



Group of Helping Hands (SAHAS) Nepal Strategic Plan (2021-2025)

Message from Chairperson and Executive Director

Comprehending global goals to leave no one behind, SAHAS Nepal is working with its communities to establish just and resilient society where everyone enjoys life and live in peace and dignity. With this vision, we are pleased to present SAHAS Nepal's new five years Strategic Plan 2021-2025 which paves a roadmap and guide organisation in serving the communities by aligning with the changing socio-political landscape and development discourse, including impacts of climate change and natural disasters, future health pandemics, and other unforeseen events.

The year 2020-21 was like no other time as the whole world was in the grip of COVID-19 pandemic reminding us how life could be unpredictable and how even the best plan does not work. The destruction of livelihood caused by impacts of climate change coupled with COVID-19 pandemic is causing immense hardship to all sections of the community, especially to women, youth and other vulnerable groups. Despite these emerging challenges, SAHAS Nepal stand affirm and strong in its mission to serve disadvantaged, marginalised and people in needs by working with them and their institutions to create livelihood opportunities and reduce poverty, bring equality and strengthen local governance.

SAHAS Nepal takes pride in bringing 25 years of experiences to craft a forward looking strategy committed to enhance the livelihood of rural communities of Nepal by strengthening sustainable and resilient food systems and income opportunities, reducing climate change and disaster impacts, supporting education and leadership, and building community capacity. The new strategic plan gives additional emphasis on gender

equality and social inclusion, working with person with disabilities, and youth development and leadership as cross-cutting issues in all its programmes and actions.

We are confident that the new strategic plan will guide us to find new avenues, opportunities, partnership and support to continue our efforts in bringing positive differences in the lives of marginalised and vulnerable communities by enhancing their livelihoods through community-led and owned development initiatives. .

We wish to extend our sincere appreciation to funding partners; Nepal government at local, province and central levels; programme communities; local partners; and SAHAS Nepal Board members and staffs who contributed to the formulation of this strategic plan.



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Surendra Kumar Shrestha, PhD
Executive Director
SAHAS Nepal



A handwritten signature in black ink, appearing to read 'Pratap' with a stylized flourish.

Pratap Kumar Shrestha, PhD
Chairperson
SAHAS Nepal

SAHAS Nepal

Group of Helping Hands (SAHAS) Nepal is a non-profit, non-governmental, social development organisation founded in 1996. Since inception, the organisation has been working in remote rural areas focusing on vulnerable and socially excluded families with limited access to livelihood resources and development opportunities. SAHAS puts its development efforts towards strengthening the capacities of the local communities and development partner organisations to create an enabling environment for sustaining the development activities by fostering collective efforts of the communities themselves. SAHAS Nepal continues to use the “grassroots approach”, “Rights-Based Approach (RBA)” and “inclusive community-based approach” to community development to identify and serve its target groups. These approaches involve organizing vulnerable, Dalits, women, persons with disability and other marginal groups into local institutions – community-based organisations (CBOs), ensuring full ownership over their development activities.

Aligning with the federal structure of Nepal, SAHAS Nepal is currently working with rural communities in 21 districts, 44 rural municipalities, six municipalities and two sub-metropolitan cities in all seven provinces (Figure 1). More than 41 thousands households are directly benefitting from SAHAS Nepal programmes through their association with 1,304 CBOs federated into 27 Community-Based Network Organisations (CBNOs).

