

2018

The YP Foundation

[FIRST CONVENING OF THE YOUTH POLICY WORKING GROUP ON ADOLESCENT HEALTH]

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1. Context

The YP Foundation (TYPF) is a youth -run and -led organization that supports and enables young people to create programmes and influence policies in the areas of gender, sexuality, health, education, the arts and governance.

However in the scenario where young people's participation in the policy making is limited, The YP Foundation took an initiative to organize a national level youth conclave -**YOUTH INSIGHT: Informing Policies on Health, Gender and Well-being'** on the 29th and 30th of August 2018. The event brought together 170 young people from across 17 states to institute an autonomous youth policy working group to inform and influence adolescent health programmes and policy in the long term. For the purpose of developing an initial intent statement, an ad-hoc drafting committee was appointed from among conclave participants. As a follow up measure to the conclave, TYPF is supporting the convening of youth delegates from across subregions - with a focus on diverse and equitable representation. It is in this context that a 3 day convention was organized by TYPF from 3rd-5th November. During the workshop, the delegates reviewed and worked upon the draft operational framework towards kickstarting the Policy Working Group.

This document captures in detail the discussions, queries and responses of the delegates during the workshop.

2. Executive Summary

There were a total of 16 participants who attended the workshop. These participants came from different regions of North, South, East, West and Central. 4-5 members in the group had previously attended the Youth Insight conclave as well. There were some new members. The idea was to bring voices and experiences from all over the country. However, this could not be achieved due to festive season.

The participants who came from different regions shared the challenges faced in their region and particular states. The workshop was participatory and encouraged sharing from all the participants. The discussions were enriched with the experiences and real life examples shared by the participants.

The participants reviewed the intent statement developed by the Youth Insight delegates and built upon the vision, defined objectives and values of the Policy Working Group, its membership and structure.

“The discussions were engaging and gave a space for the participants for sharing diverse experiences and facilitated cross learning among participants. Everyone participated and their voices were heard. The real life examples and challenges shared by the participants gave an insight into the gaps in policy implementation and how meaningful participation of young people can change the situation.” - A Participant

3. Sessions

Day 1

SESSION 1

10 am-10:35 am

Facilitator: Manasa & Harsh

Introduction and energizer

The workshop started with a round of introduction among participants and facilitators. The participants shared their name and where they belong to. The group was a diverse mix of delegates from different regions of East, North-east, West, North, South and Central. There were a total of 16 participants, out of which 5 participants in the group had been part of the Youth Insight Conclave.

In order to get to know each other better and break the ice, the participants were instructed to split themselves into groups basis a) Alphabet, b) Profession/Designation and c) Regions.

In these small groups the participants shared about their personal lives and their professional journeys with each other.

The facilitator also gave a brief about the work of The YP Foundation and its genesis. TYPF was founded in the year 2002 after the Godhra riots and was registered in the year 2007. It works on the issues of Gender, Health and Human Rights. It encourages and supports young people to engage with politics and create their own politics.

SESSION 2

10:35am-11:30 am

Facilitator: Manasa and Souvik

Agenda setting and context

The need for this Policy Working Group emerged from the need to ensure meaningful participation of young people in the policy making. TYPF often gets last minute calls from the agencies to send young people for representation of young people's voices in the meetings. The agenda is set beforehand and therefore the participation of young people ends up becoming not such meaningful engagement. Therefore TYPF ensures technical and financial support to bring together youth from diverse background and equip them with facilities and develop to ensure that their participation is meaningful.

The broad objective of this workshop is to form a Policy Working Group (PWG). The group will decide its structure, issues it will deal with and the objectives. TYPF will provide technical and financial support and facilitate to bring the group together twice in year.

The facilitator then asked the group: Do we need to bring together such a group? Do we all have common asks?

The participants responded in affirmation and added to the other **benefits of this Policy Working Group:**

a) We need to strengthen the state level engagement of young people too. There is a need to facilitate inter-state dialogue so that we understand the gaps, what is working and what is not and be able to engage meaningfully in the policy making. For example, Health is the subject of state and is and decentralized. But the discussions happen at the level of centre and therefore how the states are implementing the schemes often gets left out. Such a group will help the policy makers understand what youth want and what their lives constitute of. As

of now, the issues of youth are limited to jobs and when it comes to the health subject, we often hear of the health of adolescents only.

b) Further to this it is also important for young people to be able to understand each other's culture to break the cultural barriers across languages. These cultural barriers cause misunderstanding among each other and leads to violence. Since the participants in the group belong to diverse regions, such a group will facilitate cross border engagement and help understand each other well.

c) This group will further act as pressure group and will support each other too to increase the number of youth who actively and meaningfully engage in the policy making.

