



CARITAS INTERNATIONALIS

Youth Report 2023

Regional Report

OCEANIA



This Regional Report is an accompanying document to Caritas Internationalis' Global Youth Report 2023. It contains the same data as the global report, filtered to reflect only the survey answers of Oceania's Member Organizations and Youth Personnel.

Photo Credit: CEPAC

Executive Summary of Global Youth Report

This report is the fruit of two surveys that were circulated between November 2022 and January 2023: one for **Caritas Member Organizations** to share the extent to which they engage youth in their mission, and one for **Caritas Youth Personnel** (i.e. young Caritas staff and volunteers) to share the issues that are important to them and their hopes for a global Caritas youth movement.

NB: Caritas Internationalis (CI) defines 'youth' and 'young people' as people between the ages of 18-35.

The purpose of these surveys was to gather baseline data about the current state of youth engagement and participation across the Caritas Confederation and feedback about what global youth-related support will be most useful to Member Organizations and Caritas Youth alike.

In total, **110 National Member Organizations** (out of 162) and **3 Regional Secretariats** (out of 7) answered the Member Organizations Survey (representing **70%** of the confederation), and **425 young Caritas staff and volunteers** answered the Youth Personnel Survey. As such, the data in these surveys represent the realities and opinions of the majority of Caritas' membership – however, they cannot be considered exhaustive.

Broadly, the key findings of this report show that young people make up a considerably large and important demographic of Caritas' staff and volunteers around the world. Our Youth Personnel indicated that young people find Caritas relevant because it gives them the opportunity to do good and make positive contributions to society. Member Organizations indicated that they value young people particularly for their creativity, which helps them to develop new and improved ways of working and which, in turn, helps them to have a greater impact on the communities that they serve.

Despite this, the surveys revealed that very few young people occupy Caritas' high level leadership roles and decision-making spaces. For the most part, Caritas Organizations are not efficiently moving young people into these leadership positions. So despite the fact that our Organizations say that they value young people's potential to help them to work in new ways, young people are not currently in the spaces that are necessary to influence change in our organizations.

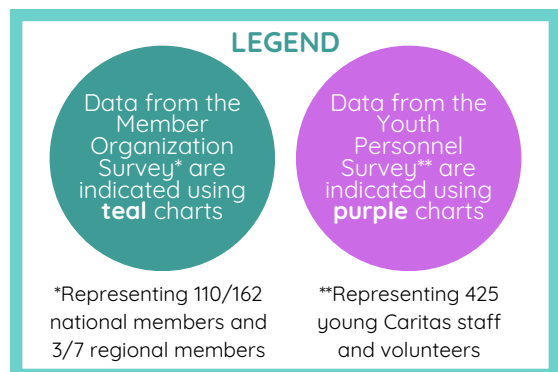
Interestingly, however, two thirds of our Youth Personnel respondents said that they are willing to take on higher level leadership responsibilities. Moreover, approximately half of them indicated that they already consider themselves to be Caritas leaders. The data reveals that this 'youth leadership' is happening primarily at the grassroots level of our organizations.

Caritas at all levels, however, has an enormous potential to harness the creativity and leadership of their young people who are eager to contribute to Caritas' decision-making spaces. This report includes practical recommendations about how to do this, so that young people not only execute but also shape the strategies and trajectories of Caritas' work. In this way we can constantly improve the way that we carry out our mission in an ever-changing world.

A key takeaway is that 'Youth Engagement and Empowerment' must be an intergenerational effort at all levels of Caritas. On the one hand, Caritas youth must be equipped to contribute high quality work to our mission. On the other hand, senior personnel have a responsibility to use Caritas' current leadership positions and decision-making spaces (of which they currently hold the lion's share) to make our confederation and organizations places where people of all ages can thrive and contribute together.