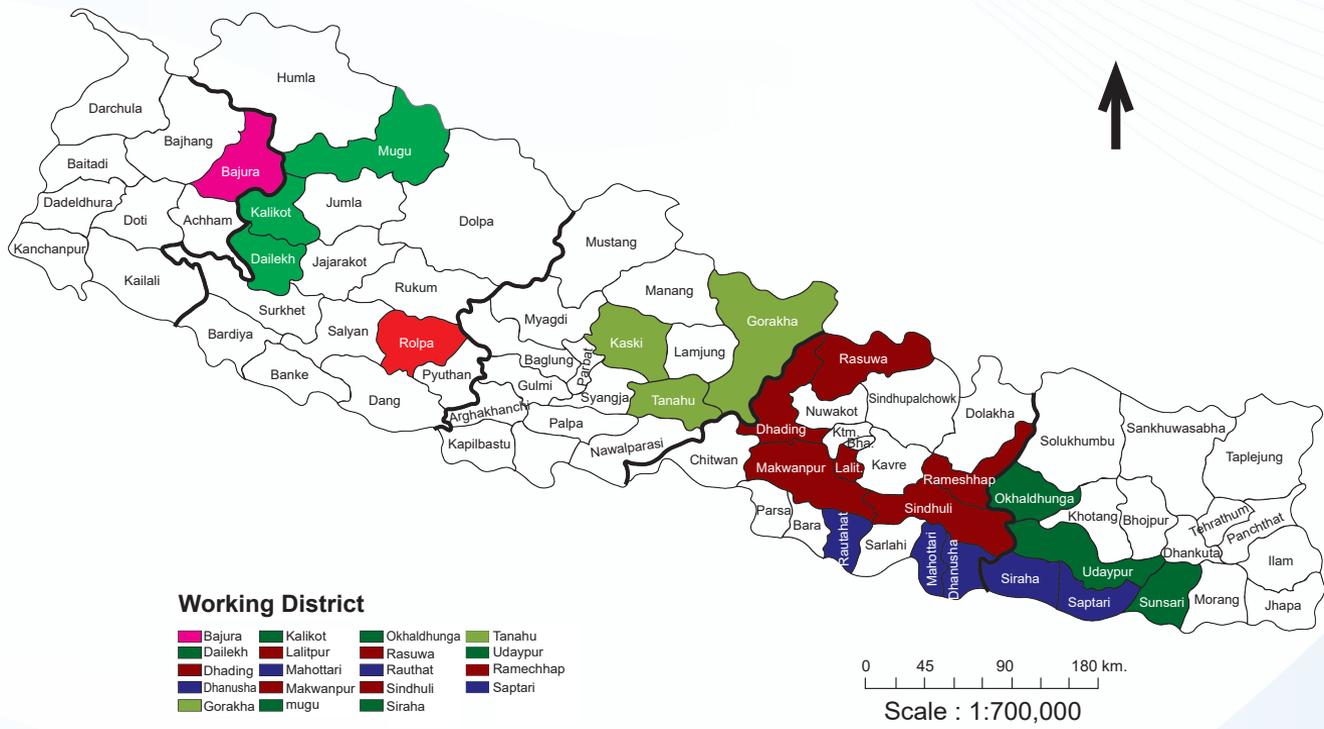


Figure 1: SAHAS Nepal working areas

Our Vision:

SAHAS Nepal strives for a just and resilient society where everyone enjoys life and live in peace and dignity.

Our Mission:

SAHAS Nepal's mission is to serve disadvantaged, marginalised and people in needs by working with them and their institutions to create livelihood opportunities and reduce poverty, bring equality and strengthen local governance.

Our Goal:

Contribute to enhancing livelihoods of disadvantaged, marginalised and people in needs, especially women and youths by strengthening sustainable and resilient food systems and income opportunities, supporting education and leadership, and building community capacity.

Our Core Values:

SAHAS Nepal's work is guided by the following core values.

- **Equality:** SAHAS Nepal values treating everyone equally and fairly regardless of gender, caste, ethnicity, religion and economic status. We seek to work with people of diverse backgrounds, cultures and perspectives.
- **Integrity:** SAHAS Nepal beholds high moral principles in all its conducts. We are honest, transparent

and accountable to our programme communities and stakeholders, and accept responsibility for our actions

- **Respect:** SAHAS Nepal believes in respecting each other, the communities we serve and partners we work with through cultural sensitivity, friendship, listening to diverse opinions and voices of unheard, and understanding each other with humility.
- **Professionalism:** SAHAS Nepal delivers high quality service to the communities. We are committed to continuous improvement, learning and professional growth. We encourage feedback from all stakeholders, and we learn from our failures and successes.
- **Sustainability:** SAHAS Nepal promotes sustainable and resilient development impacts. We are committed to improve social, economic, cultural and environmental wellbeing of current and future generations.