The participants also asked some questions:

a) Can we have some priority asks in the group or a common messaging to the outer world?
Some responses: We can have Health, Gender and other issues related to youth as priorities. However, this will be discussed later in detail in the conversation on Vision.

b) How far diplomacy and consensus building promoted by TYPF? Do we want consensus building or Activism only?

c) How do we engage when conflict happens in the group?

These questions were kept in the parking lot for the scope of this session as it would be covered in detail in the discussions on Values, Structure and Vision of the group.

However it was clarified a re-iterated by the facilitator that TYPF is only a facilitator in the group and is not a member of this group.

Further to this before moving to the next session, the participants also discussed and agreed on some **Ground Rules**:

- Confidentiality
- Punctuality
- Use of phones during sessions not allowed
- Share all thoughts and allow each other to share their thoughts as well to ensure meaningful participation
- Do Not make fun or pass judgments

The facilitators then ran through the Agenda for three days. The Agenda is attached as part of **Annexure 1**.

SESSION 3

11:30am-12 pm

Facilitator: Sumit & Nirmala

Presenting the 'Intent Statement of YPWGAH

The background of the Policy Working Group and its connection with the Youth Insight Conclave was set by the facilitators from TYPF. The 170 delegates at the Youth Insight Conclave discussed and defined the Vision of the group, membership, structure and identity of group. However, in order to make the working of this group operational, the participants were invited to openly discuss and contribute to each of the aspects of the group from its Scope of Work, Steps and Milestones, Challenges and opportunities to strengthen and the Role of TYPF in detail in the coming two days of the workshop.

The delegates from the Youth Insight Sumit and Nirmala, who were part of the drafting committee comprising of 20 people were then invited to share the intent statement.

The Vision of the Youth Insight Group was:

“We envision a world where young people, as empowered, empathetic and active citizens, can safely express, advocate and legislate for their rights and freedom.”

The issues thought earlier were:

- Sexual Health
- Physical and Mental Health
- Reproductive Health
- Social Health of young person

Values of the group thought by Youth Insight delegates:

- Youth led, young people centric
- Rights based approach
- Promote diverse representation and voices for all
- Intersectionality
- Accountability within the group and for statements and commitments
- Transparency in working
- Equity and Equality

Strategies:

- Capacity building
- Engaging with policy design and with policy makers directly

Structure:

- Voluntary, no position to be held by anyone in the group
- No association with any organization since the ideology of this group will then be affected
- Documentation

For the Policy Working Group the questions now are:

- Define who they consider ‘Young People’?
- What would be the focus of the group-Policy Making or Implementation?
- What will be the identity of the group? Will it be autonomous, Collective body as was envisioned by the Youth Insight Group?
- What will be the issues this group will focus? Do they want to add to the existing list if they find it too narrow issues and feel that if some other important issues are missed? For ex: Gender, Violence on young people, economic exploitation, cyber bullying etc.
- Representation of different identities in the group?
- Accountability within the group and accountability of the policy makers?

With regards to the issues the group will work on, the Policy Working Group members came on a consensus that they agree with the Youth Insight delegates' decision and will work on the same issues as outlined by them.

The facilitator also shared that those who drafted the intent statement are also a part of this group. TYPF has tried to bring all together at best. However due to festivals round the corner more and more number of people could not join. However the effort would be to bring them all together.

SESSION 4

12:15 pm-2:30 pm

Facilitator: Harsh

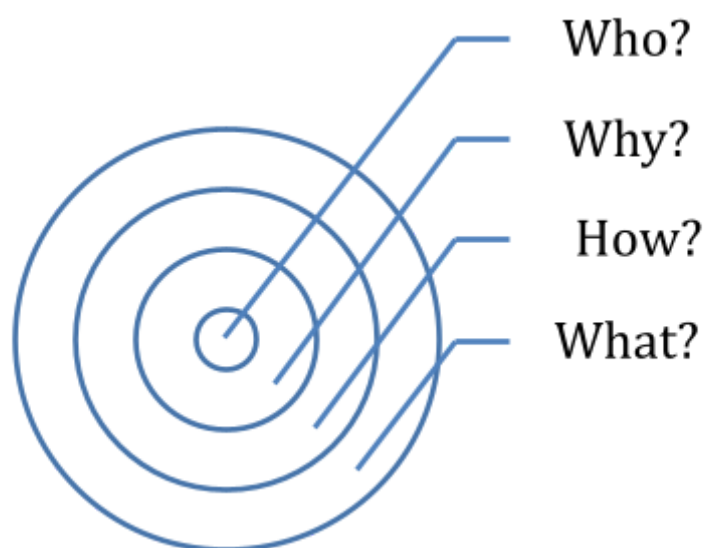
Recalibrating Vision

The facilitator asked the participants: Why is Vision important?

Responses: It gives direction as to where we want to reach, of what world you imagine/envision.

The facilitator further introduced the Golden Circle tool of Simon Sinek which the participants used during the session to develop the vision statement for the group.