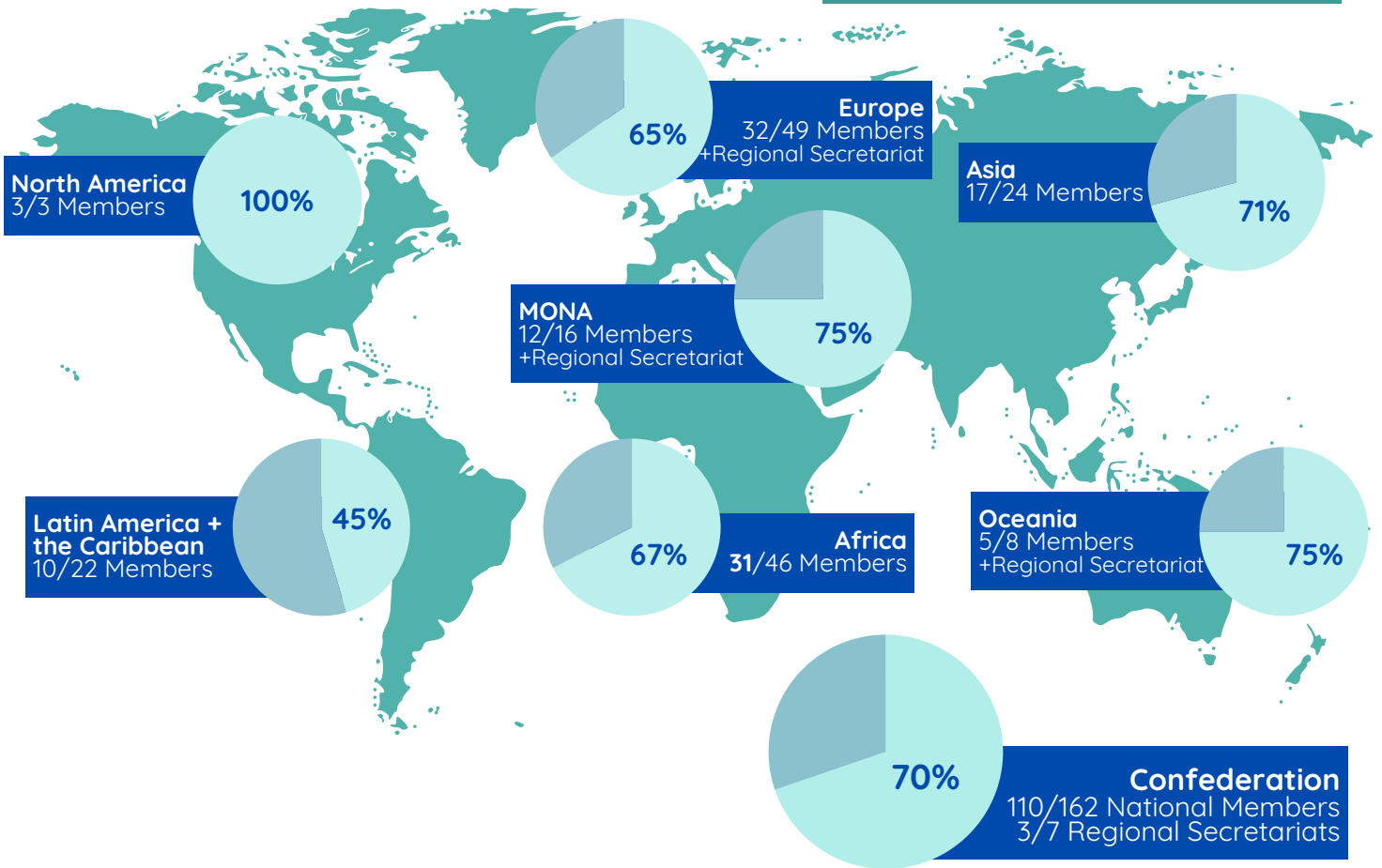
CI would like to extend our heartfelt thanks to everyone who took time to fill in these surveys. Your input is very much appreciated. We will use this information to develop evidence-based initiatives that meet the needs of our membership and the young people who work and volunteer for Caritas.

Any questions about this report (or corresponding surveys) may be directed to Rebecca Rathbone (Officer Promoting Youth Leadership, Caritas Internationalis) at rathbone@caritas.va.

