

Chapter 21

Youth In Development

21

YOUTH IN DEVELOPMENT

I. INTRODUCTION

21.01 Youths of today are the citizens of the future upon whom the continuity of development depends. Therefore, the development of youth potential is vital in determining the success of the country's socio-economic development. During the Sixth Plan period, the objective of youth development was to nurture youth potential and talents and harness their energies in order to enable them to contribute effectively to national development. In addition, emphasis was also given to the spiritual aspects of human development such as the inculcation of high moral values and ethics among youths in line with the national aspiration of developing a caring society.

21.02 During the Seventh Plan period, the thrust of youth development will be to provide youths with the necessary skills to increase their participation and contribution to nation-building, as well as develop their leadership qualities and inculcate positive values among them. The aim is to nurture and develop a generation of youths, who are not only educated, skilled, disciplined and imbued with leadership qualities but also possess high moral values. Youth participation in sports and culture will also be enhanced as they provide the vehicle for solidarity, comradeship and *esprit de corps* among the various ethnic groups as well as promote the country through their participation in youth activities and programmes at the international level.

II. PROGRESS, 1991-95

21.03 Various youth development programmes were implemented during the Sixth Plan period to increase the role and participation of youths in national development. Emphasis was given to the training of youths to upgrade their skills in various job categories and entrepreneurship, as well as to increase the participation of youths in sports and cultural activities.

Youth Population and Employment

21.04 During the Plan period, the youth population comprising those in the 15-24 age-group increased by 2.1 per cent per annum from 3.58 million in 1990 to 3.97 million in 1995, as shown in *Table 21-1*. Of the total youth population in 1995, 46.9 per cent or 1.86 million were employed and 3.9 per cent unemployed. The unemployed youths included those who had just graduated from educational and training institutions and those waiting for reply to job applications. The rest of the youths, comprising those enrolled in secondary, preparatory and tertiary-level courses as well as housewives, were outside the labour force.

21.05 The total number of youths employed in 1995 was about 1.86 million or 23.5 per cent of the total employed compared with 1.81 million in 1990. Youths were mainly employed in the manufacturing sector, which continued to absorb the largest share of employed youths, accounting for about 37.9 per cent in 1995, as shown in *Table 21-2*. Between 1990 and 1995, the proportion of youths employed in agriculture declined from 19.3 per cent to 13.1 per cent, while that employed in the manufacturing sector increased from 32.8 per cent in 1990 to 37.9 per cent in 1995 in line with the growth in employment in this sector. The percentage of youths who found employment in the urban areas increased substantially from 33.6 per cent in 1990 to 56.5 per cent in 1995, as shown in *Table 21-3*, indicating the migration of youths to urban areas in search of better job opportunities.

TABLE 21-1
POPULATION BY AGE GROUP, 1990-2000
(million)

| Age Group | 1990 | % | 1995 | % | 2000 | % |
|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Less than 15 | 6.75 | 37.5 | 7.33 | 35.4 | 7.74 | 33.3 |
| 15-24 | 3.58 | 19.9 | 3.97 | 19.2 | 4.45 | 19.1 |
| 25-39 | 3.99 | 22.2 | 4.85 | 23.4 | 5.48 | 23.6 |
| More than 39 | 3.66 | 20.4 | 4.54 | 22.0 | 5.59 | 24.0 |
| Total | 17.98 | 100.0 | 20.69 | 100.0 | 23.26 | 100.0 |

TABLE 21-2
 YOUTH EMPLOYMENT BY SECTOR AND ETHNIC GROUP, 1990 AND 1995
 (%)

| Sector | 1990 | | | | | 1995 | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Bumiputera | Chinese | Indians | Others | Total | Bumiputera | Chinese | Indians | Others | Total |
| Agriculture, Forestry, Livestock & Fisheries | 24.9 | 7.4 | 16.8 | 37.7 | 19.3 | 15.3 | 4.2 | 6.0 | 30.3 | 13.1 |
| Mining & Quarrying | 0.3 | 0.2 | 0.4 | 0.0 | 0.3 | 0.4 | 0.3 | 0.2 | 0.1 | 0.3 |
| Manufacturing | 33.1 | 31.2 | 42.4 | 23.1 | 32.8 | 39.9 | 28.7 | 54.9 | 32.7 | 37.9 |
| Construction | 4.9 | 8.6 | 4.2 | 7.4 | 6.1 | 6.1 | 10.1 | 3.4 | 7.2 | 6.9 |
| Electricity, Gas & Water | 0.2 | 0.1 | 0.3 | 0.0 | 0.2 | 0.4 | 0.1 | 0.3 | 0.0 | 0.3 |
| Transport, Storage & Communications | 2.8 | 1.7 | 5.4 | 2.5 | 2.6 | 3.4 | 2.4 | 6.1 | 1.5 | 3.2 |
| Wholesale & Retail Trade, Hotels & Restaurant | 16.2 | 29.9 | 17.1 | 15.1 | 20.5 | 16.1 | 31.7 | 14.4 | 13.8 | 19.6 |
| Finance, Insurance, Real Estate & Business Services | 2.9 | 4.6 | 3.5 | 1.5 | 3.4 | 4.8 | 8.5 | 4.2 | 1.5 | 5.4 |
| Other Services | 14.7 | 16.3 | 9.9 | 12.7 | 14.8 | 13.6 | 13.9 | 10.5 | 12.9 | 13.3 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