The Golden Circle tool is explained below:



In this Golden Circle illustrated here, the innermost circle is about Who?-In this scenario who are the people/target group this Policy Working Group is working for? This circle is an addition in the model by TYPF team. The other three circles focus on the Why, What and How? 'Why' focuses on the purpose of the group, 'How' focuses on the USP of the group, how it is different from other groups in its strategies and 'What' focuses on the products and services given.

The group was asked to focus currently on the 'How' and 'Why' questions. 'Who' is assumed that the group will be working for Youth and Adolescents.

The participants were then divided into groups of three and asked to discuss among themselves on the 'How' and 'Why' questions keeping in mind the existing vision statement. See if the group will like to add upon or delete anything from the existing vision statement and finalize the vision of the group.

As a result of this exercise 3 Vision statements came out from three groups. And from the voting process the group came on a consensus for one statement. The Vision statement developed by the Youth Insight group was kept by and large the same with few additions:

- The Policy Working Group added the point on how young people can be enabled that should come out clearly from the vision statement. As of now it looks more of a responsibility on young people to enable themselves.
- The other group stressed on retaining the word 'Empowerment' and 'meaningful participation'. Empowering is a process and should not be restricted only to 'Meaningful participation'. Adding only meaningful participation will become as part of strategies only and hence would be limited in that case. Also, question raised was whether we want to bring in strategies in the vision statement itself and whether the group wants to keep the vision broad/restricted and focused?
- The group also wanted to keep the word 'Sustainability' in the vision statement. There was debate on the word Sustainability whether it conveys the meaning of consistency which the group wanted to include.
- Can the word 'Just' and 'Equitable' be used simultaneously?
- Does Social Justice framework includes the Economic Justice as well? In case it does then the group decided to keep the word in the vision statement.
- Adding the word 'investment' means there is an external source influence which the group does not wants to keep.
- Can we add demanding accountability? However, it was argued that the first step for young people is to know. Only then can they demand accountability.
- The word citizenship needs to be defined as well as it may differ how the government perceives it as is the case in Assam and Maharashtra.

After the discussions, the agreed Vision statement was:

“A Just and Equitable, Sustainable world where young people are empowered and compassionate, can actively express themselves and be heard and whose rights and freedom are upheld.”

एक न्यायोचित और न्यायपरस्त, सतत विश्व जहाँ युवा सशक्त और सहानुभूतिशील हों, स्वयं को सक्रिय रूप से व्यक्त कर सकें और सुने जायें और जिनके अधिकारों और आज़ादी का हनन न हो.

SESSION 5

3 pm-5 pm

Facilitator: Manasa

Clarifying Objectives and Values

The participants were divided into 3 groups. The facilitator instructed them to go back to the 'How' circle of the Golden Circle and discuss in the group the following questions:

- Values and strategies that sets this group apart
- Top 3 non-negotiable values that the group wants to retain to fulfill their identified vision. These values were to be thought through in context of values with young people and values in the work that the group would be doing.

These values were re-looked at keeping the values identified by the Youth Insight group:

- Youth led, young people centric
- Rights based approach
- Promote diverse representation and voices for all
- Intersectionality
- Accountability within the group and for statements and commitments
- Transparency in working
- Equity and Equality

The values highlighted above were the ones on which the group debated.

The values in the work that were agreed on by the group included:

- Youth led, Young people centric
- Accountability and Transparency
- Rights based

Democratic, Of the young people, By the young people and Through the young people were added as values by one group in the set of values to be kept in the work.

Values with young people:

- Trust
- Confidentiality
- Empathy
- Inclusiveness/Diversity
- Equity and Equality
- Rights and needs based (refers to contextualizing the program)

In the above set of values there was debate on whether 'Trust' and 'Confidentiality' be kept as separate values. The opinion in the group was it gets covered in Accountability. However, the group decided to retain it for a while

Another point of debate was whether 'Inclusiveness' subsumes 'Intersectionality'? Also whether Right based and Intersectionality can go together?

The facilitator clarified the meaning of Intersectionality is Taking people along (Sabko saath lekar chalna). But the language around rights is not inclusive of Intersectionality. Therefore the facilitator suggested that the intersectionality word be retained along with right based.

In order to further bring clarity on the choice of Values, a polarization exercise was conducted.

Each group was given a value statement and was given 10 mins to discuss among themselves what they will do in the situation:

a) Is it okay to work with and take money from a funder who is anti-abortion as long as they support access to contraception?

The first group was in favour of taking money. They shared that they will take money but not compromise on their values. However, they will try to transform the funder's opinion on abortion through their work. Secondly, they may also negotiate with the donor as both are issues of health.

The facilitator pointed out that this stand would then conflict with the value of Intersectionality and right based. Therefore, are we willing to keep these values or remove it?