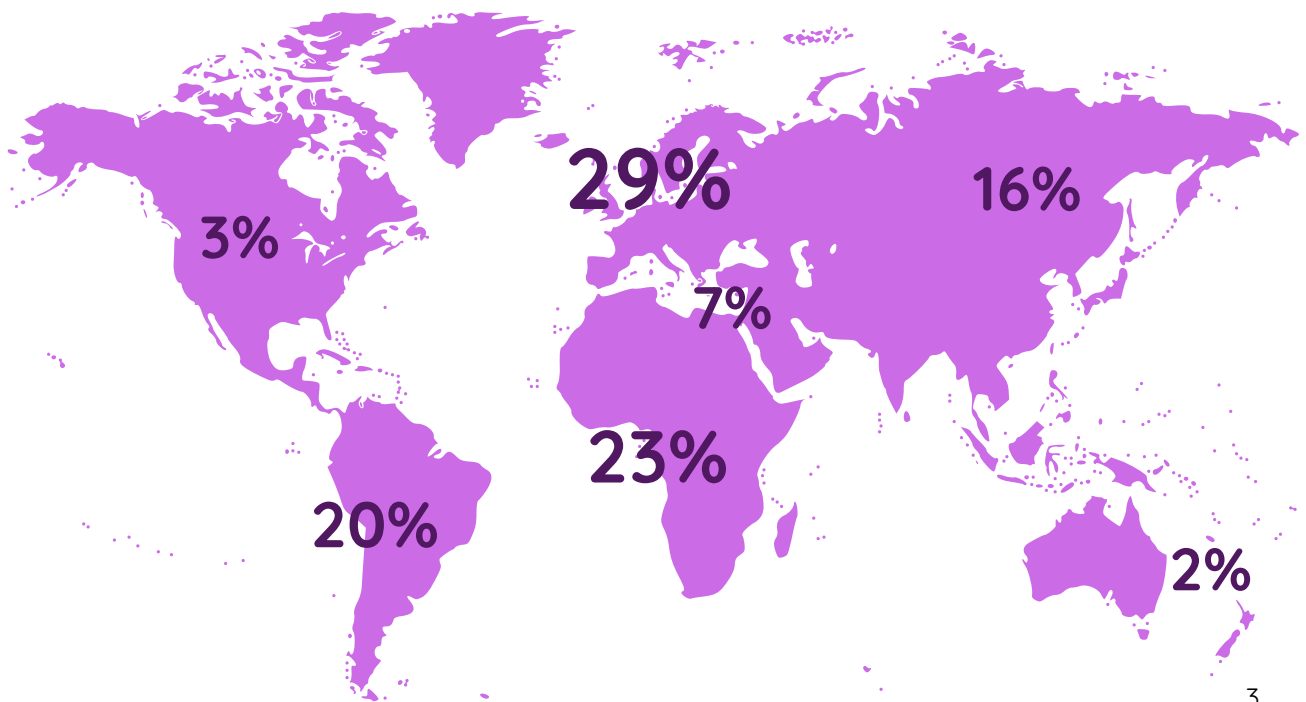


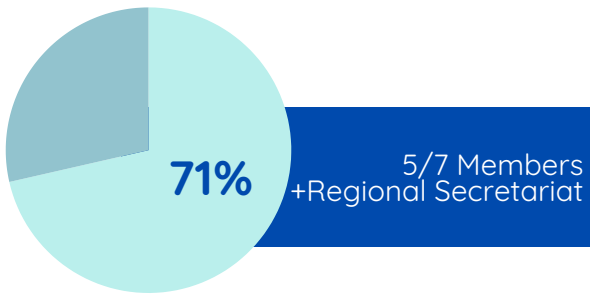
GLOBAL SURVEY RESPONSE RATES

Member Organizations Survey



Youth Personnel Survey





OCEANIA

Member Organizations Survey

Organizations that submitted a Survey Response

	Caritas Organization	Country
1	Caritas Aotearoa - New Zealand	New Zealand
2	Caritas Australia	Australia
3	Caritas Papua New Guinea	Papua New Guinea
4	Caritas Samoa	Samoa
5	Caritas Tonga	Tonga

	Regional Secretariat
1	Caritas Oceania

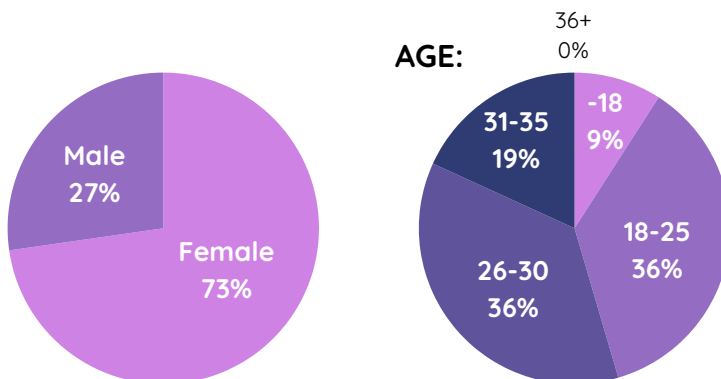
Youth Personnel Survey

	Caritas Organization	Amount
1	Caritas Fiji	3
2	Caritas Australia	3
3	Caritas Aotearoa New Zealand	2