TABLE 21-3
YOUTH EMPLOYMENT BY OCCUPATION AND ETHNIC GROUP, 1990 AND 1995
 (%)

| Occupation Category | 1990 | | | | | 1995 | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Bumiputera | Chinese | Indians | Others | Total | Bumiputera | Chinese | Indians | Others | Total |
| MALAYSIA | | | | | | | | | | |
| Professional, Technical & Related Workers | 5.3 | 4.4 | 4.4 | 2.1 | 4.8 | 7.5 | 6.8 | 5.8 | 2.0 | 6.7 |
| Administrative & Managerial Workers | 0.3 | 0.5 | 0.1 | 0.2 | 0.3 | 0.5 | 1.4 | 1.1 | 0.3 | 0.8 |
| Clerical & Related Workers | 8.2 | 15.4 | 8.7 | 3.2 | 10.3 | 13.3 | 19.7 | 13.0 | 3.2 | 14.0 |
| Sales & Related Workers | 7.9 | 17.9 | 10.6 | 7.6 | 11.3 | 7.4 | 20.4 | 7.6 | 7.3 | 10.6 |
| Service Workers | 12.6 | 9.4 | 7.1 | 13.4 | 11.2 | 9.7 | 8.7 | 6.1 | 15.4 | 9.7 |
| Agriculture Workers | 25.2 | 6.8 | 16.0 | 37.7 | 19.1 | 15.4 | 4.1 | 5.8 | 28.0 | 12.8 |
| Production & Related Workers | 40.5 | 45.6 | 53.1 | 35.8 | 43.0 | 46.2 | 38.9 | 60.6 | 43.8 | 45.4 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Urban | | | | | | | | | | |
| Professional, Technical & Related Workers | 24.8 | 50.0 | 36.1 | 21.7 | 33.6 | 47.4 | 79.3 | 67.1 | 42.2 | 56.5 |
| Administrative & Managerial Workers | 0.7 | 0.7 | 0.2 | 0.0 | 0.7 | 0.8 | 1.6 | 1.6 | 0.6 | 1.1 |
| Clerical & Related Workers | 12.8 | 18.8 | 13.9 | 5.0 | 15.5 | 20.6 | 21.5 | 17.0 | 4.4 | 19.5 |
| Sales & Related Workers | 10.8 | 18.4 | 14.9 | 11.9 | 14.8 | 9.5 | 21.2 | 9.1 | 11.9 | 13.6 |
| Service Workers | 19.0 | 9.9 | 10.4 | 27.9 | 14.2 | 12.6 | 9.3 | 6.6 | 29.2 | 11.9 |
| Agriculture Workers | 3.0 | 1.6 | 0.6 | 4.8 | 2.2 | 1.7 | 1.1 | 0.8 | 3.4 | 1.5 |
| Production & Related Workers | 46.8 | 44.9 | 55.1 | 47.3 | 46.6 | 45.5 | 37.6 | 58.7 | 48.4 | 44.5 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| Rural | | | | | | | | | | |
| Professional, Technical & Related Workers | 75.2 | 50.0 | 63.9 | 78.3 | 66.4 | 52.6 | 20.7 | 32.9 | 57.8 | 43.5 |
| Administrative & Managerial Workers | 0.1 | 0.3 | 0.0 | 0.3 | 0.2 | 0.2 | 0.8 | 0.0 | 0.0 | 0.2 |
| Clerical & Related Workers | 6.7 | 11.9 | 5.8 | 2.7 | 7.6 | 6.7 | 13.2 | 4.9 | 2.3 | 6.8 |
| Sales & Related Workers | 6.9 | 17.4 | 8.2 | 6.5 | 9.5 | 5.6 | 17.6 | 4.4 | 4.0 | 6.7 |
| Service Workers | 10.5 | 8.9 | 5.3 | 9.4 | 9.6 | 7.2 | 6.7 | 5.0 | 5.3 | 6.7 |
| Agriculture Workers | 32.5 | 12.0 | 24.7 | 46.7 | 27.9 | 27.7 | 15.4 | 15.8 | 46.0 | 27.6 |
| Production & Related Workers | 38.5 | 46.4 | 51.8 | 32.6 | 41.1 | 46.7 | 42.7 | 64.9 | 40.5 | 46.9 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

21.06 The pattern of youth employment by occupational category had changed during the Plan period, as shown in *Table 21-3*. The proportion of youths employed in professional and technical occupations increased from 4.8 per cent in 1990 to 6.7 per cent in 1995, indicating the higher educational attainment of these youths. However, about 53 per cent of the youths were employed as clerical and related workers, and production workers. The proportion of Bumiputera in the professional, technical and related category, and production workers category increased markedly.