The group responded, the strategy can be changed according to the situation and hence negotiation can be done. For eg: Funding can be taken to support other projects if there is desperate need for funds. Real world example of Manipur and Mizoram was shared where Christianity is the dominant religion and abortion is not allowed. Hence the organizations working with NACO have to strategize accordingly.

Another opinion came that we can also think of what exactly are we addressing-The donor or the issue and accordingly strategy can be devised.

Another opinion shared was that what would be the difference between us (Working group) and NGOs if we take fund? We might morph into something else then and the purpose of the group will be defeated. It will affect our identity as well. Therefore, we must ask/advocate with the government for resources so that we are not dependent on the funds from an outside source. However, this may take long and may need to work for free without any economic support as one of the participant shared from the real life example of how they have been working with a group for last 5 years, 40 hours per week and supporting through self funding to protect the group from not been influenced by the values of external entity like government or any other organizations.

Further there is a need to set boundaries as once the money is given by the donor, there are chances they may also arm-twist entity in future as the entity would be dependent on money.

b) Is it strategic to pickup one issue and one stakeholder at a time than to use an intersectional approach?

The group shared that we would like to the intersectional approach and view the issue from different angles. The group shared the example of Child Marriage which can be looked from the lens of issues of health and education both of which has more takers as compared to hitting directly on the issue of ending Child Marriage which may not be taken well by the community. Through this approach we can work on strengthening the law on prevention of Child Marriage as well as work on the root cause.

c) The group should focus more on community advocacy than participating in high level meetings?

The group shared that they would go for community advocacy as merely participating in the high level meetings without doing the ground work with the community and understanding the real scenario it will end up becoming mere tokenism.

Another group countered that it is important to work at multiple levels simultaneously as it would take more time to work and address the issue. And therefore we must be at both the places. We can decide who all can be present at the places depending on what is the agenda of the meeting.

एक न्यायोचित और न्यायपरस्त, सतत विश्व जहाँ युवा सशक्त और सहानुभूतिशील हों, स्वयं को सक्रिय रूप से व्यक्त कर सकें और सुने जायें और जिनके अधिकारों और आज़ादी का हनन न हो.

SESSION 6

5:20 pm-6:30 pm

Facilitator: Souvik

Working Group Membership

With regards to the membership in the group, the discussion focused around the age of a) the members whom the group represents and b) age for the membership in the group.

The session started with a question on 'Who is a Youth'?

Some facts: According to the guidelines of UN body, it is between ages of 15-24 years in the International context. In the national context it is 15-35 years. The age for youth varies in different countries-somewhere the upper cut off is 28 years and somewhere it is 30 years. In India it is 15-29 years.

According to the Ministry of Health and Welfare (MOHWF), the age is 10-19 years for adolescents and youth is upto the age of upto 35 years. In some policy working groups worldwide the upper limit is 40 years as well.

For the group, 'Youth' means- Having power of making decisions.

For the purpose of membership, the Youth Insight group had suggested 30-35 years as Upper limit. However, no lower limit was suggested. The members who have crossed the limit of 30 years and have grown out of the group can become mentors.

In the light of the above data and the age limit suggested by the Youth Insight delegates, the policy working group members discussed the age criteria for the membership.

It was suggested by facilitator if the group wants to consider the upper age limit in the New York policy working group which is 35 years, considering the gap in the opportunity for a rural youth and urban youth as to when they start getting opportunities.

Accordingly the group decided to keep the upper limit age as 35. The reason behind was that if a member is 28 years of age in the group, he/she will get only two years to do advocacy. Also need to see the percentage of members in the upper age limit bracket so that accordingly the representation can be ensured so that there is not greater diversity in the group basis the age as it would be difficult for the group to bring all on the same page and many layers of conversations will be required.

With regards to the lower age limit, the group did not define it. However, initially the participants suggested 13 as the lower limit as they also need to be informed and be able to advocate. The counter opinion to this was that it would be difficult for a 13 year old to understand the concern of youth. Also it is not just the age but language as well will be a challenge as there would be regional diversity. It would be difficult to bring them upto speed even though they may have good grasp and are exposed to the structural issues and fighting against it with their agency.

The other question was about married/unmarried youth?: The group was of the opinion that if a married young person is below 18 years of age then that is against the law and should not be given membership in the group.

Day 2

SESSION 1

9 am-9:25 am

Facilitator: Jeshna and Nirmala

Energizer and Recap

Day 2 started with the recap of the previous day and participants and facilitators sharing their feedback on Day 1. Whereas Day 1 was more focused on kick starting the thought process and discussions, the focus on Day 2 was on planning, creating processes keeping in mind the reality of implementing the same. The planning for processes must be done keeping in mind the vision statement and the values the group wants to uphold.