	Caritas Organization	Amount
4	Caritas Papua New Guinea	2
5	Caritas Tonga	1

Total 11 Respondents

Youth Personnel Survey Respondent Demographics

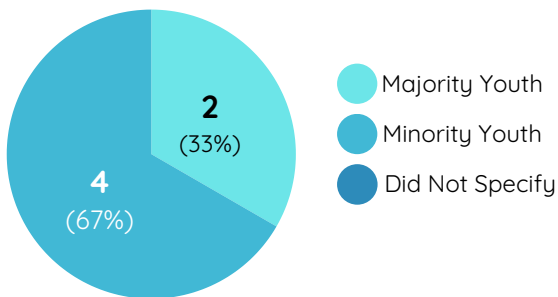




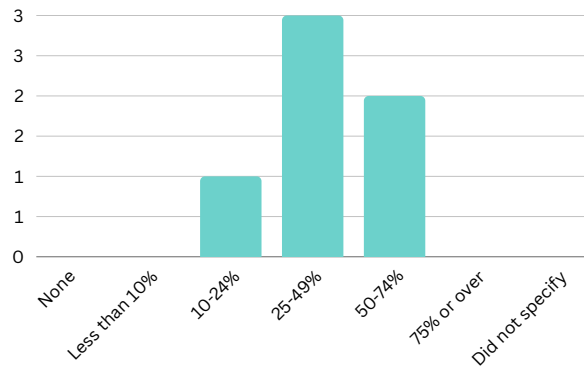
young staff

(cf. Youth Report p. 17)

Oceania Member Organizations' Intergenerational Balance of Staff



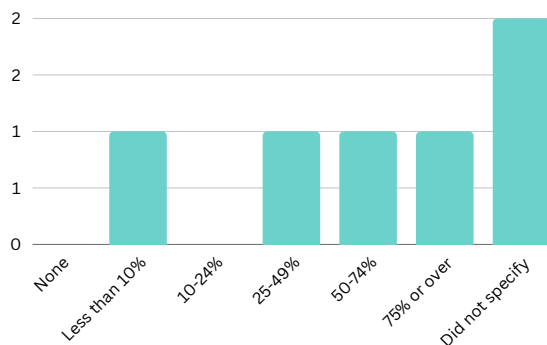
Oceania Member Organizations' percentage ranges of Staff aged 35 or younger



Organizations with a workforce where young people are the majority

1. Caritas Oceania (50%)
2. Caritas Samoa

Oceania Member Organizations' percentage ranges of Volunteers aged 35 or younger



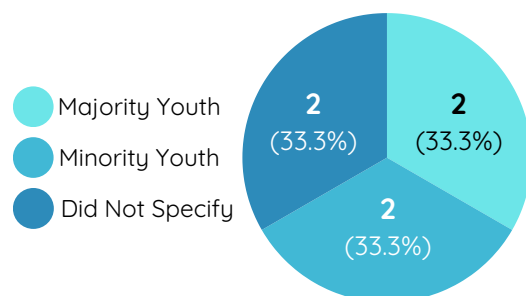
young volunteers

(cf. Youth Report p. 18)

Oceania Member Organizations' Intergenerational Balance of Volunteers

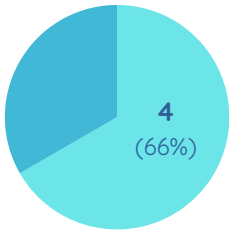
Organizations with a volunteer force where young people are the majority

1. Caritas Papua New Guinea
2. Caritas Samoa



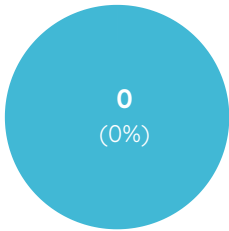


governance (cf. Youth Report pp. 21-22)

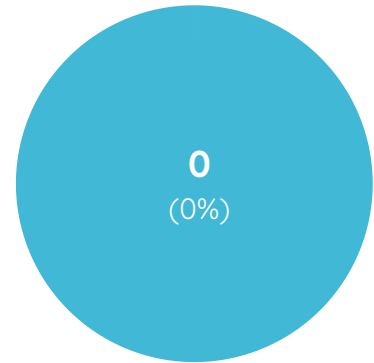


Amount of organizations that have **at least one Board Member aged 35 or under on their Governance Board**

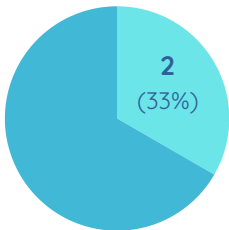
1. Caritas Oceania
2. Caritas Papua New Guinea
3. Caritas Samoa
4. Caritas Tonga