Youth Development Programmes

21.07 During the Plan period, various programmes for youth development, which covered aspects such as leadership and skill training, healthy lifestyle, entrepreneur skills, sports and culture as well as preventive and rehabilitative programmes were implemented by various ministries. The Ministry of Education was responsible for the development of youths in schools and tertiary educational institutions through the curricular and co-curricular activities. The Ministry of Youth and Sports was the main implementing agency for out-of-school youth programmes. In the Ministry of Youth and Sports, the implementation of the youth programmes was guided by the National Youth Policy. In addition, the private sector, including the non-governmental organizations (NGOs), was also actively involved in youth development programmes.

21.08 To enhance youth development, the Ministry of Youth and Sports launched the National Youth Master Programme in 1991. Considerable success was achieved under this programme, particularly *Malaysia Mahir* and *Malaysia Cergas*, which respectively had a large number of youths participating in skill training and physical fitness programmes. In 1994, the National Youth Master Programme was replaced with the *Rakan Muda* Programme, aimed at promoting the practice of healthy and productive lifestyle among youths of all ethnic groups.

Leadership Training

21.09 In line with the Government's objective of developing leadership qualities among youths, leadership courses were conducted by various Government agencies for youths at the national, state and district levels. These courses covered training in organizational and event management, communication techniques, negotiation skills, social interaction techniques and other aspects of leadership. An important component of these training programmes was the inculcation of positive character traits.

21.10 During the Plan period, a total of 60,000 youths participated in leadership training programmes conducted by various Government agencies, of whom 25 per cent were trained by the Ministry of Youth and Sports. The programmes implemented by the Ministry of Education were targetted to developing leadership potential for youths in schools and tertiary educational institutions. These programmes included the organization of various activities related to discipline and leadership among student leaders. The Ministry of Agriculture trained young farmers and the Ministry of Rural Development focused its training on youths in rural areas as well as in various land development schemes.

21.11 The private sector also carried out training for their employees, particularly in enhancing leadership and managerial skills. NGOs and political parties also implemented various youth programmes with particular attention on improving leadership qualities among their members.

21.12 The empowerment of youths, especially through their participation in decision making, was an important component of youth development programmes. During the Plan period, the number of youth associations increased from 3,460 in 1990 to 9,000 in 1995, while membership in youth associations increased from 500,000 in 1990 to about 1.8 million in 1995. Most of the youth associations were affiliated to the Malaysian Youth Council. In this regard, the National Youth Consultative Council (NYCC) became the prime mechanism to empower youths to participate effectively in determining policies and programmes related to youth development. Other members of the NYCC included representatives from relevant Government agencies, Executive Councillors of State Governments in charge of youth development and members from the private sector. Representation and participation in youth associations and the NYCC provided better exposure and wider knowledge to youth leaders through the exchange of ideas, thereby further developing their skills in the decision-making process.

21.13 The Government continued to encourage and expose potential youth leaders through their participation in regional and international fora with a view to enhancing their leadership qualities and skills and promoting networking at the international level. During the period, about 1,500 youth leaders participated in 30 programmes at the international level including participation in programmes organized by the ASEAN Sub-Committee on Youth, the ASEAN Youth Council and the Commonwealth Technical Committee on Sports. In addition, the leadership capability of Malaysian youths was also given high recognition and respect by the international youth organizations such as the Asian Youth Council,

the World Assembly of Youths and the World Assembly of Muslim Youths when several Malaysian youths were appointed to important positions which exposed them to challenging functions and responsibilities.

21.14 Activities aimed at exposing youth leaders to developments in participating countries such as Indonesia, Japan, Korea, Thailand and the United Kingdom were organized under the International Youth Exchange Programme. This Programme contributed towards fostering and strengthening friendship, understanding and cooperation among youths in these countries. It also provided participants with opportunities to obtain first-hand experience and knowledge of the host countries and an understanding of their values and culture. During the Plan period, more than 5,000 Malaysian youths participated in the international youth exchange programmes.

Skill Training

21.15 Skill training programmes for school leavers were implemented by various public and private skill training institutions. Youths were trained in various skills to meet the manpower needs of industry, agriculture and the services sectors. During the Plan period, a total of 145,670 youths completed skilled and semi-skilled training in various public skill training institutions. Of this, 112,130 youths were trained in hard skills such as mechanical and electro-mechanical engineering, motor mechanics, civil engineering and the rest in soft skills such as tailoring and catering. Youths trained in these trades were employed mainly in the manufacturing and services sectors.

