

GRC/HQ/ADM/57/2019

February 2019

## **GHANA RED CROSS SOCIETY**

### **YOUTH POLICY**

*Approved and Adopted at Central Council Meeting of November 2018, NASCO Hotel, Koforidus*

**Signed by**

**Nana Dr. Michael Agyekum Addo  
President**

**Signed by**

**Samuel Kofi Addo  
Secretary General**

# GHANA RED CROSS SOCIETY YOUTH POLICY



*'Youth for Humanitarian Work'*

November, 2018

## 1.0 INTRODUCTION

The Ghana Red Cross Society started as Maternal and Child Welfare during the colonial era in 1929 and was officially established as a National Society in October 1958 by an Act of Parliament (Ghana Red Cross Act 10, 1958). The Ghana Red Cross Society, like the other affiliates of the International Federation of Red Cross and Red Crescent Societies (IFRC) worldwide, is a volunteer-based humanitarian organization. Its constitution is based on the Geneva Convention of 1949, the three (3) Additional Protocols and the Fundamental Principles of the Movement: Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity and Universality. The society's core business is in the provision of First Aid, Relief, Healthcare and social services to the vulnerable populations in communities by mobilizing the power of humanity.

The youth make up a substantial part of the Movement's membership worldwide and delivery of most of its services is powered by the Youth who constitute 70% of our volunteer membership base.

This policy will guide the National Headquarters to plan programmes that will empower young volunteers to unearth their potential in areas such as skill acquisition, idealism, attitudinal and social concepts etc that will promote the core values of the National Society.

## 2.0 THE POLICY STATEMENT

The Objectives of the policy are;

- To serve as a guide in planning, implementing and evaluating youth programmes and projects in the Movement in a more strategic manner by and with the youth.
- To strengthen the capacity of the youth members to take part in decision making and implementation processes at all levels.

### 2.1 The Youth Vision Statement

To build well-defined structures and systems in order to play a leading role in developing youth to be positive generational icons in their communities.

## 3.0 THE YOUTH MOTTO & PROMISE

The motto shall be: **Serve One Another**

The Slogan: ***Service to Mankind***

### The Promise

I \_\_\_\_ As A Youth Member Of The Ghana Red Cross Society

Promise To Serve God And My Country And

To Join With Others All Over The World

To Help The Sick And The Suffering.

## 4.0 THE YOUTH CATEGORIES (AGE RANGE /GROUP)

The Ghana Red Cross Society's youth group shall be between the ages of 5 to 25 years. It shall be in line with the IFRC's Youth Commission Policy which has defined the youth age range between 5 to 25 years. However, the Youth paid Staff positions shall be up to thirty-five(35years)

There shall be two (2) categories of the youth membership. These are:

1. Junior youth: 5 to 15 years
2. Senior youth: 16 to 25 years

#### **4.1 The Junior Youth**

The Junior Youth members shall comprise registered members in lower primary, upper primary, junior high and Senior high schools. The out-of-school registered youth members who fall within this group shall also be included.

#### **4.2 The Senior Youth**

The Senior Youth members shall comprise registered members in senior high and tertiary institutions. The out-of-school registered youth members who fall within the age group shall also be included.

### **5.0 THE ROLES & RESPONSIBILITIES**

#### **5.1 General Roles and Responsibilities**

1. To promote the mission and provide the services of the Movement to the community
2. To be part of membership drive and recruitment for the Society.
3. To participate fully in all the youth and the Movement's programmes at all time.
4. To be prepared to take responsibility within the Society at all levels.
5. To initiate creative and innovative activities for the youth.
6. To initiate and promote income generating activities for the Society at Districts, Regional or National levels.
7. To promote, protect and defend the image and the emblems of the Movement
8. To acquire the requisite knowledge and information of the Movement.

#### **5.2 Roles of the Youth Leadership**

1. To understand and exhibit qualities of a leader.
2. To be a disciplined leader in executing his/her duties at all levels.
3. To be seen as a role model for the others to emulate.
4. To provide the necessary capacity building training and resources for young people.
5. To encourage young people to take up leadership role in the youth group.
6. To create a friendly environment for young people to interact and foster friendship among peers.
7. To play an advocacy role.