One of the participants also shared the need for the economic aspects in the life of a young person to be brought in focus and plan accordingly. Suddenly at the age of 28-30 a young person realizes that they have no money and resources and faces financial constraint which sometimes also leads to anxiety and depression among young people. Financial well being therefore is also connected to the general health and well being of a young person and hence financial management must be thought through.

SESSION 2

9:25 am-1 pm

Clarifying Objectives contd...

The participants were divided into 3 groups. They were instructed to look at their forms where they had shared their own/individual objectives behind joining the group and discuss in their groups 3 key objectives for this Policy Working Group. The participants were also given a tool called 'SMART'

S: Specific

M: Measurable

A: Achievable

R: Relative

T: Time Bound

The groups were then asked to present their objectives. While sharing, they were instructed to share their doubts that came up during discussion and the process they followed to bring out the objectives. However, during discussions the groups also shared the strategies discussed

Following were the objectives and strategies presented by the groups:

Groups	Objectives	Strategies
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<p>Group 1</p>	<p>Demanding accountability from government</p> <p>Focusing specifically on health care access to the marginalized youth in areas affected by issues of citizenship and youth do not get the basic health care</p> <p>Encouraging emergence of young leadership and participation</p>	<p>Mapping out health care policies</p> <p>Social audit and research</p> <p>Involvement of youth leaders in panchayats and local body work</p> <p>Organizing programs in village schools</p> <p>Addition by another group member: In order to encourage local participation we also need to identify the gap in the cascade. For eg: Investment is done by the government but this gets blocked at various levels in districts,, blocks till it reaches to the real beneficiaries</p>
<p>Group 2</p>	<p>Creating a platform to bring on the problems and opinions of marginalized communities</p> <p>Encourage the discussions and sharing of information from different states to understand what is working and what is not working and bring them together on a common platform</p> <p>Provide safe space and supportive environment to young people and promote non-judgemental atmosphere Bring together communities who are already working on the issues</p>	
<p>Group 3</p>	<p>Identify and address the problems of youth</p> <p>Disseminate knowledge and address the knowledge gap among youth. The other group added that we also need to change the mentality of youth in the villages where they share their problems but they don't want to join the group</p> <p>Create inclusive spaces to address vulnerabilities, powerlessness, deprivation and resource challenges to encompass the socio-cultural and financial aspects of the community.</p> <ul style="list-style-type: none"> - The group shared that they want to create a platform for young people where they can share their 	

	<p>problems, get suggestions and their rights are respected</p> <p>Empower and encourage solidarity and bonding among youth in India so as to create a support system where they can share their experiences and find solution to the issues faced in different states by the youth.</p> <ul style="list-style-type: none"> - The group stressed the bonding as the objective 	
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Once the sharing of the objectives was complete a participant pointed out that the advocacy element is missing from the objectives currently whereas this has been a part of our vision. Furthermore, objectives needs to be more rounded and broad.

However countering this, another participant shared that awareness of schemes by definition itself involves advocacy.

There is a difference between knowing about a scheme and actually going ahead and availing its benefits. Budget allocation is for example part of advocacy. Hence advocacy needs to be added.

Here the facilitator also clarifies that the Policy Working group will not focus on the implementation of the policies. It will not be rolling out the schemes. It will focus on assessing the policies and its working and hold government accountable. The job of this group will be to keep an eye on the structures made by the government and hold it accountable. Hence objectives must be thought through on those lines.

For eg: The group can do social audit, identify the gaps and advocate for proper implementation of the policies.

Facilitator pointed out that, in this light, the objectives discussed above looks like it is telling only what the group would be working on. It does not convey the objective and the vision of the group. Therefore, there is a need to look back the objectives and see whether it is a mixture of approach and values. We need to look at the why question and how we make ourselves unique from other groups, how we can strengthen the systems and address gaps can be the objectives.

This was further explained and discussed using an example shared by a participant:

An NGO advocates abortion and girls come to the NGOs. They feel comfortable speaking to the NGO person but hesitate to speak to the counsellors. They ask for the availability of an NGO person. The facilitator asked what will the Policy Working group member do in this case?

Suggestions from the group:

- Request the counsellor to make the girl feel comfortable or may be ask the question on behalf of the girl so that this will build capacities and get knowledge on the issue. This was countered that in some remote areas, girls are not even aware of such facilities.

The facilitator countered that this can be done for one person but what about so many other girls who are not aware of any such facilities and do not come to you? Also do we have the resources and capacities to cater to some ten thousand counsellors in the country? We need

to look at the meta problem of why the person is not able to go for abortion. And hence we can advocate may be for

- Comprehensive sexuality education
- Awareness of contraception methods
- Advocate for approved counsellor for everyone
- Awareness to counsellors and training to change the perception of counsellors to be able to create a friendly environment
- Identify the problem and act as pressure groups for policy change

Thus there is a difference between what can be done immediately in a situation and what would it mean to advocate for an issue.