21.16 Within the public sector, the major providers of skill training were the Ministry of Education, the Ministry of Human Resources, the Ministry of Youth and Sports and the Ministry of Entrepreneur Development. Skill training under the Ministry of Education was carried out in the polytechnics and secondary vocational schools. Polytechnics offered a wide range of hard and soft skill courses at certificate and diploma levels. The secondary vocational schools provided students with two certificates, namely the *Sijil Pelajaran Menengah Vokasional* (SPMV) and National Vocational Training Council (NVTC) skill certificate at Level 1. The Ministry of Youth and Sports provided training through the national youth skill institutes where NVTC certificate Levels 1, 2 and 3 were awarded to the successful trainees. Various courses at similar levels were also offered at the industrial training institutes under the Ministry of Human Resources and at the MARA skill institutes under the Ministry of Entrepreneur Development.

21.17 In the private sector, youths were given opportunities to acquire skills through their accessibility to a wide range of skill courses offered by the private training institutes. These courses ranged from basic computer skills to advanced level skills such as production technology and information technology. During the Plan period, a total of 30,000 youths was trained by the private skill training institutes.

21.18 Non-institutional training, such as on-the-job training and practical workshop sessions, were also implemented at the national, state and district levels. Unskilled youths who failed to gain admission into training institutions were placed as apprentices in small business establishments to learn specific skills. After attaining adequate skills, the trainees were given choices to continue working at the same place, seek employment elsewhere or venture into self-employment.

Entrepreneurial Development

21.19 Entrepreneurial development programmes for youths were focused on efforts to promote their participation in business enterprises, provide training, encourage self-employment as well as nurture the entrepreneurial potential of youths. Towards this end, programmes were implemented by various Government agencies, namely, the Ministry of Education, the Ministry of Youth and Sports, the Ministry of Rural Development and the Ministry of Entrepreneur Development. The Ministry of Education emphasized the enhancement of entrepreneurial potential among students through the *Usahawan Muda* Programme and other co-curricular activities such as cooperative movements in schools.

21.20 In order to facilitate greater involvement of youths in business, measures were taken to increase accessibility to capital and utilization of local resources. Soft loans were provided by the Government for entrepreneurs venturing into business. During the Plan period, soft loans totalling RM16.7 million were disbursed under the Youth Economic Trust Fund to 1,600 youths throughout the country for projects in business, agri-business and trading. These projects provided employment to about 3,650 youths.

21.21 Participation of youths in entrepreneurial-related activities was enhanced through the application of appropriate technology and utilization of local resources, particularly in the rural areas. Under this concept, local resources were mobilized to produce marketable products. Programmes to enhance the development of handicrafts and other rural industrial activities were also developed. Implementation of these programmes improved craft skills among youths as well as contributed directly to increasing household income in these areas.

21.22 The private sector also provided entrepreneurial training for youths employed in the manufacturing sector, particularly through active participation of the Federation of Malaysian Manufacturers (FMM). In 1991, the FMM established entrepreneur and skill development centres with the aim of enhancing entrepreneurial skills and knowledge among company personnel. During the Plan period, about 5,000 employees were trained in these centres, of whom 45 per cent were employees from the small and medium-scale industries in the Klang Valley.

Healthy Lifestyle Programmes

21.23 In order to bring youths into the mainstream of national development and promote the practice of healthy and productive lifestyle, the *Rakan Muda* Programme was introduced in 1994. The programme focused on physical, spiritual, social and intellectual development. The physical aspects of *Rakan Muda* lifestyle programmes were aimed at providing options for youths to utilize their free time productively, while the spiritual aspects emphasized the inculcation of positive values and attitudes among participants. The ultimate goal of the *Rakan Muda* Programme is to imbue youths with the right attitudes and positive values necessary to meet new challenges and expectations brought about by rapid development, while at the same time countering negative influences arising from changing lifestyles, as well as increasing exposure to the global environment through the mass media. During the Plan period, nine lifestyles namely, *Rakan Sukan*, *Rakan Wajadiri*, *Rakan Rekreasi*, *Rakan Cinta Alam*, *Rakan Senibudaya*, *Rakan Rekacipta*, *Rakan Kecergasan*, *Rakan Masyarakat* and *Rakan Wiramahir-Wirusaha* were implemented.

21.24 To ensure successful implementation of the *Rakan Muda* Programme, courses were conducted to strengthen the capability of recreational clubs and organizations to manage the various programmes and activities. Training activities were organized either on a full-time or part-time basis, with priority given to the training of facilitators, managers of clubs and organizations. The *Rakan Muda* Programme involved cooperation between the Government and the private sector including the NGOs. In the public sector, activities related to *Rakan Muda* development were coordinated by the Ministry of Youth and Sports. The private sector contributed to the Programme through sponsorships, joint organization of activities as well as participation of its employees. NGOs were also identified as the main implementors of *Rakan Muda* lifestyle programmes at the various levels. Courses, workshops and seminars were held, especially for NGO leaders, to enable effective implementation of the Programme.