### **5.3 Roles & Responsibilities of Committees**

1. To inform and lobby the National Society of the youth needs, interests, and abilities.
2. To help in youth developmental programmes & projects.
3. To help in raising funds for and with the youth members.
4. To explore new opportunities and experiences for youth members by initiating new programmes.
5. To help and promote the Fundamental Principles of the Red Cross Movement.
6. To help and maintain law and order among the youth.

### **5.4 Qualities of an ideal Youth Leader**

All nominees and elected youth members should have a good track record and must be a good communicator.

### **5.5 The Code of Conduct**

1. To act in accordance with the fundamental Principles of the Movement and promote their dissemination.
2. To respect the regulations on the use of the emblem, prevent its misuse and up hold the image of the Movement.
3. To respect each other views in promoting mutual understanding.
4. To respect the dignity of those being assisted and act impartially or without discrimination as to gender, tribe, religion and disability.
5. To respond to the needs of others in a humane and compassionate manner.
6. To respect and cherish the work of the Movement.
7. The provisions in the volunteer management policy are applicable to youth volunteers

### **5.6 The Roles & Responsibilities of the National Headquarters**

1. To recognize the youth as an agent of change
2. To encourage and also bring on deck the unique abilities and skills that young people alone can bring to the table, such as intercultural communication and innovative use of technology.
3. To include youth in decision-making and planning processes at all levels in order to have a stronger role in programme development and implementation of programmes and projects in their communities.
4. To create an enabling environment for young people to take up leadership role in positively changing behaviors and attitudes in our communities, using peer and non-formal education methods such as the Federation's "Youth as Agent of Behavioral Change " initiative.
5. To help finance and support all youth programmes.

### **5.6.1 The Roles & Responsibilities of the Youth Department**

1. Periodic review of the youth policy to suit and address current challenges of the youth.
2. Co-ordinate youth activities with the help of youth leaders at the District, Regional and National levels.
3. Organize capacity building training for young people.
4. Organize developmental, motivational and entrepreneurial skills programmes for young people.
5. Encourage the contribution of young people for the betterment of the Movement.
6. Organize international exchange programmes for young people to exchange ideas and experiences.
7. Keep a detailed database of all registered youth members.
8. Keep records of all youth activities from the Regions.
9. Monitor and evaluate all youth programmes and projects.
10. Write quarterly and annual reports.
11. Maintain communication with the Secretary General and all departments.
12. The youth department falls under the Organizational Development thematic area.

### **6.0 THE YOUTH PROGRAMMES & PROJECTS**

The youth shall participate in all programmes of the Movement. These include:

- i. Disaster Preparedness & Response
- ii. Health and care in the communities
- iii. First Aid Services & Training
- iv. Youth, Entrepreneurial & Leadership development
- v. Information dissemination (History, Principles and IHL)
- vi. Fundraising

**The youth shall be encouraged to participate in all programmes and activities. (Appendix A)**

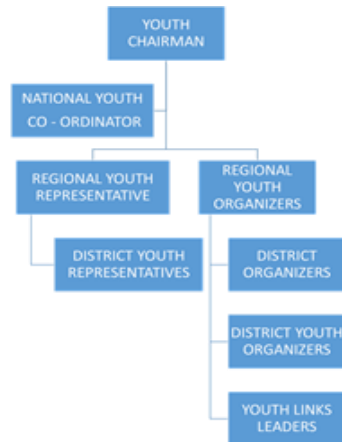
### **7.0 THE YOUTH DUES/CONTRIBUTIONS**

A youth member shall pay an annual dues approved by the Central Council and any other contributions to support the Society in implementing the youth programmes. The youth dues and any other fundraising activities shall be saved in the youth fund account at the National and Regional level.

### **7.1 YOUTH FUND ACCOUNT**

There shall be Youth Fund Account at the regional and national headquarters to save 25% of the dues and any other funds collected for the youth from the region and headquarters.

## 8.0 NATIONAL YOUTH STRUCTURE



### 8.1 Central Council/General Assembly

The General Assembly is the highest decision body of the National Society. This is followed by the Central Council. The National Youth Representative represent the youth on the general assembly, central council and management committee.

### 8.2 The Youth Sub -Committee

There shall be a youth sub-committee which shall comprise National Youth Representative (Chairman), National Youth Co-ordinator (Secretary) and Three (3) other youth-oriented personalities. The committee members shall take decisions on behalf of the youth body and see to the implementation of youth programmes in the Movement. The Sub-committee initiates policies and advise the youth department on youth programmes & projects.

