and objectives. 4. Youth shall perform follow-up and assessment of plans and programs 5. Restructuring the Ministry of Youth and Sports in an appropriate institutional manner that considers the new changes and fulfills the needs and aspirations of the youth. 	<ul style="list-style-type: none"> - Ministry of Youth and Sports. - Government - House of Representatives - Civil Society Organizations.

Area	Failures	Required Reform Priorities	Implementer
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Third social and economic development plan to reduce poverty</p>	<p>The plan suffered many aspects of shortage and negatives, including the following:</p> <ul style="list-style-type: none"> - Weak scientific and methodological interrelation. - Clear deficiency in structure. - The priorities were not ordered according to need or importance and it dealt with the plan of the youth only with relation to sports as if the other needs of work, political participation, prosperity, education, medicine, own businesses have been fulfilled. - It was full of generalities and it did not originate from a clear vision to reduce poverty. 	<ul style="list-style-type: none"> - Conduct a real assessment of the Yemeni situation through deep scientific studies to define our capacities accurately as well the actual challenges and difficulties that hinder development in our country. Develop the appropriate plan accordingly. - The youth shall be the center of any development plan as to consider their priorities and achieve prosperity for them and give space to their creativity. 	<ul style="list-style-type: none"> - Ministry of Planning and International Cooperation. - A team of national and international experts. - United Nations Organization. - The National Council of Population. - Ministry of Social Affairs and Labor.

Area	Failures	Required Reform Priorities	Implementer
<p>Third social and economic development plan to reduce poverty 2011-2015</p>	<ul style="list-style-type: none"> - The policies and programs were not as accurate as required and they were featured with generalities and broadness. - Programs were not accurately time scheduled. - There is a gap between theory and reality as theory serves the hidden objectives of the pressure and influence groups. - The plan did not mention the obstacles and challenges that hinder development. - The plan deviated from the right diagnosis of the problem and it deviated to what is less important. - It did not clearly address the power centers and gangs of corruption in the hindrance of development. - It did not treat the actual needs of the youth; neither did it enlist them as a high priority to be given full attention of the government. 	<ul style="list-style-type: none"> - Re-assign the pillars of the development strategies, plans, programs, and policies according to the new given indicators and to the change and social movement, which changed the form and content of the formula and imposed a new form of relations and balances for the benefit of the youth and nation, who were not needed by the corrupt ruling elite. - Use a team of specialized experts in development of strategic plans, policies, and programs in accordance with the scientific and methodological principles. - Involve the youth in development of plans and policies and in the processes of implementation, follow-up, and assessment. 	<ul style="list-style-type: none"> - Government. - Youth. - Funding entities. - Academics, politicians, and law peoples. - Experts of sociology and psychology. - Media personnel.
<p>National Programs of the Youth</p>		<p>On this regard, we suggest as a high priority the following:</p> <ul style="list-style-type: none"> - Develop national programs funded by the government for the employment and decent living for the youth. - Develop national programs concerning building the capacities, qualification, and training of the youth. - Develop national programs for talented youth and give them full attention and qualification to be leaders in the future. - Develop a national program to support and encourage self-initiation and volunteerism of the youth. 	<ul style="list-style-type: none"> - Government - Private sector. - Businessmen - Volunteers of experts and trainers.

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ANNEXES OF THE STUDY

ANNEX ONE

Terms of Reference

1. Review and analysis of laws and policies related to youth and defining national policies of the youth and the national strategy of childhood and youth as well as the national programs influencing the youth.
2. Review and analysis of the laws and policies influencing the youth in other countries.
3. Define required reform high priorities in the constitution, laws, policies, and national strategies related to youth.
4. Prepare a document or a matrix inclusive of the following:
 - An assessment of the status of the laws, policies, and programs related to youth.
 - Define the gaps and shortages in the laws and policies related to youth.
 - Develop necessary solutions and proposals for treatment of the problem.
 - Define the concerned authorities to perform the required treatments.
5. Hold a workshop in participation of the Yemeni Youth Observatory as follows:
 - The Yemeni Youth Observatory is responsible for logistics such as reservation of the hall, equipment of the workshop, invitation of guests, providing for the needs and everything related to logistics.
 - The two consultants shall submit a presentation for the draft of the matrix before the participants in the workshop.
 - Write the comments, notes, and discussions, or feedback related to the subject in participation of the Yemeni Youth Observatory and include them in the matrix.
 - Prepare the final draft of the matrix and submit it to the UNDP.