21.25 At the international level, the *Rakan Muda* Programme was promoted as a possible platform for youth development in developing countries. In 1995, the *Rakan Muda* concept was tabled at the Commonwealth Youth Ministers meeting in Port of Spain, Trinidad and Tobago, and reported to the Commonwealth Heads of Government meeting in New Zealand. Through these fora, Malaysia was thus able to share its national experiences on youth development with other countries.

Sports Programmes

21.26 During the Plan period, several programmes were implemented to promote fit and healthy Malaysian youths as well as foster youth solidarity through participation in the Sports for All Programme. The activities included long distance runs, walking, aerobics, cycling, rock climbing, canoeing, team sports events and other sports and recreational activities. The sports programme received tremendous response from sports enthusiasts, with one million youths participating in 5,120 activities.

21.27 *Rakan Sukan*, which was a component of *Rakan Muda* lifestyle programmes, was launched in 1995. Training and coaching for 10 types of sports were implemented nationwide to promote youth participation in sports as well as identify athletes who could be groomed for international competitions. During the Plan period, 28 private sector companies signed Memorandums of Intent to contribute financially to sports and athletic bodies for developing talents and sponsoring national competitions for 27 sports activities.

21.28 The Talent Development Programme was implemented during the Plan period to provide young athletes with systematic year-round training. The training emphasized development of skills and fitness besides instilling discipline and inculcating the positive attitudes of team effort and striving for excellence. A special Talent Programme was launched to produce outstanding talents, especially in archery, athletics, badminton, bowling and golf. Under this programme, training centres were established throughout the country. In 1995, there were a total of 115 centres with 2,370 athletes being trained under 208 coaches.

21.29 The provision of adequate sports and recreational facilities is important for youths to occupy their free time productively in fitness programmes as well as programmes that foster solidarity and *esprit de corps*. In view of the acute shortage of these facilities for youths, particularly those provided by the local

authorities, the Ministry of Youth and Sports initiated a study on the existing sports facilities owned by the public and private sectors. The findings of this study will assist the Government in formulating a long-term plan on the future requirements of sports and recreational facilities.

Cultural Programmes

21.30 During the Plan period, various programmes were implemented to promote active participation of youths in arts and culture. The Ministry of Culture, Arts and Tourism carried out various activities for youths including cultural workshops, arts and cultural activities, arts education, fine arts performances, music and recreational activities.

21.31 Arts and cultural activities were also promoted through the *Rakan Senibudaya* lifestyle programme which aimed at inculcating in youths the appreciation of their cultural heritage in line with the National Culture Policy. In this regard, youths were exposed to local arts and culture and were given the option to choose activities according to their interest and talents. At the end of the Plan period, 1,870 activities were carried out involving about 88,920 youths. The activities implemented included drama, modern and traditional dances, music and cultural performances.

Preventive and Rehabilitative Programmes

21.32 The rapid pace of development and industrialization, rural-urban migration and the unfamiliar urban environment, changing lifestyles and other negative influences presented new challenges for youths. Among others, family break-down, negative influences from peer groups and the mass media, and lack of religious knowledge contributed to the rise in social problems such as loafing, substance abuse, child abuse, sexual deviance, indiscipline in schools and other undesirable behaviour. These problems had increased among youths whereby in 1995 there were about 6,920 cases of criminal violence and 4,990 youths involved in drug addiction compared with 5,200 cases of criminal violence and 4,800 cases of drug addiction in 1990.

21.33 Corrective and rehabilitative programmes to obviate these tendencies were implemented by the Government. Rehabilitation of youths who were drug addicts was carried out in Drug Rehabilitation Centres throughout the country. These centres provided treatment, counselling and training in skills for future employment. Voluntary bodies, such as *Persatuan Pencegahan Dadah Malaysia*

(*PEMADAM*) played a vital role in the rehabilitation of drug addicts. In addition, the family, community, teachers and peer groups also assisted in the rehabilitation process by providing counselling and spiritual guidance. The family development programme was also implemented with the aim of establishing strong and resilient families. The role of parents in inculcating good values and the right attitudes among their children, especially the youths, was emphasized.

21.34 The Government, undertook various measures to rehabilitate youths and juveniles convicted for crimes or involved in undesirable activities. During the Plan period, 5,180 youths and juveniles were given skill training, counselling as well as spiritual guidance at 11 Probation Hostels, seven *Tunas Bakti* schools and five Women and Girls Rehabilitation Centres. As a preventive measure, the Child Protection Act, 1991 and the Domestic Violence Act, 1994 were enacted during the Plan period, with the aim of providing protection for children and youths.

III. PROSPECTS, 1996-2000

21.35 The accelerated pace of economic development and industrialization will demand new skills and work ethics among youths. Rapid urbanization is anticipated to affect youth values and lifestyle, particularly in major urban areas. This will demand new approaches and creativity in developing youth programmes. In addition, the development of communication systems and international computer networks, such as the multimedia, is expected to pose challenges to traditional values and culture. This development poses new challenges to youths, and therefore require reorientation and new emphasis in youth development policies and programmes.