In this light the objectives look like activities and hence the facilitator asked the groups to go back in their groups and discuss the objectives again keeping a timeline for 2 years.

Another point highlighted by a participant was that in adolescent health issue we also need to focus on other causes of morbidity among adolescents like accidents as these often gets ignored.

Another participant raised the point that since the objectives are about the values and when we talk of objectives we also need to be clear about our political leanings-whether we want to advocate for the centralization of health care or want a socialist policy?

The facilitator responded that we need to look at 2 years timeline when the political leanings can be accommodated.

Basis the above discussion the refined objectives presented by the group:

Group 1	<p>Advocating to create safe spaces and accessible services to young people</p> <p>Creating a platform for including the true voices of the youth according to their needs</p> <p>Monitoring the implementation of policies and schemes and ensuring that they reach to their beneficiaries</p>
Group 2	<p>Better budgeting and financing</p> <p>Contextualized evidence based research on youth centric issues</p> <p>Enabling a conducive environment to accessing information on services and health</p>
Group 3	<p>To inform about the prevailing policies and programs related to health and make them more youth friendly</p> <p>Advocating for better allocation of resources and effective implementation of policies and programs</p> <p>To regulate private healthcare facilities to prevent financial exploitation and human rights violation (This point the group could not come on a consensus)</p>

In order to bring out top 5 objectives of the group, the facilitators collated and presented the final objectives to the group.

Advocate	Regulating and Accountability	Group's role
To advocate for safe and accessible health information and services for young people and adolescents	To monitor the implementation of the policies and programmes to ensure outreach to all young people and adolescents	To inform policies and programs related to young people and adolescents based on their needs and demands
To advocate for evidences based budgeting and financing for youth centric health issues		
To advocate for a multi stakeholder accountability mechanism, including young people, which ensures accessibility of health, information and services that upholds human rights, principles and prevents financial exploitation		

Participant's comments on the objectives:

- There is a need to connect information and services. We often focus on providing services to adolescents but there is less emphasis on telling them or giving them information about the services that exists.
- We often see health from the lens of cure and remedy to be given but things that affect health are left out like mental health and nutrition. Therefore healthcare was removed and only health was retained in the objective.
- We should not miss out on people who are in conflict zones. The facilitator countered that it is already there in the vision and further the strategies can take care of the same.

The participants agreed on keeping 5 objectives and came on a consensus on the objectives.

SESSION 3

1 pm-2 pm

Facilitator: Reena

Ladder of Participation

The participants were handed over one post-it each and were asked to write what does the word 'Participation' means to them.

Some responses:

- Voice

- Curiosity
- Community
- My thoughts
- Difficult to achieve
- Inclusive

Facilitator: Remember an opportunity when you participated at the local level as youth. What was the reason? Write it on the post it provided and paste it against the position on the ladder.

This is Roger Hart's Ladder of young people's participation. This is designed keeping in mind that young people have less power and negotiation spaces. The levels are:

- Youth led initiative
- Adult initiative and decision shared with young people
- Young people consulted and informed them
- Young people assigned roles and informed
- Tokenism
- Young people as Decoration
- Manipulation

Participants shared their experiences according to the chits where they felt they participated the most and where they could not.

Facilitator then asked the participants to share their experience when they got any opportunity at the organization level. The participants were asked to share their experiences both within and outside the organization. This exercise was to assess the participation of oneself as young person in the work life.

The participants shared their experiences when as young person they were consulted in the organization or sometimes treated as mere delivery agent in making and implementing curriculum.

The facilitator concluded that the process is participation is affected by several factors. There are many such factors that limit a young person's participation. According to the Ladder of Participation, the top three levels are good and ensure participation of young people. Whereas if the last four points are in practice then the situation is alarming. It excludes young person's meaningful participation.

Therefore whenever we are ensuring participation, we need to remind ourselves these points in order to ensure meaningful participation.

SESSION 4

3:30 pm-5:50 pm

Facilitator: Esther

Working Group Structure

The session began with a question: How is a group formed?

The facilitator showed the participants some picture clips and asked questions.

The first picture was of people in a metro train

The second picture was of a family

The third picture was of a team.

The facilitator asked the participants in all three situations:

- Do the people in the picture have any relationship with each other?
- Do they have any agreed behaviour with each other?
- Is there any decision maker in the family picture?
- Why are the people in the family picture related to each other?
- Do we have power in the third picture?

In response to all these questions it was concluded that where there is no relationship shared by the people in the first picture except being co-passengers, the people in family picture and team picture had shared understanding with each other, common goals, an implicit or sometimes explicit (as in case of team) a code of behaviour with each other, defined roles and hierarchy and are therefore an organized group.

