



## Youth Policy



### 1) Introduction

STAR Kampuchea is a Cambodian non-profit and non-partisan organization. It was established and registered in August 1997 and its mission is to build democracy by strengthening civil society organizations. Starting from the year of 2012 forwards, STAR Kampuchea will continuously cooperating with other existing networks such as NGO Forum, CHRAC, CRRT, and EISEI etc and work directly with our targeted communities by providing them skills, and means to advocate for good governance, the rule of law and a better livelihood. STAR Kampuchea is currently implementing three main programs: i) Advocacy for Good Governance Program (AGG); ii) Advocacy for Natural Resources Management Program (ANRM) and iii) Volunteer Action for Cambodia (VAC).

### 2) The Goal of Youth Policy

The policy and strategy to be described below symbolize our commitment to ensuring youths' participation and promoting their rights and responsibilities in accordance with the National Policy on Cambodian Youth Development, which has been developed in conformity with the Constitution of the Kingdom of Cambodia Education Law, Labor Law and National Development Strategic Plan. This policy development aims at helping STAR Kampuchea staff as well as partner networks and target communities ensure our activities have contributed in a more positive youth development and provide them with opportunity to develop potentiality of health education, to share in decision making and to share in domestic, community, national and worldwide developments.

STAR Kampuchea and its partners importantly focus on rural disadvantaged and vulnerable people. Our main role is to prove that providing space for the youth, especially disadvantaged, vulnerable and even disable youths to express ideas or opinions and to make decision is a significant contribution to social and community development.

- STAR Kampuchea will try to involve youths in all of its current activities
- The mean and implementation of our internal activities will reflect the commitment to promoting the youth's internship, and have each of their capacity and expertise developed at institutional levels.
- Promote gender equity and gender equality among the youths of either sex, and especially provide women with opportunity to get empowered.

### 3) Policy strategies

#### A) Program Strategies

STAR Kampuchea will encourage youth's participation in activities such as research, planning, implementation, and monitoring and evaluation process. We will work all together to deal with weaknesses of the policy, implementation, cultures and beliefs that affect youth's participation in development and decision making opportunity and abuse their rights with oppressions. The strategy here is to importantly focus on facilitating and getting the youth fully involved in local communities and institutions.

We will effectively continue involving the youths in formal civil society activities by promoting leadership position and rights of the young girls in family, community and society to

make decision then encourage youth' participation in expressing ideas and making decision on economic and social issues.

### **B) Partnership Strategies**

- Encourage and support the appointment of youth representative among community/ commune council network committee and ensure their integration with decentralization and deconcentralization process. All partners shall conduct a wide range of acceptable communication in order to identify the youth's useful needs and ideas.
- Community partner networks have attracted supports and consideration in the development of policies, programs and services by importantly focusing on youths' participation and recognizing their capacity and rights to participate and share ideas on behalf of their local communities.
- Youth issue will be included in meeting agenda, training, and activities regularly involving partners and communities

### **C) Internship Strategies**

- STAR Kampuchea will ensure internship employment within the organization provided for youths of all sources and all levels
- Promote the sense of internship among the youths and mainstream it in the overall strategic plan and activity plan of the organization
- Raise awareness about the necessity and advantages of internship employment among the youths working as internship for the organization and develop their capacity through each of the competent senior officers.
- Gender mainstreaming and gender inequality analysis shall be with all activity plans and youth policy, and the youth interns especially the girls shall be aware of this concept through education and training program provided by STAR Kampuchea.
- Raise the gender awareness among the youth interns of the organization. This will be a strong basis for human rights respect in Cambodia and will create an effective partnership between man and woman in developing the profitable country with equality and equity.
- The organization will create environment of friendship and fraternity among the staff and the interns
- STAR Kampuchea will be assigned a few staff to be youth focal point persons.

### **D) The Role of Youth Focal Point**

- Widely facilitate the implementation of youth policy among target communities, member organization network and among staff of the organization
- Follow up and review key issues of the youth policy so that the tasks performed by youth focal point are effective.
- Ensure more youth's involvement in each project implementation by conducting a research and gathering information on youth for input of the strategy development.
- It is to acknowledge that a responsibility for strengthening and mainstreaming youth policy is the responsibility of the organization and staff as a whole.
- The youth focal point person should be a staff from either level that is strongly supported by the management.
- Facilitate and promote the capacity building for the youth interns of the organization.

## **4) The Implementation**

- All STAR Kampuchea's activities shall be properly implemented in compliance with STAR Kampuchea policies and regulations and in accordance with the project plan so as to ensure the basic participation of the youth.
- Provide the interns with an opportunity to actively take part in the forum, workshop, training and other events so as their knowledge is upgraded with qualification and equity.
- There shall be a budget to cover the monitoring of activity of mainstreaming the youth policy into all programs. For this, STAR Kampuchea will use its available resources.
- Among STAR Kampuchea, there is no discrimination against youth interns. The interns have the same rights as the staff does.
- The interns with good achievement will be awarded. This award policy will also be promoted.

## **5). Commitment**

STAR Kampuchea will try to succeed the encouragement regarding the capacity building through vocational training provided among the youths especially the vulnerable or disable ones, namely without discrimination.

## **6). Ending**

- The Youth policy shall be reviewed every 3 years during the staff retreat. It is always valid until there is an amendment to this policy.
- All rules which are against this policy shall consider being invalid.

Phnom Penh.....2012  
 R-Board of Directors  
 Board Chairwoman

Prok Vanny

Phnom Penh.....2012  
 R-Executive Committee  
 Chairperson

Chet Charya