21.36 Youth development will focus on moulding a generation of youths who are educated, united, democratic, liberal and tolerant, competitive, ethical and scientifically and technologically progressive. The development of this group is crucial since they will be future leaders, professionals, technocrats, skilled and productive workforce necessary to attain developed nation status.

21.37 During the Seventh Plan period, greater focus will be given to the development of a resilient youth community which is able to contribute positively to nation-building and has the capability to face the challenges of a rapidly industrializing nation. Focus will also be given to strengthening the family institution and the role of parents in inculcating moral and spiritual values among youths. In order to promote the active participation of youths in nation-

building, their accessibility to education and training will be further enhanced, while leadership, skill training, entrepreneurial development, healthy lifestyles and, preventive and rehabilitative programmes will be carried out more intensively.

21.38 The National Youth Policy, under the Ministry of Youth and Sports will be reviewed to focus on youths in the 15-24 age-group with the aim of developing them into a productive labour force. In this regard, human development aspects which emphasize the provision of appropriate skills, values and competencies to meet the challenges of a fully-developed nation will be incorporated. The formulation of the new policy will also incorporate an inter-ministerial role for youth development so that youth programmes will be implemented in a more integrated manner. In addition, self-confidence, discipline and other positive elements of character-building will be incorporated as compulsory components of youth programmes.

Youth Population and Employment

21.39 During the Plan period, the youth population is expected to increase by 2.3 per cent per annum, from 3.97 million in 1995 to 4.45 million in the year 2000, as shown in *Table 21-1*. Of the total youth population in the year 2000, about 41.6 per cent will be employed and 4.0 per cent or 176,000 unemployed will be actively seeking jobs. Of the total outside the labour force, 1.3 million will be enrolled in local and foreign educational and training institutions.

21.40 The decrease in the proportion of employed youths is largely attributed to the expansion of opportunities in post-secondary educational as well as in skill training institutions which are expected to delay the entry of youths into the labour market. Youth employment in the agriculture sector is expected to be lower due to the declining demand for labour in this sector as well as the out-migration of youths from rural to urban areas.

21.41 The proportion of youths employed in the professional and technical occupational category is expected to increase from 6.7 per cent in 1995 to 7.9 per cent in the year 2000. This is in line with the expected increase in the output of professional and technical graduates from institutions of higher learning and skill training institutions as well as expansion in employment opportunities in the industrial and services sectors. Youth participation in the administrative and managerial occupations as well as in skilled production workers will also be higher due to increasing demand for these workers.

Youth Development Programmes

21.42 The Government will continue its efforts to ensure that youths will contribute effectively to nation-building and socio-economic development. Measures will also be undertaken to provide greater accessibility to youths through expanding the capacity of existing educational and training facilities, implementing distance education programmes in various tertiary institutions, enhancing non-formal education as well as instilling awareness on the importance and opportunities for lifelong education. These programmes are aimed at providing more opportunities for youths and those currently employed to pursue their education and training through formal and non-formal means.

21.43 Youth development programmes during the Plan period will be implemented by the Government and the private sector, including NGOs. In order to ensure that programmes are implemented effectively, efforts will be made to strengthen the management and implementation capacity of public sector agencies responsible for youth development. The role of the NGOs will be broadened, particularly to promote the spirit of voluntarism among youths. The NGOs will be entrusted to mobilize youths to fulfil the objectives of national unity, economic and socio-political stability, while concurrently preserving the cultural heritage and maintaining national security.

21.44 During the Plan period, further research will be conducted, in collaboration with institutions of higher learning, on various aspects of youth development. These research efforts will assist the Government in formulating policies, strategies and programmes for youth development.

Leadership Training

21.45 Leadership development will continue to be given high priority during the Plan period to address the complex changes of the future. Efforts will be undertaken to build a new breed of youth leaders to act as prime movers of development. Among others, they will be provided with techniques and approaches to be more effective leaders as well as inculcated with positive values such as self-confidence, discipline and good ethics. In this regard, the Government will review the curriculum of leadership development programme, with a view to making it more proactive and relevant to future needs and conditions. Efforts will also be taken to develop second echelon leaders among youths equipped with integrity and dynamism to face new challenges. It is estimated that about 160,000 youth leaders, including NGO leaders, will be trained under the leadership programme.

21.46 The Government, through its secondary and tertiary education system and other public sector agencies, will continue to develop leadership qualities among youths. The private sector will also be encouraged to contribute to youth training as part of their social responsibility. More active participation of youths at the international level will be promoted through NGOs.

Skill Training

21.47 A more comprehensive human resource development programme for youths will be undertaken. Efforts will be directed at diversifying the range of technological and soft skills, and expanding employment opportunities for youths. Special soft skills programmes such as banking and finance, insurance, stockbroking, fund management, hotel and tourism, and computer literacy will be introduced.

