Youth participation has been advocated by the International Federation of Red Cross and Red Crescent Societies (IFRC) which emphasizes an invaluable position of young people in building stronger National Societies. As an indispensable part of the International Movement, Hong Kong Red Cross (HKRC) is committed to adopting a range of strategies for increased youth participation.

HKRC Five-year Strategic Plan 2017-2022 entails leading and mobilizing of the actions and voices for humanity in the community, before with the participation of the young generation which is the potent force for our bright future.

The Youth Engagement Policy becomes effective from December 2018 and will be reviewed in 2022.
We have different backgrounds, and cooperate and complement each other.

We complement each other!
Echoing with the Youth Engagement Strategy of IFRC and the strategic direction of HKRC, the purposes of this Policy are to:

1. Set the standard in working with and for young people and engage more young people in the humanitarian journey, by learning and leading;
2. Empower youth as agents of change and enable the environment for more inclusion to voices of youth;
3. Articulate an approach that encourages young people to voice out ideas and initiate actions in response to the HKRC development, ranging from service, strategy and action.
4. Establish development path for youth in HKRC, to foster leadership continuation
5. Establish young image of HKRC

The terms of “youth” and “young people” in HKRC cover people in the age range of 12 to 35 years old [Remarks 1].

“Youth” is a heterogeneous group with diverse backgrounds, expertise, skill sets, and needs, which requires appropriate human development approaches for meaningful engagement.

The term “youth engagement” refers to youth-led action and youth development. It speaks to an active and meaningful participation of youth and inclusion of their voice in the humanitarian work across governance, management, programmes and service delivery.
Valuing the multiple roles of young people

We value youth in Hong Kong community and Red Cross movement, 3 interconnecting and fluid pathways of engagement are recognized as below:

1. **Youth as Leaders**
   - Young people, including members, volunteers, and staff members, taking a lead as agents of change in different capacities and duration are considered young leaders who foster community resilience.
   - The vehicle for transforming institutional cultures that directly and positively impacts operational capacity to deliver the humanitarian mission.
   - Keeper and transmitter of institutional memory for the purpose of transfer of knowledge through intergenerational dialogues.

2. **Youth as Volunteers**
   - Young beneficiaries refer to adolescents and young adults, as well as the members of the affected after community, participate in, benefit from, and/or are empowered by HKRC programs and services.
   - They are not passive receivers of aid. On the contrary, young beneficiaries are involved in the planning, design, delivery, and review of HKRC programs and services affecting them.
   - HKRC supports young beneficiaries of each age category with opportunities to advance their personal and professional development so they can achieve their aspirations and give back to their communities.

3. **Youth as Beneficiaries**
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Hong Kong Red Cross Youth Engagement Policy
“Passing on the torch” should not just be all talk, but our responsibility, for moving forward towards betterment.
Youth Empowerment

1. Empowerment is the behavioral change of individual and it builds on education
2. Within HKRC, the empowerment of adolescents and young adults results in their healthier and safer choices, as well as in well-informed decision-making that impacts decisions and others
3. In HKRC, all activities and programs with and for youth should entail the concept or principle of empowerment
4. HKRC entrusts youth, young people are offered opportunities to participate in and influence the decision making

Enabling Environments for Youth

1. Creation of enabling environments is to enable action taking and positive changes possible
2. Within HKRC, educated and empowered adolescents and young adults will have safe and secure spaces, equitable resources and support to become agents of positive change
3. In HKRC, institutional culture, processes, structures, policies, and regulations will be evidenced-based, informed by intergenerational dialogue, and enable youth actions throughout the HKRC

Implementation Strategy and Recommended Actions: Appendix 2.1

The engagement strategy proposes directions for HKRC corporate as well as different departments for essential actions for youth engagement, as follows:

Youth Education

1. Education is about the universal access of individuals to knowledge, resources and opportunities
2. Within HKRC, adolescents and young adults are offered opportunities to acquire the knowledge, competencies needed, to lead a healthy, safe and fulfilling life

Youth Empowerment

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4. HKRC entrusts youth, young people are offered opportunities to participate in and influence the decision making
In order to facilitate youth engagement and development, levels of engagement enable youth to design their humanitarian journey according to their capacities and experience. They might make different attempts as illustrated below:

- **Participating**: Active and meaningful participation in variety of humanitarian works including levels of services and program delivery, is aiming at striving positive changes and different meaningful experiences.

- **Organizing**: Through shared decision-making and youth-initiated projects, staff members and youth develop short-term collaboration and long-term partnership. Youth can unleash their talent and potential during the organizing process.

- **Leading**: To show youth leadership, programs, projects, and activities are collaborated with youth to address their identified humanitarian needs of the community.

- **Strategizing**: In the form of official capacity as well as think tank, youth are able to determine and plan the corporate’s direction and strategy. A mechanism may need to be established for collecting youth voices and opinions.

Youth as Leaders

“我们一起去努力，互相学习，尊重彼此，达到共同目的。”

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Active and meaningful participation in variety of humanitarian works including levels of services and program delivery, is aiming at striving positive changes and different meaningful experiences.
Schema: "Connect how Youth see themselves and the world, Red Cross could have more possibilities!"
To facilitate meaningful youth engagement, HKRC and its governance will provide support for youth in the means of establishing appropriate structure and offering human and other resources, to support the development of both youth and HKRC.

HKRC is committed to encouraging diverse youth participation especially in leadership and representation.