Programming principles and approaches:

SAHAS Nepal embraces following principles and approaches for its community development programmes:

Integrated: Development is linked to a nexus of such aspects as livelihood, agriculture and livestock, health, education, environmental sustainability and social justice. We strive for achieving these basic human needs together on a sustainable basis.

Inclusive development: SAHAS Nepal seeks to include the poor, marginalised and socially excluded groups from diverse and remote geographical areas. Women, dalits (untouchables), person with disability

are deliberately included to help them participate in and benefit from the development programmes and initiatives.

Gender equality: We realise that women bear the major responsibility for meeting basic needs, yet are systematically denied the resources, freedom of action and voice in decision-making to fulfil that responsibility. Hence, SAHAS Nepal works to promote society-wide changes towards greater gender equality.

Pro-poor: We focus on resource poor households with limited access to productive resources (land, livestock, irrigation, inputs and cash) and services (extension services, market, credit etc.) by providing necessary supports and organising them in self-help groups/community-based organisation.

Local ownership and empowerment: We support community members to organise themselves into community institutions – groups and community-based organisations and systematically empower them to participate, and take leadership and full ownership over the development programmes ensuring their benefits.

Bottom-up: We believe in a ‘leadership with people’ rather than ‘leadership over the people’. We intend to engage those who are or have been made ‘last’ in the development process.

Resource-sharing: We implement our development programmes in collaboration and coordination with the local governments, sectoral line agencies and other development agencies for creating a kind of synergies to undertake the project activities more efficiently and effectively. The contributions of the participating communities both in kind and or cash ensures community ownership and sustainability of the project.

Human rights based: We actively integrate this approach in our development programmes in order to

enable and empower people to claim and realise their economic, social, cultural, civil and political rights and the right to development.

Sustainability: Through our development efforts, we strive for making a difference that is locally, institutionally, socially, economically and environmentally sustainable.

Thematic Areas:

1. Agriculture and Rural Enterprises for Food, Nutrition and Income Security
2. Climate Change and Disaster Risk Reduction for Resilient Communities
3. Quality Education for Inclusive Learning and Leadership
4. Empowered Community Organisations for a Transformative Social Change

Cross Cutting Themes:

- Gender Equality and Social Inclusion
- Working with Person with Disabilities
- Youth Development and Leadership

Theme 1: Agriculture and Rural Enterprises for Food, Nutrition and Income Security



Goal: Rural, poor and marginalised communities will have sustainable livelihood and economic empowerment through increased job opportunities from the production and marketing of agricultural and other products. Community-based organisations will promote new businesses that create employment opportunities for their members.

Agriculture is the major source of livelihood for Nepal's rural communities. While the agriculture sector has been given priority in all past economic development plans, the poor and marginalised communities have not adequately benefited due to lack of efficient and sustainable technologies and service delivery mechanisms suitable for their resource endowments and farming conditions. A majority of them are smallholder farmers with marginal and low productive land which often lacks irrigation facilities. These rural communities also have very limited income generating opportunities due to lack of market infrastructures. They lack cash income to purchase external inputs. Young farmers often leave village in search of employment opportunities leaving behind old aged parents to farm. Because of these factors smallholder farmers in rural communities are struggling for their food, nutrition and income security necessary for a resilient livelihood.

SAHAS Nepal, therefore, supports these communities for an integrated biodiversity-based ecological agriculture that uses local resources combined with farmers' local knowledge, practices and innovations for



a sustainable food production. The support also include providing skill-based training and technical services to, and creating market opportunities for young farmers.

Strategic Interventions: In order to accomplish this goal in the next five years, SAHAS will:

- Provide opportunities for young people to learn new skills and knowledge for improving agricultural practices and starting off-farm enterprises through formal and informal vocational training.
- Support local organisations develop linkage and collaboration with banks, businesses and other entities to make resources more available to farmers and youth for improving agricultural production and starting income generating local micro-enterprises.
- Improve farmers’ access to improved technologies for agricultural production, value chain development and marketing.
- Support smallholder farmers, including landless farmers, particularly women and youth to start agro-enterprises for income generation.