Amount of organizations that have **more than one Board Member aged 35 or under on their Governance Board**



Amount of **Caritas Presidents** aged 35 or under



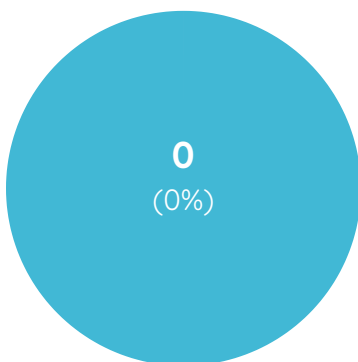
Amount of organizations that have **at least one Youth Delegate Position reserved on their Governance Board**

1. Caritas Oceania
2. Caritas Samoa

management (cf. Youth Report pp. 22-24)

Three levels of sub-management

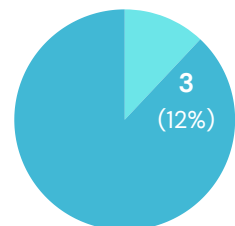
Top Management



Amount of **Caritas Executive Directors** aged 35 or under

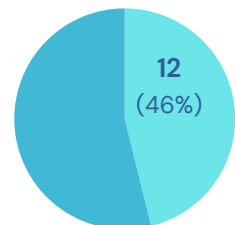
1. Caritas Samoa (2)
2. Caritas Tonga (1)

Amount of **Senior Managers** aged 35 or under



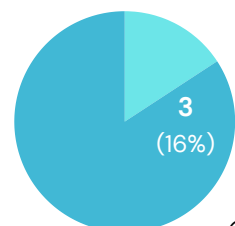
1. Caritas Australia (6)
2. Caritas Oceania (1)
3. Caritas Papua New Guinea (3)
4. Caritas Samoa (2)

Amount of **Project (i.e. Middle) Managers** aged 35 or under



1. Caritas Papua New Guinea (3)

Amount of **Diocesan Managers** aged 35 or under



youth leadership: pathways + barriers

Does your organization use any of the following strategies to move youth from the positions through which they enter the organization into leadership positions?	
Item	Responses
1) Staff Appraisals	5 Caritas Aotearoa New Zealand, Caritas Australia, Caritas Papua New Guinea, Caritas Samoa, Caritas Tonga
2) Professional Development Trainings and Opportunities	3 Caritas Australia, Caritas Samoa, Caritas Tonga
2) Career Pathways	3 Caritas Australia, Caritas Samoa, Caritas Tonga
3) Mentorship Programs	2 Caritas Australia, Caritas Papua New Guinea
3) We do not actively use any strategies to move youth into leadership positions	2 Caritas Oceania, Caritas Tonga
4) Internship Programs	1 Caritas Tonga

(cf. Youth Report p. 23)



The Caritas Oceania Youth Alliance (COYA) at the Australian Parliament, to meet with politicians and advocate for action on climate change, youth unemployment and self-determination.

Credit: Aurora Sice, Caritas Oceania

youth leadership: pathways + barriers

(continued)



What **pathways** exist between you and a management position in your organization?

Item	Responses
2) Professional Development Trainings and Opportunities	8
3) Opportunities to further my education	7
4) Leadership Training Programs	6
3) Mentorship programs with senior staff	5
5) Internships	3
1) I do not know if any pathways to management positions exist in my organization	0



(cf. Youth Report p. 23)



What **obstacles** exist between you and a management position in your organization?

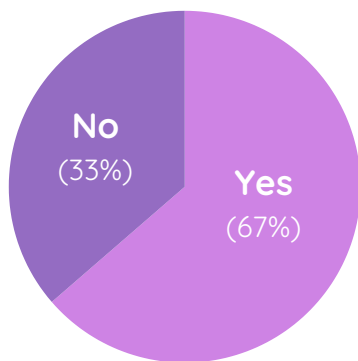
Item	Responses
1) I feel that I do not have enough experience to hold a management position	9
2) I feel that I lack the skills that I need to hold a management position	7
3) I feel that I am not qualified to hold a management position	4
4) I am not interested in the responsibility of a management position at this stage in my life	3
4) I have personal commitments that prevent me from dedicating enough time in my professional life to a management position	
5) I feel that my application for a management position would not be considered equally to those of other candidates because of my age	2
5) Other	
6) I feel that I would not be taken seriously as a young manager, either by other managers or by staff	0



(cf. Youth Report p. 24)

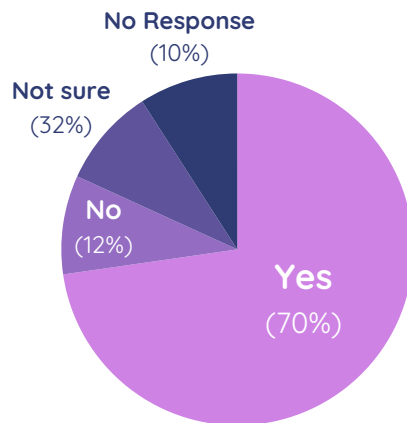
youth perspectives on leadership

“ Would you **describe yourself as a leader** within Caritas?