**Resources and Input**

We value youth in HK community

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**Indicators and Evaluation**

1. Number and Percentage of youth in the agency (comparing with the total number of stakeholders: covered members, volunteers and staff)

2. Number of committee members or youth representatives who are at the age of 35 or below

3. Number of HKRC Strategy-related service hours provided by young volunteers

4. Number of youth has been classified into the different levels of engagement (Percentage; over the total number of the volunteer in HKRC)

5. Number of training and educational opportunities provided to youth

6. Changes in knowledge and attitude of youth after engagement (Surveys will be conducted in different periods)

7. Changes in attitude of stakeholders (including governance and senior management) towards youth engagement (Surveys will be conducted in different periods)

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**Possible Ways of Resources and Input for YE: Appendix 2.2**

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**Hong Kong Red Cross Youth Engagement Policy**

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We avoid pursuing the numerical achievement of indicators but hope to create meaningful participation for young people, expected outcomes as follows:

1. More inclusive of youth voices
2. Development of young people as agents of change and supporter of HKRC

**Measurable Indicators**

1. Number and Percentage of youth in the agency (comparing with the total number of stakeholders: covered members, volunteers and staff)
2. Number of committee members or youth representatives who are at the age of 35 or below
3. Number of HKRC Strategy-related service hours provided by young volunteers
4. Number of youth has been classified into the different levels of engagement (Percentage; over the total number of the volunteer in HKRC)
5. Number of training and educational opportunities provided to youth
6. Changes in knowledge and attitude of youth after engagement (Surveys will be conducted in different periods)
7. Changes in attitude of stakeholders (including governance and senior management) towards youth engagement (Surveys will be conducted in different periods)
In line with the HKRC strategy, the impact of the successful implementation of this policy is expected as follows:

**Strengthening interface between senior leadership and youth and fostering leadership continuation**

Engage youth in early age can equip them with mindset and knowledge under Red Cross context and offer sufficient time to get them prepared to work with senior leadership. Youth perspective should be included for better succession for the agency.

**Enhancing community connection and giving back to the community**

Through increased youth engagement, the agency can ensure youth engage and support their peers in the community, maintaining relevance and responsiveness of HKRC services to the community needs. Youth serves as agents of change among peers and young population.

**Facilitating personal development for youth**

Training and educational opportunities are offered to youth for strengthening their personal competence and enhancing their commitment to the International Movement.

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**Establishing young image of HKRC**

With widespread youth engagement, HKRC can establish a young reputation that impresses every member of the public.

**Stimulating innovation**

Empowered youth can present innovative ideas and tactics, stimulating innovation in agency.

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**Policy of the policy**

### Impact of the policy

| **Enlightening youth engagement can equip them with mindset and knowledge under Red Cross context and offer sufficient time to get them prepared to work with senior leadership. Youth perspective should be included for better succession for the agency.** |
| **Strengthening interface between senior leadership and youth and fostering leadership continuation** |
| **Enhancing community connection and giving back to the community** |
| **Facilitating personal development for youth** |
Cooperation

Through working together and exchange to achieve

資深領導層
Senior Leadership

Required conditions...

Support
Inclusion
Facilitation
Mutual Understanding
Empathy
Respect
Try
Passion

影响
Influence

领导
Leadership

协调
Coordination

协调
Facilitation

观察
Observation

香港紅十字會青年參與政策
Hong Kong Red Cross Youth Engagement Policy

青年
Youth

Required conditions...

Commitment
Support
Participation
Training
Creative Thinking

回饋社會
Support for the community

参与
Participation

进行培训
Training
IFRC youth policy defines “youth” and “young people” cover all people in the age range of 5 to 30 years, which includes children (5-11 years old), adolescents (12 to 17 years old), young adults (18 to 30 years old). HKRC defines the covered age range from 12 to 35 because:

1. In line with the situation in Hong Kong and the public’s perception of youth, refer to the Hong Kong education system, the minimum age for the policy is 12 years old.
2. The maximum age is 35 years old as youth education has been extended, young people need 5-10 years to explore their inner self and strive for personal growth.

Remarks [1]  
We have crazy ideas and tactics, hope to stimulate innovation in our Movement!
youth on the move, join us!
青年在行動，加入吧！
顧問 Advisors:
Mr Jimmy H W YUEN, PMSM 袁漢華
Ms Bonnie Y H SO 紹婉娴

主席 Chairman:
Mr Percy K C CHAN 陳鏡全

成員 Members:
Ms Rowena Y H HUI 許以欣
Dr Ching-wa LAU 劉靜華
Professor Tai-lok LUI, JP 呂大樂
Mr Daniel H K MA 馬浩坤
Ms Holly H L YU 余凱詩
Ms Yonne H S YU 余凱詩

青年代表 Youth Representatives:
Mr Henry W H WONG 黃永亨
Ms Rachel N Y WONG 黃雅怡
(from Sept 2017)
Ms Tina T F LO 麥天樂
(Feb – Sept 2017)

秘書 Secretary:
Mr Sai-kit LEUNG 梁世傑

紀錄 Recorder:
Ms Sandy S M WONG 黃秀文

Translation and promotion 翻譯及宣傳:
Mr Trevor Y K CHAN 陳俊聰
Ms Jessica S K WONG 王詩琪
Mr Daniel W C Kwan 鍾偉駒

Models 模特兒:
Mr Trevor Y K CHAN 陳俊聰
Mr Tin-yuen LAM 林天元
Ms Michelle T C LAM 林麗晴
Professor Tai-lok LUI, JP 呂大樂
Ms Singh Arshdeep Kaur
Mr Philip W C TSAI BBS 蔡永忠
Mrs Kap-ping YEUNG CHANG 楊銀家萍
Ms Cheuka K P WONG 譚嘉賢
Ms Winnie S W WONG 王詩琪
Mr Tsz-chun WU 胡善騰

Photographers 攝影:
Mr Edmund C T KONG 江柱銘
Mr Darwin W S LEUNG 梁永泰

Make-up artists 化妝師:
Ms Christy S H MAK 賴詩麗
Ms Renee S T WAN 溫詩婷