Milestones	2020 (Baseline)	2021	2022	2023	2024	2025
No. of local employment/ jobs created	1,091	1,120	1,230	1,360	1,525	1,640
No. of local businesses started	1,120	1,250	1,115	1,220	1,330	1,455
No. of youth engaged in agricultural enterprises	683	850	1,015	1,125	1,240	1,320

Theme 2: Climate Change and Disaster Risk Reduction for Resilient Communities



Goal: Vulnerable communities, including resource-poor, Dalits, persons with disabilities, women will have integrated plans for climate change adaptation and mitigation, and disaster risk reduction implemented to increase resilience of these communities to any future disasters and climate change impacts.

Though Nepal do not contribute to climate change, it has been increasingly being impacted by the climate change impacts. Rural communities of Nepal lack access to productive resources, development interventions and innovative technologies which makes them highly vulnerable to climate change impacts and disasters, such as drought, flooding, landslides etc. Resource poor households, particularly women, youths, dalits, and persons with disabilities are more vulnerable to climate change impacts and disasters.

Nepal has developed guidelines and plans for disaster risk reduction (DRR) management and climate change adaptation (CCA) both at national and local levels. Nepal government has developed a guide for developing Local Disaster and Climate Resilience Plans (LDCRP) which uses a bottom-up, inclusive and decentralized DRR and CCA planning process. For the planning process to succeed, vulnerable communities who are most affected by climate change and disasters, must take part and be prepared during emergencies. Empowering local communities to participate and take leadership in such processes is important for them to benefit from the programme.



Strategic Interventions: In order to accomplish this goal in the next five years, SAHAS will:

- Enhance climate resilience, disaster preparedness and response capacity of community groups, networks, schools and stakeholders to address the identified climate impacts and potential disaster risks.
- Facilitate in preparation/consolidation/revision of LDRMPs (Local Disaster Risk Management Plan), LAPAs (Local Adaptation Plan of Action) and LDCRPs (Local Disaster and Climate Resilient Plan) and mainstreaming DRR and climate change through long term and annual planning process.
- Establish climate resilient villages (CRVs) with households engaged in climate resilient innovation and use of appropriate technologies.
- Make regular assessments and mapping of climate change impacts and disaster risks on livelihoods and other associated sectors of the communities.
- Design and/or modify the interventions based on identified problems and risks and their impact on livelihoods and well-being of participating communities.
- Develop skills and build capacity of the staffs to understand risks, design strategic interventions for effective and accountable emergency response and recovery.
- Establish appropriate financing mechanism to mobilise emergency fund.
- Coordinate and communicate with government, donor community and funding agencies.

Milestones	2020 (Baseline)	2021	2022	2023	2024	2025
No. of LDCRPs developed	1	1	3	4	5	6
No. of households with preparedness plans	0	5,000	10,000	10,000	15,000	15,000
No. of households with climate resilient technologies	16,300	3,000	5,000	6,000	7,000	9,000
No. of climate resilient villages	15	5	5	10	10	10

Goal: Inclusive, equitable and quality education for all. This requires providing focussed attention to those who have been discriminated from a quality education, particularly those living in rural areas, person with disabilities, Dalits, girls and those in poverty. SAHAS Nepal aims at ensuring that all children have access to quality basic education and learning environments both at home and school through increased community awareness and support, and improved governance of community schools.

Nepal has pursued education as the fundamental human right and has adopted a policy of granting each child the right to receive free education up to secondary level from the state. While Nepal has made good improvements in overall education, the benefits are mostly for those who have access to schools, particularly in urban and more accessible areas. Poverty and discrimination continue to prevent a large number of children to receive quality education. Quality, equity and efficiency of education have been the major issues in recent years. SAHAS Nepal will work to improve access and quality of education in close collaboration with the existing local institutions, media, and community groups.

The outbreak of COVID-19 has significantly disrupted functioning of education system creating havoc in the educational system and forcing educational institutions to shut down. While some schools with resources were able to adopt new strategies such as online learning, other schools without the resources could not, resulting in an increased gap between advantaged and disadvantaged children.

Strategic Interventions: In order to accomplish this goal in the next five years, SAHAS will:

- Support CBOs to improve quality of education and learning environment in their local schools through collective action and training for parents and School Management Committees (SMC)

and by making PTAs (Parent Teacher Associations) and SMCs effective change agents for their schools.