The membership of the sub-committee is approved by the Secretary General in consultation with Management Committee. The Secretary General is an ex-officio member of the youth sub-committee.

### 8.3 National Youth Leaders Meeting

The National Youth Leaders Meeting (NYLM) shall comprise of two Youth Leaders from each Region: One (1) elected youth leader (Regional Youth Representative {RYR}) and one Regional Youth Organizer {RYO}. They shall meet at least once a year. The National Youth Representative shall be the chairman for the NYLM. The National Youth Co-coordinator shall act as the Secretary to the Meeting.

#### 8.3.1 Election Of National Youth Representative

The National Youth Representative(NYR) shall be elected among the Ten (10) elected RYR during AGM by the Ten RYR with support from the National Youth Co-ordinator. The election of the NYR shall be held during the National AGM of the Society. The NYR shall represent the entire youth body at the National Management Board and the Central Council.

### **8.3.2 RYR & RYO**

The regions secretariats are expected to present two regional youth leaders; Regional Youth Representative and Regional Youth Organizer to be part of National Youth Assembly. The Ten (10) RYR are elected bi-annually at the Regional Annual General Meeting (AGM). The Regional Youth Organizers are nominated by the Regional Manager and approved by regional management committee.

The RYRs and RYOs are answerable to the regional secretariat, regional management committee, the National youth sub-committee & department, management committee and Central Council of the Ghana Red Cross Society.

The RYR helps in advising on youth policy and programme direction while the RYO helps in implementing programmes and activities in the region. They shall also provide technical assistance for the effective and efficient running of the youth department.

The National Youth Co-ordinator (Staff) is employed by the national society to see to the implementation of all the youth programmes in conjunction with respective Regional Youth Organizers, District Organizers, District Youth Organizers and other youth leaders.

### **8.4 Regional Youth Sub-Committee**

There shall be Youth sub-committee from the management committee level to provide technical support for the implementation of youth programmes and projects. The regional youth sub-committee which shall comprise of Regional Youth Representative (Chairman), Regional Youth Organizer (Secretary) and Three (3) other youth-oriented personalities. The committee members shall take decision on behalf of the youth body and see to the implementation of youth programmes in the Movement.

### **8.5 Regional Youth Leaders Meeting**

The Regional Youth Leaders Meeting (RYLM) shall comprise all District Youth Representative (DYR) with at least 1/3 (one -third) being female, shall be elected bi-annually by the Youth members at the District General Assembly. The District Organizers (DOs) and District Youth Organizers (DYO) shall be automatic members of the Committee but has no voting right. The RYR shall chair all youth meetings with the Regional Youth Organizer serving as the Secretary. The group shall meet at least once in every three months (quarterly) for effective and efficient implementation of all youth programme in conjunction with respective Link(s) Coordinator(s) and/or Leaders.

The RYLM group shall be answerable to the Regional Sub- Committee for Youth and the Management Committee.



### **8.6 District Youth Forum**

The DYO district shall organized youth forum with the support of the DO/ and in consultation with the Regional Youth Organizer and the Regional Manager. The youth forum shall deliberate on youth activities in the district.

The DO/DYO shall see to the implementation of all youth activities in the district and the communities in conjunction with all youth members and leaders.

### **8.7 Youth Links**

There shall be the formation of Red Cross Youth Links in all the educational institutions.

They shall elect their own Link officers within the Link membership. The head of the school shall be the Chief patron of the Link. A teacher or lecturer shall be appointed by the head to be the patron to facilitate the Link's activities. The patron shall encourage the youth to initiate their own activities.

### **8.8 Youth Chapters/Groups**

The out-of-school youth shall form a link/chapter in the communities or in their localities. They shall elect their own Chapter/link officers within the membership. They shall elect officers bi-annually during a general meeting and shall meet at least twice every month. They shall plan activities for the chapter and see to the implementation of it. The chapter may meet weekly and shall take part in all activities of the Movement. The DO and DYO shall monitor all the chapter's activities. The chapter shall be answerable to the District Management Committee.

### **9.0 THE YOUTH IDENTIFICATION/UNIFORM**

The youth shall be identified by the Movement's emblem. It is recommended that youth members shall have a standard Red Cross uniform approved by Central Council. It shall be worn during ceremonial and other approved occasions. The youth link member may wear it during their weekly meetings.