(cf. Youth Report p. 25)

“ Would you be interested in **taking on a management role** before you turn 36 years old?

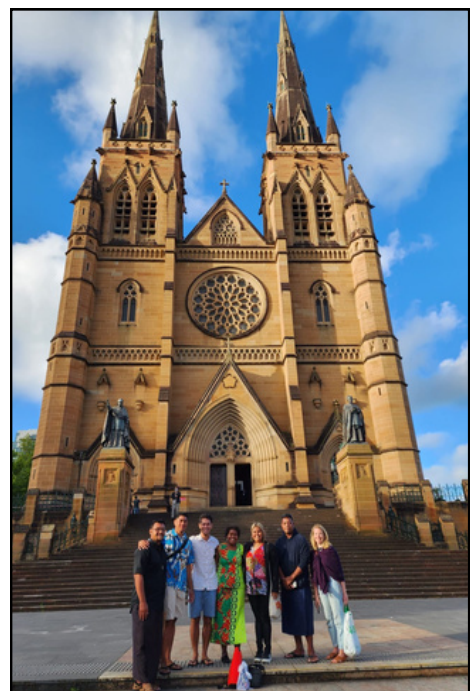


(cf. Youth Report p. 22)

“ At what point and in what capacity are you usually involved in Caritas?

Item	Responses
1) I am a leader in initiatives that other people have created	5
2) I build and lead the initiatives that I am involved in	4
3) I participate in initiatives that other people have created, but do not have a leadership role	3
4) I am only included at the end of an initiative as a token	0

(cf. Youth Report p. 25)



The Caritas Oceania Youth Alliance (COYA) at St. Mary's Cathedral in Sydney, Australia
Credit: Emma Larsen, Caritas Oceania



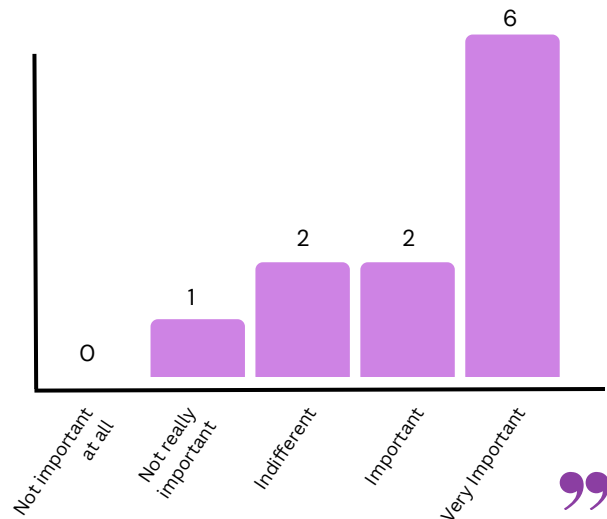
why caritas? why young people?

“ **What most attracts you** to working or volunteering for Caritas?

Item	Responses
1) The chance to help others	117
2) Learning new skills	76
3) Engaging with my community in a positive way	65
4) The connection to my faith	41
5) Caring for creation	36
6) Spending time with my friends	19
7) Other	7

(cf. Youth Report p. 28)

“ How important is **Caritas' connection with the Church** to you?



(cf. Youth Report p. 29)

“ In your opinion, **what added value do youth bring to your organization?**

Item	Responses
1) Creativity	6
2) Creating an intergenerational atmosphere	5
3) Energy	4
3) Helping us to develop new and improved ways of working	
4) Sustainability and longevity of the organization	3
4) Bringing voices from the grassroots	
5) Helping us to better understand relevant issues in society	2

Caritas Aotearoa New Zealand, Caritas Australia, Caritas Oceania, Caritas Papua New Guinea, Caritas Samoa, Caritas Tonga

Caritas Aotearoa New Zealand, Caritas Australia, Caritas Oceania, Caritas Papua New Guinea, Caritas Tonga