- Mobilise youth into SAMVAD (dialogue) groups and other activities to increase their awareness of local issues, such as child marriage, chhaupadi system (isolating girls and women out of home during menstruation cycle), gender discrimination, domestic violence through street drama, role play, and dialogue.
- Mobilise families to have family development plans which include children’s education and family economy.
- Ensure schools are gender friendly so that all students, particularly girls equal access to quality education.
- Introduce child-friendly easy to learn teaching methods, equipment and curricula in coordination with local government bodies.

Milestones	2020 (Baseline)	2021	2022	2023	2024	2025
No. of SMCs and PTAs as effective change agents for their schools	72	20	30	40	50	60

No. of youth groups mobilised to address local issues	83	20	30	40	50	60
No. of students impacted with improved education	11,423	4,000	5,000	6,000	7,000	8,000
No. of teachers trained with new curricula, child-friendly teaching methods, new technologies	259	150	200	250	400	500

Theme 4: Empowered Community Organisation for a Transformative Social Change



Goal: Local organisations will contribute to their sustainable development goals through enhanced governance, transparency, advocacy and improved linkages with stakeholders.

SAHAS's community development approach has been based on the formation of a three-tier structure of Community-based Organisations (CBOs) which consist of Community-level Farmers Groups, Ward-level Main Committees, and Community-Based Network Organisations (CBNOs) at the Palika level. At each of these levels, community members discriminated against and marginalised due to gender, caste, and poverty are organised. These community members have become active in the development of their communities through their association in these community organisations. With support from SAHAS Nepal, a total of 27 CBNOs in 10 districts have been registered as Non-Government Organisations (NGOs) representing over 1,300 CBOs and 41,000 households. The CBNOs seek to improve the lives of their members by organizing campaigns and programmes to influence and advocate against social discrimination, such as chhaupadi, patriarchal decimations (male land ownership, controlling of cash and other productive assets), dowry, and child marriage. CBNOs establish partnerships with government and non-government agencies, and leverage substantial amount of resources contributing to the economic condition of their members.

These local organisations have also played valuable role during emergencies and disasters by coordinating and communicating with relevant local organisations. They effectively identify and mobilise necessary resources in coordination and cooperation with both local government and non-government agencies. However, they face several challenges in managing and sustaining their organisations. SAHAS Nepal is supporting new network organisations in learning governance skills, long term strategic planning, and management of their organisations. A long-term support for these community organisations is key for the success of this approach of local governance of development programmes by local communities.

Strategic Interventions: To achieve this goal in the next five years, SAHAS will:

- Strengthen the capacity of community organisations to be effective agents for the management and governance of local development programmes.
- Understand good and harmful practices that impact a community’s ability to engage in development programmes, and share these understanding with the community organisations to help them take reformative actions necessary for effective functioning of these organisations.
- Mobilise and leverage local resources with the collective efforts and by building relations with local stakeholders. There is increased scope for this as local government agencies have more interest and freedom to share their resources with the current federal system.

Milestones	2020 (Baseline)	2021	2022	2023	2024	2025
Established local organizations for collective actions against injustice and exploitation.	27	4	3	0	2	6
CBNOs leverage funds and other resources from local stakeholders and national/international funders	NPR. 55,050,632	NPR. 22,248,000	NPR. 26,599,000	NPR. 26,915,000	NPR. 29,250,000	NPR. 31,575,000