21.48 Youths, who complete their studies at the upper secondary level, will be provided with skill training aimed at equipping them with the required skills for future employment. The curriculum for skill training will include mathematics and English as well as the inculcation of positive values so as to provide youths with relevant skills and academic qualification when they enter the job market. In addition, the Government will also emphasize in-service training to upgrade skills among youths, particularly to cater to the shift in the country's industrial structure from labour-intensive to capital-intensive industries. Programmes to upgrade the educational attainment of youth drop-outs and low achievers from the formal education system will be introduced. These programmes, mainly undertaken by the Ministry of Youth and Sports, the Ministry of Entrepreneur Development and the Ministry of Human Resources will aim at assisting youths with low academic qualifications to gain accessibility into the formal skill training institutions as well as to upgrade skills. Besides skills upgrading, some aspects of budgeting and costing as well as the importance of cleanliness in the workplace will be incorporated in the training programme. Through the provision of formal and non-formal education and training programmes, youths will be able to obtain better academic qualifications and skills which will facilitate them to get jobs in the labour market. Skill-related programmes will be expanded and made accessible to this group in preparing them to be more economically productive.

21.49 With expanding employment opportunities in the services sector, emphasis will be given to training of youths in the areas relevant to the sector. Under the strategic alliance programme, private sector companies, such as

commercial banks, insurance companies and *Perbadanan Usahawan Nasional Berhad* will provide youths with hands-on competency to facilitate their entry into the labour market. New market-oriented training courses in areas such as telecommunications and aircraft repair and maintenance will be provided under this programme.

Entrepreneurial Development

21.50 A more comprehensive and innovative programme to develop young entrepreneurs will be intensified during the Plan period. The establishment of the Ministry of Entrepreneur Development in 1995, is expected to enable more effective coordination and implementation of entrepreneurial development programmes. In this regard, the Youth-in-Business Programme and Youth Economic Trust Fund will be promoted vigorously to meet the objective of establishing viable business ventures, thereby increasing opportunities for youths to be self-employed. In addition, to ensure that the Fund is effectively used and their business ventures are viable, programmes to assist youths in their business ventures such as counselling and advice will be undertaken.

21.51 New business opportunities will also be made accessible to youths through strategic arrangements with private companies and privatized entities. Youths will be trained to take advantage of existing franchises and vendor development programme, as well as marketing arrangements under the umbrella concept and venture capital schemes of large enterprises to ensure success in their business ventures.

Healthy Lifestyle Programmes

21.52 Development of a healthy lifestyle among youths is an important national agenda which, among others, will fulfil the prerequisites that enable youths to contribute positively to nation-building. During the Seventh Plan period, the implementation of the *Rakan Muda* Programme will focus on specific target groups, particularly youths who dropped out from the education system, and unemployed youths. These groups of youths will be given priority as they are more vulnerable and could be easily influenced into participating in unhealthy activities. In this regard, the Ministry of Youth and Sports will be entrusted to undertake and coordinate relevant programmes for these specific target groups.

21.53 The Government will actively collaborate with the private sector, including NGOs, to ensure that these lifestyle programmes are effectively implemented. During the Plan period, RM160 million will be provided to build 23 *Rakan Muda* centres, particularly in urban and industrial areas to provide sports and recreational facilities as well as counselling and advisory services to youths. These services will be provided by NGOs and youth volunteers.

Sports Programmes

21.54 Sports programmes will continue to be a vehicle to mould character, promote healthy lifestyle and instil the will to excel among Malaysian youths. The *Rakan Sukan* lifestyle programme will provide further opportunities for youths to participate in a variety of sports activities. About one million youths are expected to participate in 27 sports activities to be promoted under this programme with the support of the corporate sector. In addition, new sports activities such as sailing and flying ultra light aircraft will be promoted as outdoor activities in order to create interest, enhance skills as well as instil discipline among youths.

21.55 High performance sports will focus on preparing potential medal winners in the 1998 Commonwealth Games and future Asian and Olympic Games. It is anticipated that a larger pool of young athletes will participate in international competitions through more systematic training and coaching programmes. In this regard, the Talent Development Programme will provide training for about 14,570 sportsmen and sportswomen in 37 sports at the national and state levels. To cope with these requirements, the centres for Talent Development Programme will be increased from 115 in 1995 to 916 in the year 2000.

21.56 The participation of youths in sports and recreational activities and the success of sports development programmes hinge on the adequacy and quality of facilities. In view of the shortage of sports and recreational facilities accessible to youths, particularly in the urban areas, concerted efforts will be further undertaken by the Government in providing adequate facilities as well as ensuring proper maintenance by the local authorities. The private sector will also be encouraged to complement Government efforts in providing sports and recreational facilities in areas earmarked for residential, commercial and industrial development. Based on the study undertaken by the Ministry of Youth and Sports, a long-term plan on the requirement of sports and recreational facilities to be undertaken by the public and private sectors, and the utilization and management of these facilities will be formulated.