### **10.0 THE YOUTH INCENTIVES AND MOTIVATIONS**

There shall be incentives to motivate active youth volunteers during or after a fund raising activity at all levels, (eg. Certificates, badges etc.)

### **10.1 The Youth Volunteers' Insurance**

The youth department shall ensure that at least 20 youth volunteers are insured under donor supported projects/emergencies.

### **10.2 The Youth Awards/Honour**

There shall be an award scheme to appreciate volunteers for their outstanding voluntary contributions towards community development and image building of the Movement. The Youth sub-committee shall set up a 3-member committee to work out the modalities for the awards. The volunteer recognition scheme shall be the point of reference.

## **11.0 THE YOUTH COLLABORATIONS WITH OTHER ORGANIZATIONS/NGOs**

The youth shall collaborate with other organizations based on mutual understanding. Through cooperation with other youth organizations and networks, there shall be knowledge gained and experiences for the betterment of youth development. The basis of collaboration should be cleared and in conformity with the Fundamental Principles of the Movement. These collaborations shall have approval from the management committee.

## **Annexes**

### **Annex 1**

#### **THE SEVEN FUNDAMENTAL PRINCIPLES**

The Fundamental Principles are an expression of the Red Cross Red Crescent Movement's values and practices. They were developed based on the Movement's experience responding to suffering and needs over the previous century. The Fundamental Principles are at once operational and aspirational. They serve both as a guide for action and as the Movement's common identity and purpose.

The Fundamental Principles guide the work and decisions of the Red Cross Red Crescent Movement for all Red Cross Red Crescent workers in all situations and at all times.

Proclaimed in Vienna in 1965, the seven Fundamental Principles bond together the Red Cross and Red Crescent National Societies, the International Committee of the Red Cross and the International Federation of Red Cross and Red Crescent Societies. They guarantee the continuity of the Red Cross Red Crescent Movement and its humanitarian work.

#### **HUMANITY**

The International Red Cross and Red Crescent Movement, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavors, in its international and national capacity, to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, cooperation and lasting peace amongst all peoples.

#### **IMPATIALITY**

It makes no discrimination as to nationality, race, religious beliefs, class or political opinions. It endeavors to relieve the suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.

#### **NEUTRALITY**

In order to continue to enjoy the confidence of all, the Movement may not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.

#### **INDEPENDENCE**

The Movement is independent. The National Societies, while auxiliaries in the humanitarian services of their governments and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able at all times to act in accordance with the principles of the Movement.

#### **VOLUNTARY SERVICE**

It is a voluntary relief movement not prompted in any manner by desire for gain.

## **UNITY**

There can be only one Red Cross or one Red Crescent Society in any one country. It must be open to all. It must carry on its humanitarian work throughout its territory.

## **UNIVERSALITY**

The International Red Cross and Red Crescent Movement, in which all Societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.

## **Annex 2**

### **List of Youth programmes and activities**

- Formation of school links and community groups.
- Membership drive.
- Orientation training on History of the Movement and IHL.
- First Aid and Community Based First Aid training.
- Leadership training.
- Youth as an Agent of Behavioral Change (YABC By IFRC- youth commission)
- Youth Engagement Strategies (YES by IFRC-youth commission )
- Training in
- Community entry
- Community Health emergency campaign & intervention
- Provision of First Aid services at public gatherings and during emergencies
- Participation in Road safety and Fire prevention campaigns
- Organize community environmental and sanitation campaigns
- Organize tree planting programmes
- Organize climate change awareness and promotion on “Our World. Your Move” Campaign.
- Assisting in National Immunization and other health related campaigns
- Volunteering services in health centers or hospitals
- Youth camp meetings
- Youth International exchange programmes
- Sporting and leisure activities
- Educational trips and Excursions
- Formation of drama and cultural troupes
- Cadet drills and uniform parades
- Planning & Reporting training
- Blood donation campaigns
- First Aid instructors training
- Disaster Preparedness & Response training
- Organize personal development programmes
- Entrepreneurial skills training such as bee-keeping, crop and poultry farming etc.

**Other programmes**

- Establishment of Red Cross Garden and Recreational facilities
- Establishment of Red Cross Youth hostels and Library facilities
- Establishment of Red Cross Vocational institutions for out of School youth

***'Youth a Great Asset for Humanitarian Development'***