Addressed key social malpractices and necessary interventions taken.	44	99	94	85	78	66
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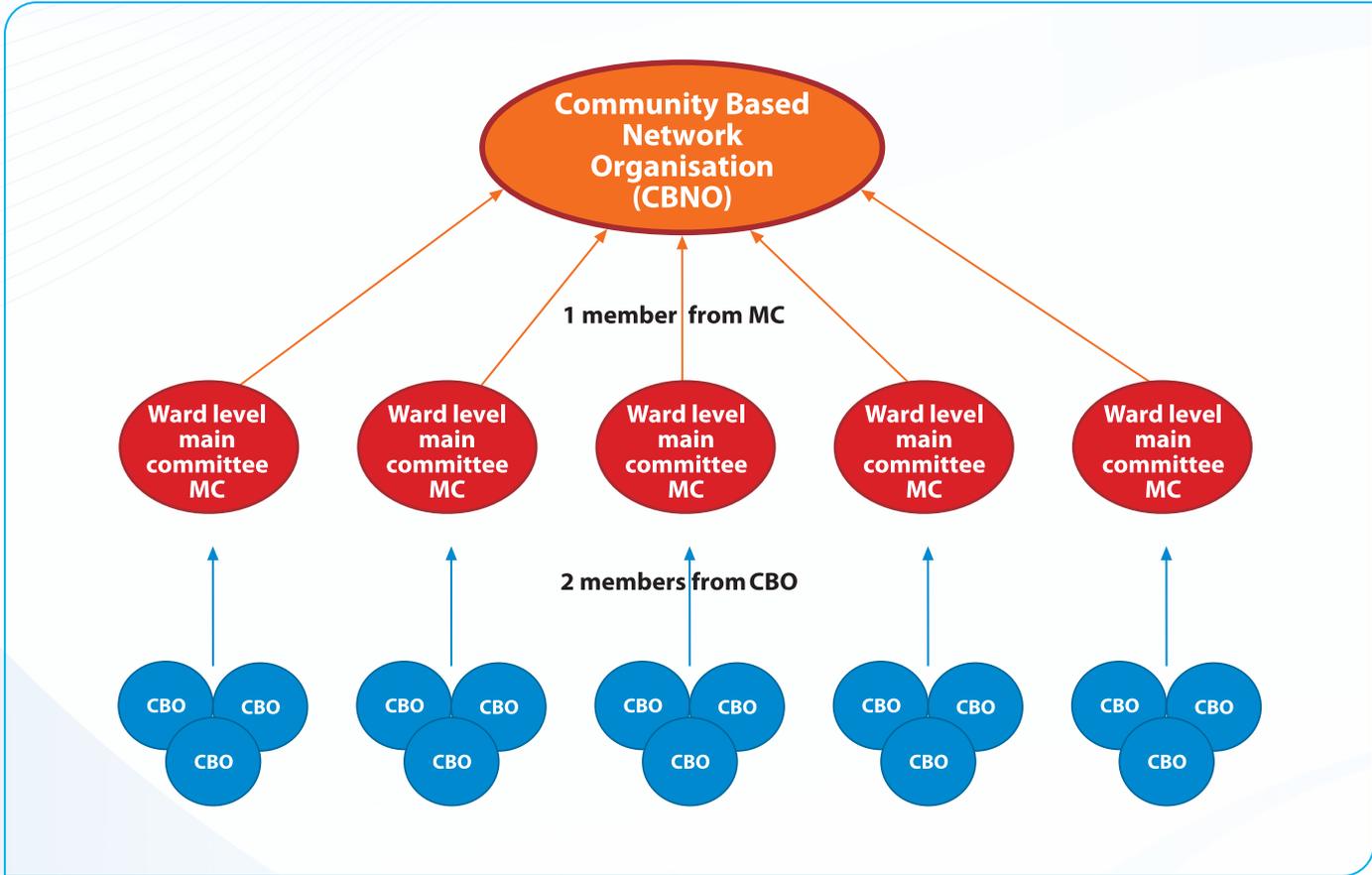
SAHAS Nepal Approach empowered community organisations:

SAHAS Nepal works in remote areas focusing on the poor and socially excluded groups of groups of the country using Right Based Approach (RBA) and inclusive community-based approach. SAHAS Nepal implements projects and programs particularly by bestowing the community with full ownership over their development activities. The focus communities' contribution both kind and or cash will ensure for ownership and sustainability of the project. Community Based Organisations (CBOs) implement development programmes and projects in collaboration and coordination with the local development bodies, local government, sectoral line agencies, and other development actors. SAHAS Nepal seeks this collaboration to create synergies to undertake the project activities more efficiently and effectively.