Cultural Programmes

21.57 Cultural programmes for youths will be enhanced and youth cultural institutions promoted as instruments for national identity and integration. These programmes are aimed at reducing undesirable influences and the negative effects of foreign culture.

21.58 The implementation of arts and cultural programmes are expected to strengthen youths interest in the country's rich traditional arts and cultural heritage. Programmes will cover traditional and modern performing arts, script writing and commercial decor. The active participation of youths in arts and cultural programmes is expected to strengthen national unity, racial harmony and at the same time increase appreciation of Malaysia's rich cultural heritage.

Preventive and Rehabilitative Programmes

21.59 The rapid pace of industrialization and urbanization process is expected to give rise to social problems. In order to curb undesirable behaviour such as loafing, substance abuse and indiscipline among youths, the Government will continue to give emphasis to the implementation of preventive and rehabilitative programmes. In this regard, voluntary organizations, particularly PEMADAM and other social as well as religious organizations, will be encouraged to increase their participation in the implementation of these programmes.

21.60 Preventive programmes will also be carried out by various Government agencies including *Biro Tatanegara*. In this regard, existing programmes will be expanded and emphasis will be given to the implementation of programmes on parenting skills. A comprehensive parenting programme which includes modules on strengthening the family institution, child and youth development, and the role of the family and community will be formulated. This programme will be based on religious principles and good traditional values aimed at developing responsible parents as well as youths who are imbued with high moral values.

21.61 Programmes to strengthen spiritual and moral values among the youths will be intensified during the Plan period in order to develop a generation of youths with positive values and equipped with adequate religious knowledge to obviate negative influences. These programmes will be implemented at the national, state and district levels by various ministries with the cooperation of religious organizations. Youth and non-youth NGOs will also be encouraged to conduct programmes for problem youths. In addition, the family institution will

be strengthened and parents will be encouraged to broaden their religious knowledge and parenting skills. Greater emphasis will be given to the inculcation of good ethics and high moral values among youths by incorporating moral education in the teaching of religion at all levels of education.

21.62 During the Plan period, the Government will establish a high-level inter-agency committee to address social problems, particularly among the youths. The main function of this committee will be the formulation of policies and strategies for social and family development. Other functions will include the formulation, coordination and integration of programmes to minimize the occurrence of social problems and the provision of solutions to overcome these problems. In addition, a single agency will be identified to be the focal point for smooth implementation of policies, strategies and programmes, as well as to monitor the impact of social and economic development on the well-being of the families, especially the youths.

21.63 A total of RM130.7 million will be allocated for rehabilitation programmes under the Ministry of National Unity and Social Development. In this regard, programmes implemented by various government agencies and NGOs will be coordinated and integrated to enable problem youths to be rehabilitated, thus bringing them into the mainstream of development.

IV. ALLOCATION

21.64 The development allocation and expenditure for youth development during the Sixth Plan and the allocation for the Seventh Plan are shown in *Table 21-4*. Of the total allocation of RM2.7 billion in the Seventh Plan, RM1.3 billion will be utilized to expand the capacity for skill training which will enable more youths to acquire higher level skills and move into better paying jobs.

V. CONCLUSION

21.65 Youth development programmes in the Sixth Plan period were directed at producing a productive and disciplined workforce required by the nation. This was achieved through the implementation of various skill training, entrepreneurial development and leadership training programmes for youths. In addition, the inculcation of positive values and attitudes was also emphasized.

TABLE 21-4

DEVELOPMENT ALLOCATION FOR YOUTH PROGRAMMES, 1991-2000
(RM million)

| <i>Programme</i> | <i>6MP</i> | | <i>7MP</i> |
|-----------------------------|-------------------|--------------------|-------------------|
| | <i>Allocation</i> | <i>Expenditure</i> | <i>Allocation</i> |
| Skill Training | 387.4 | 370.0 | 1,303.3 |
| Commercial Training | 14.0 | 14.0 | 66.3 |
| Entrepreneurial Development | 206.5 | 190.8 | 368.8 |
| Sports | 280.2 | 280.2 | 507.8 |
| Culture | 116.3 | 64.0 | 204.7 |
| <i>Rakan Muda</i> | 21.7 | 3.2 | 160.0 |
| Rehabilitation | 19.7 | 7.0 | 130.7 |
| Total | 1,045.8 | 929.2 | 2,741.6 |

21.66 During the Seventh Plan period, the Government will emphasize the development of higher level skills among youths. In addition, the active participation of youths in sports, arts and culture, healthy lifestyle programmes and the inculcation of ethical and moral values are expected to prepare youths for new challenges and enable them to contribute to nation-building. The private sector and NGOs are expected to play an increasingly important role in the implementation of youth development programmes so as to supplement public sector efforts.