On the basis of this understanding, the participants were asked to now discuss the working group's structure in small groups. They were asked to discuss the following pointers in their groups:

- Decision making in the group- hierarchical/democratic
- Roles and responsibilities in the group
- Relationship with each other
- Shared vision and goals
- Membership- structure/open, organizational/individual
- Code of conduct of behaving with each other
- Representation of the group
- Language
- Size-evergrowing/fixed
- Conflict resolution strategy
- Group's focus area

They were also given 3 model structures of working groups. Facilitator explained the working of each of the model.

Model 1:

- Two elected volunteers for term of 2 years
- Active members: 15-35 years, they conduct meetings, contribute to conversations and are elected
- 35+ members in the group are silent members. They assist the group in meeting strategies and contribute to strengthening the vision
- System of accountability within the group: For the members who are not actively present in the group's meetings, they are given reminders twice, the members are supposed to inform about their absence and the challenge faced and if repeated for the third time, they are removed from the group

- 50% quorum required for decision making
- Hierarchy, no paid membership
- Conflicts are to be solved by coordinators

Model 2:

- They have meeting twice in a year
- There are 2 paid coordinators
- They have monthly phone calls for governance
- The group has advisors who have transitioned, who are above 40 and have left the group. They contribute to helping the group
- The secretariat is responsible for convening of the group
- No hierarchy
- Goes by process of voting
- Different system for handling different conflicts
- If a member is not attending the meeting for 3 months then it is considered that they are not a part of it. If the member is taking a leave from the group then the person has to inform
- More informal mechanism of code of conduct
- They do face language challenge but they are there for each other and translate the documents.

Model 3:

- Clear hierarchy
- Members are from different organizations which come from different constituencies (Government, Inter government and Private sector). If one person from the organization moves out then the other person joins in

Each group was given the model and was instructed to see if they would want to change anything in the model keeping in mind the vision, objectives and membership discussions held and develop a working group structure for this policy working group.

After discussing in the groups on the model, the participants came to the following conclusion:

- On membership: The membership will be individual based and not organization based as the member will be able to negotiate in individual capacity. In case of association with the organization, the member will be influenced by the views of organization. As individual he/she will be able to express his views and opinions freely.
The membership will be rotating.
- Structure: There should be 2 focal coordinators, 5 regional coordinators in North, South, East, West and Central and 1 State coordinators. The focal coordinator may not require sepaking to everyone. Coordinators will be elected.
- Strength of the group: Not defined. The group took the assumption that it would be evergrowing.

- Conflict resolution: It is good to have a standard committee for conflict resolution. However, in case an individual in the committee are involved in the conflict, then they would be replaced and the committee will re-convene.
- For any change in process the quorum of 75% members will be required and a minimum of 50% of strength will be required for the meeting.
- Meeting of members: The members will meet once or twice in a year. The means of communication will be decided depending on the access to technology and what will be accessible to each member.
There will be no central coordination. There will be monthly catch up sessions. Each time one or the other committee will be responsible for convening of the group. This responsibility will thus be in rotation.
- The membership will be voluntary and no position will be paid.
- No hierarchy in the group.
- Advisor: The need for an advisory for strategic guidance was felt by the group. The advisor will be in individual capacity and not in organizational capacity as this will influence his/her stand and will be in power.
- There would be committees based on themes: Accountability, Advocacy and Finance. Members will have freedom to choose which committee they want to be a part of.
- In case of disagreements among the members in the group on any issue, there will be communication with that one person. But that may take some time and this will hinder or slow down the process of decision making. There would thus be a collective decision making.

Some non-negotiable for the group:

- There would be no hierarchy in the group. However the group shared that field experts will be required if we are working on specific themes like health. That may give the member an upper hand over others.
In this regard, the facilitator clarified that when we say non-negotiables, we mean that this will be avoided as much as possible and all the members are accountable to it. However, this will not mean that it is cast in stone and will not be done at all even if there is need.
- Coordinators to be elected by voting
- Members will not represent any organization. All members will be in individual capacity
- The group will represent members from all over the country and membership shall be inclusive. Inclusiveness will mean being inclusive in our method of communication, language, membership and representation of all identities in the group.
One of the participants shared that in inclusiveness we also must add the representation of people who are affected by the issue to bring their voices in forefront.