SAHAS Nepal is committed to the sustainability of communities' development processes. Therefore, people-centered and bottom of development approaches are utilised in order to develop the capacity of the focus communities. SAHAS Nepal's unique working approach enhances sustainability through focus groups/CBOs performance of their development activities. The sustainability of the poor and marginalised people organisation is further increased to the network of relationships and collaboration with development agencies.

The first three years of SAHAS Nepal’s community approach is the phase for forming and organising community groups. The second three years is the phase of the capacity building enabling them to manage their development intervention and self-governance. During this phase, networks of these community groups are formed. Then a district-level CBO is established comprising of these CBO networks. After 6 years the district-level independent network of CBO is fully engaged in development livelihood and other social activities with its CBO member and households. The role of the project/programme is changed at the end of the first phase and the decision-making and implementing responsibility of the focus groups is increased. During the second phase, SAHAS Nepal focuses more on capacity-building of this institution’s /CBOs network organisation and technical backstopping. After the project completion (6 years), SAHAS Nepal enters into a “partnership modality” with the CBO network organisation for another three years while the CBO network implements their development activities for their members. SAHAS Nepal changes its working approach and strengthens its capacity and linkages with other development agencies and the local, national, and international levels.

The figure below shows SAHAS Nepal working approach was CBO community groups are established. After three years, these CBO groups form Main Committee within their ward with two members from each community group. Then, at the district level, a registered NGO is formed which is made of each of these Main Committees.



Cross-cutting issues:

Issue 1: Gender equality and Social Inclusion



Strategic vision: Women, Dalit, men and individuals, at risk of exclusion, are socially and economically empowered through equal and equitable access to services and resources.

GESI mission: As an inclusive and equal opportunity organisation, SAHAS Nepal provides services to rural communities which contribute in economic, social and cultural empowerment of men, women, Dalit and all individuals at risk of exclusion and to the sustainable community development.

Problem Statement:

Rural areas of Nepal experience high rates of poverty, which results in various types of discriminatory and harmful cultural practices against women and marginalised communities. The widespread poverty is the result of a number of socio-economic barriers, including small landholding and landlessness, illiteracy, geographical remoteness, domination of Dalits by other caste groups, women's workloads, gender-biased attitudes, gender stereotypes, unfavorable conditions for participation and learning, limited access to productive resources. These practices and barriers limit full and meaningful participation of these groups in development programmes and activities. The multitude of discrimination faced by these groups at individual, family, and community levels hinders socio-economic development. The forms of discrimination range from being confined in the household chores to not having any ownership in the property, economic dependency, deprivation of decision making at the household and community level, and many more. Women population comprises a total of 54.19% of the population in Nepal but they are still facing multi-layered challenges and discrimination which needs immediate attention without which equality and inclusion seem challenging to achieve.

Strategic Intervention:

- SAHAS Nepal works with women and socially excluded and marginalised groups aiming at addressing different social issues and bringing equality, social harmony and cohesion.
- Women and socially excluded and marginalised groups are provided with income generating opportunities to be involved in decent jobs.
- SAHAS Nepal ensures participation and leadership of women in various social and political spheres, including representation or involvement of women in local government to ensure their needs are reflected in public decision making.
- SAHAS Nepal works to improve basic living standards of women and socially excluded groups through improved health and hygiene conditions and services.
- SAHAS Nepal support for quality education opportunities to ensure no single girl is deprived of education breaking all social barriers and gender stereotype.
- SAHAS Nepal promotes meaningful participation of women and socially excluded groups in local institutions so that their voices are heard and incorporated in local decisions.
- SAHAS Nepal ensures women, Dalit and other socially excluded and marginalised community groups are aware of and exercise their economic, social and cultural rights.
- SAHAS Nepal engages with men (local community/opinion leaders, spouses and other male family

members) in GESI awareness to garner the support of these men and community leaders as gender advocates.

Milestones	2021	2022	2023	2024	2025
No. of women and focused communities addressing social issues	7,000	8,000	10,000	12,000	13,000
No. of women and focused communities involved in income generating activities	3,500	4,500	6,500	7,500	8,000
No. of women and focused communities represented in local government and participate in decision making	300	500	1,000	1,200	2,000
No. of women and focused communities exercise their rights and entitlements	6,000	7,000	8,000	9,000	10,000

Issue 2: Working with Person with Disabilities



Strategic Vision: Promoting and enhancing opportunities for independent living among persons with disabilities.