Caritas Aotearoa New Zealand, Caritas Oceania, Caritas Papua New Guinea, Caritas Tonga

Caritas Aotearoa New Zealand, Caritas Oceania, Caritas Samoa, Caritas Tonga

Caritas Australia, Caritas Oceania, Caritas Tonga

Caritas Oceania, Caritas Samoa, Caritas Tonga

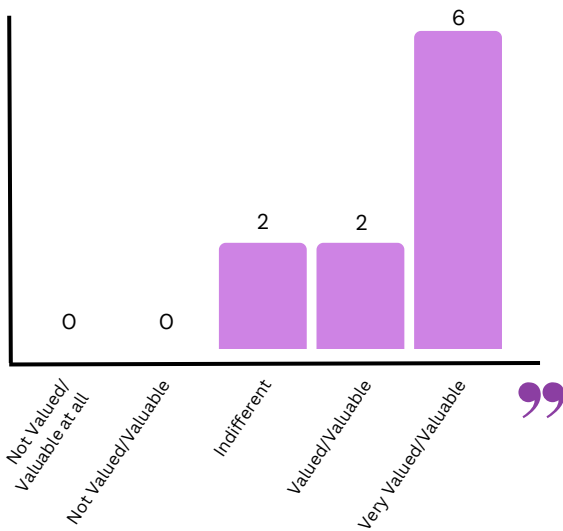
Caritas Oceania, Caritas Tonga

(cf. Youth Report p. 29)



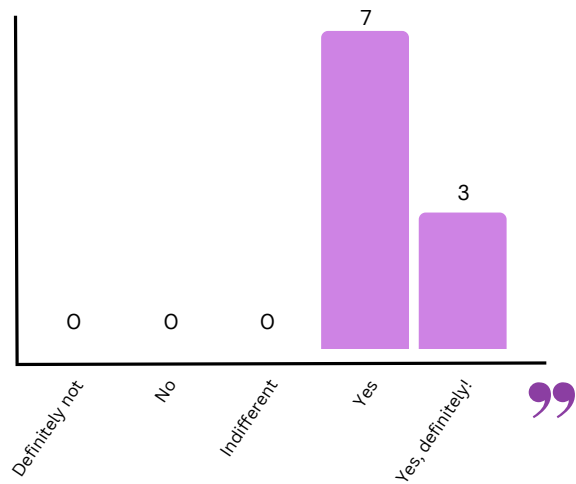
why caritas? why young people? (continued)

“ As a young person, to what degree do you feel that **you are valued and that you add value** to your Caritas Organization?



(cf. Youth Report p. 30)

“ Do you feel that **you are given the chance to share your ideas and that your ideas are taken into consideration** by your Caritas Organization?

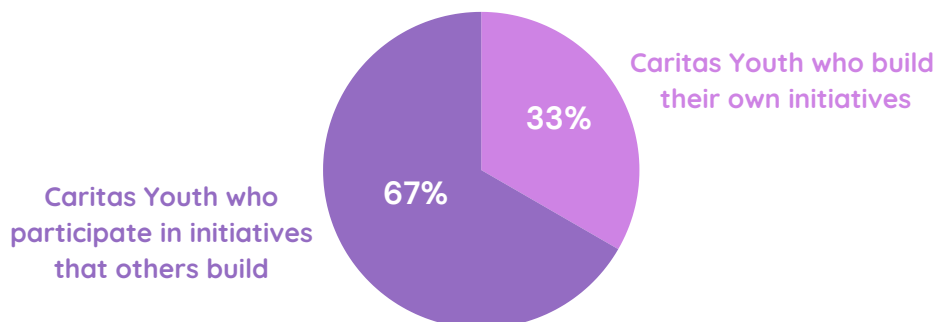


(cf. Youth Report p. 30)



Malialosa Tapueluelu represents Caritas Oceania at the UN Ocean Conference

Credit: Caritas Tonga



(cf. Youth Report p. 30)



types of youth engagement

“ Please indicate the areas of **youth-focused programming** that your organization has.

Item	Responses	
1) Advocacy	5	Caritas Australia, Caritas Oceania, Caritas Papua New Guinea, Caritas Samoa, Caritas Tonga
2) Community Outreach/ Development	4	Caritas Australia, Caritas Papua New Guinea, Caritas Samoa, Caritas Tonga
2) Ecological Justice Initiatives		Caritas Australia, Caritas Oceania, Caritas Papua New Guinea, Caritas Samoa
3) School/Education Programs	3	Caritas Aotearoa New Zealand, Caritas Australia, Caritas Papua New Guinea
3) Emergency Response		Caritas Australia, Caritas Samoa, Caritas Tonga
4) Leadership Training Programs	1	Caritas Australia
4) Peacebuilding		Caritas Australia
4) Social Enterprise		Caritas Australia
4) Entrepreneurship Trainings + Support		Caritas Australia

(cf. Youth Report p. 31)



“ Describe the **youth-related activities** that you are involved in with Caritas.