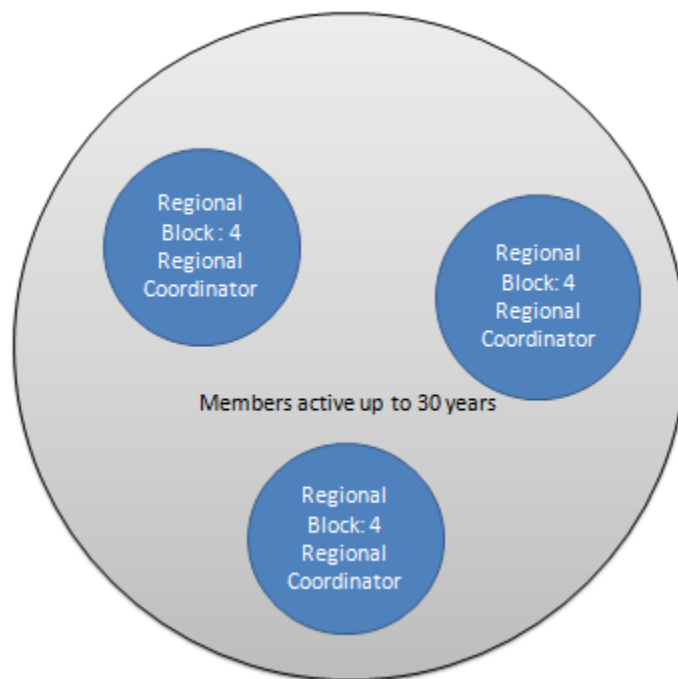
To this facilitator asked that if the issue/mudda changes then will the structure change every time. Representation must not be confused be with the structure. It will be the responsibility of the committee to bring the voice of the affected members in the forefront when they are doing advocacy on the issue.

It is note that the Youth Insight group also came up with the same non-negotiables and so there is a natural alignment.

However, there were some issues which still needed to be discussed to come on consensus. These are:

- Role of host organization TYPF
- Focus areas for the group
- Should the work of the group be focused on the themes where members have expertise or shall the group invite members who keep expertise on the issue?
- Size of the group
- In case a member is coming in an individual capacity, how will they be able to give time to the activities here and negotiate with their organizational work?

Based on the above discussion, the model below emerged for the Policy Working Group:



In this model, role of advisors, role of state coordinators will be added. Coordinators role should just be to monitor. Upper limit age will be 35 years, however no lower limit decided. The values of the group will need to be added. The logistics of the group will be managed by two people. This will include convening of the meeting, membership election, facilitate meeting in case of conflict, keeping a track of the work.

Role of group:

Accountability, Communication and Advocacy.

Milestones setting and delivering on Action Plan (group work)+ SWOT Analysis

The participants were divided in 3 groups. The groups discussed Milestones, Activities and Challenges for the next 6 months to 2 years for the Policy Working Group.

Group 1	Group 2	Group 3
<p>Each member will reach out to groups</p> <p>Positions to be filled and roles to be finalized</p> <p>Documentation of vision, objectives to be done</p> <p>Building support of stakeholders-Members will meet the groups twice or thrice at each level of Block, District, Panchayats. The objective of this meeting will be to give information to the community about the existence of the Policy Working Group.</p> <p>Building knowledge on existing policies through research and create a resource directory</p> <p>Policies like anti-discrimination, prevention of sexual harassment and child protection policy to be confirmed</p> <p>In 1.5 years SWOT analysis will be done of the barriers in implementation of the policies in the states, its strengths and weaknesses.</p>	<p>This group gave a per month plan for 6 months.</p> <p>Group formulation and expansion</p> <p>In first and second month, they will meet the CSOs and CBOs</p> <p>Will conduct exposure visits to learn from other perspectives</p> <p>In 3rd month, Mapping problems and prioritize where they want to work</p> <p>Speak to authorities (RKSK)</p> <p>At the end of 6 months, advocacy road map will be made</p> <p>Whatsapp group for internal communication</p>	<p>Offline and online visibility</p> <p>Find regional coordinators</p> <p>Regional meeting to introduce programs</p> <p>National level planning committee will be formed in 12 months</p> <p>State coordinator setup in 12 months since time would be required to build capacities of grassroots teams</p>

*In the above table, the common pointers are highlighted.

Day 3

SESSION 1

10 am-1 pm

Facilitator: Souvik, Harsh, Manasa, Prabhleen, Reena

What is your Communication Style?

4. Conclusion

5. Annexure

Annexure 1: Agenda

Day 1

Agenda	Time
Introduction and Energizer	9:00-9:30 am
Agenda Setting	9:30-9:45 am
Presenting the intent statement of the Youth Policy Working Group on Adolescent Youth	9:45-10 am
Re-calibrating vision	10:00-10:30 am
Clarifying objectives and values	10:50-11:50 am
Working Group Membership	11:50 am-12:30 pm
Team Bonding Activity	1:30-2:00 pm
Working Group Structure	2:00-4:00 pm
Forging a collective identity	4:20-6:30 pm

Day 2

Agenda	Time
Energizer and Recap	9:00-9:45 am
Scope of work	9:45-10:45 am
Milestone setting and delivering on Action Plan	10:45 am-12:00 pm
SWOT Analysis	12:00-1:00 pm
Team Bonding exercise	2:00- 2:30 pm

Reviewing structure and Communication Strategy	2:30-4:30 pm
Role of The YP Foundation	5:00-6:30 pm