Strategic Mission: All person with disabilities has opportunities to participate in economic, social and cultural life and reach individual potential in community that embraces human ability and diversity.

Problem statement:

The person with disabilities (PwDs) are among the most marginalised and vulnerable groups of the communities often excluded, rejected, and stigmatised. PwDs are denied and deprived of the basic human rights of inclusive education, health facilities, employment of own choices, participation in social life, contribution in livelihood, and many more. They face double discrimination which hinders them to meet their full potential as human beings. In Nepal, a total of 1.94% (514 thousand) of the total population have some kind of disabilities yet the interventions they are receiving to acquire a quality and dignified life are quite insufficient. The situation of PwDs in the rural setting is even more challenging where individuals struggle for their identity and acceptance from families and society with limited physical, financial, and human resources. Most of PwDs are restricted to participate in social events leading them to isolate themselves from communal life.

Strategic Intervention:

- SAHAS Nepal promotes enabling environment where PwDs could thrive with their full potential by providing them with services and enhancing their capacities.

- Families, communities, and local government are made aware on their rights and entitlements.
- Communities are made aware about the importance of positive behavior and attitudes towards PwDs to enable them live dignified life.
- Promoting equal and meaningful participation of PwDs in household activities and community development programmes making best use of their abilities.
- Ensuring meaningful participation of PwDs in decision making at household and community level
- Advocate with local government to ensure the rights and entitlements of PwDs.
- Networking and collaboration with local government, other stakeholders, and local entities for collaborative work with PwDs.

Milestones	2021	2022	2023	2024	2025
No. of PwDs involved in income generating activities	100	150	250	350	400
No. of PwDs participate in community development activities	50	90	170	250	390

No. of PwDs in decision making position of local entities	20	30	50	60	90
No. of PwDs who received services from local government	500	1,500	2,000	2,500	3,500
No. of network and collaboration with local government	1	1	2	3	3

तथा मर्यादित सामाजिक आर्थिक सशक्तिकरण कार्यक्रम

Issue 3: Youth Development and Leadership

विह्वारी बिस वर्ष पारा



म उमेर पढाएपछि मात्र विह्वारी गर्छु



सुवर्णावती संवादकेन्द्र
3

सहारा-नेपाल

स्ट्रोम फाउण्डेसन

Strategic Vision: Enhance quality of life of young people by creating opportunities, fostering positive relationships and providing supports needed to build their leadership strengths and make them competitive and self-reliant.

Strategic Mission: To improve capacity and productivity of youth enabling them to realize their value and potential their professional development as well as for making positive contributions to overall growth and development of their family and society.

Problem statement:

Youth is a critical stage of growth and development in the life of an individual. According to the National Youth Council Act (2015), which defines people in the age group of 16-40 years as youth, youth comprises of about 40% of the total population of Nepal. Nepal has climbed up to the 77th place from 145th in the world in the youth development index. Despite this, the youth development indicator of Nepal is weak compared to other South Asian countries and much needs to be done to get the youths engaged in different sectors like education, health and well-being, employment and opportunity, political participation, civic participation. Due to lack of equality, time-relevant and employment oriented education; vocational skills and technology; weak mental strength; political instability of country; inaccessibility, absence of youth friendly investment and entrepreneurship opportunities; youth are forced to migrate both inside and outside country in search of employment and better life.

Strategic Intervention:

- SAHAS Nepal works with youth focusing on youth development programmes, such as SAMVAD which seek to improve the lives of adolescents through various leadership and capacity development activities.
- SAHAS Nepal provides skill-oriented training and income generating opportunities to youth for their professional and economic development.
- SAHAS Nepal supports national and international youths for volunteering opportunities in rural communities of Nepal.
- SAHAS Nepal helps to build the competencies of youth needed to become successful adults.

Milestones	2021	2022	2023	2024	2025
No. of youths engaged in income generating activities	1,000	1,200	1,300	1,400	1,500
No. of awareness raising activities conducted	100	120	130	140	150
No. of social issues youth advocates on	10	12	12	14	14



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