Item	Responses
1) Community Outreach/ Development	7
1) Leadership Training Programs	
1) Advocacy	
2) School/Education Programs	5
3) Ecological Justice Initiatives	4
4) Peacebuilding	3
4) Other	
5) Entrepreneurship Trainings + Support	2
6) Social Enterprise	1
7) Emergency Response	0

(cf. Youth Report p. 31)



Traditional Custodian Serena Williams performs a traditional smoking ceremony on Ngunnawal land

Credit: Dean Price, Caritas Australia





(continued) types of youth engagement

“ What methods do you use to engage youth in your organization?

Item	Responses
1) Engaging students in schools	4
2) Leadership Training Programs	3
2) Volunteer Opportunities	
2) Social Media Campaigns	
3) Youth-targeted Gatherings (meetings, summer camps/schools, youth fora, etc)	2
4) We do targeted recruiting of people under the age of 35	1
Internships	0
Participating in Job Fairs	
We do not engage youth in our organization	

Caritas Aotearoa New Zealand, Caritas Australia, Caritas Papua New Guinea, Caritas Tonga

Caritas Australia, Caritas Oceania, Caritas Tonga

Caritas Papua New Guinea, Caritas Samoa, Caritas Tonga

Caritas Aotearoa New Zealand, Caritas Papua New Guinea, Caritas Tonga

Caritas Australia, Caritas Oceania

Caritas Samoa

(cf. Youth Report p. 32)



Caritas Oceania Youth meet with Austr

Credit: Cáritas Española



(continued) types of youth engagement

“ What **challenges** do you face in engaging youth in the mission of your organization?

Item	Responses
1) Youth do not respond to the opportunities that we advertise	4
2) Youth are too busy to be involved in Caritas' work	3
4) We do not know where to find youth who are willing to get involved	3
3) Youth are not interested in the work that Caritas does	2
3) Youth do not find Caritas' Catholic identity relatable	2
2) We struggle to effectively communicate our mission to young people	1
We do not face challenges in engaging youth	0

Caritas Aotearoa New Zealand, Caritas Papua New Guinea, Caritas Samoa, Caritas Tonga

Caritas Aotearoa New Zealand, Caritas Papua New Guinea, Caritas Samoa

Caritas Aotearoa New Zealand, Caritas Samoa, Caritas Tonga

Caritas Aotearoa New Zealand, Caritas Papua New Guinea

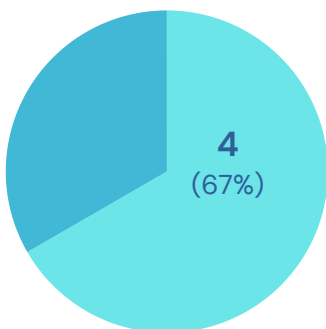
Caritas Australia, Caritas Tonga

Caritas Tonga

(cf. Youth Report p. 33)



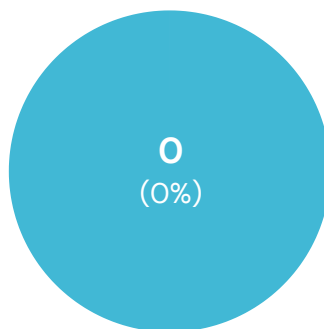
Support for youth engagement



Amount of organizations that include 'youth' as a topic in their Strategic Planning

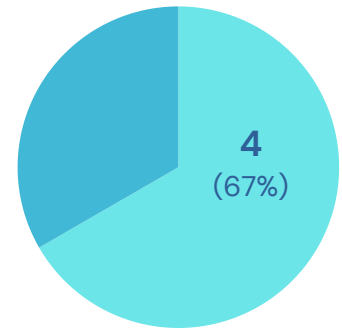
(cf. Youth Report p. 33)

1. Caritas Aotearoa New Zealand
2. Caritas Australia
3. Caritas Oceania
4. Caritas Samoa



Amount of organizations that have a youth engagement policy/guidebook/toolkit

(cf. Youth Report p. 34)



Amount of organizations that have at least one staff person that supports youth activity

(cf. Youth Report p. 34)

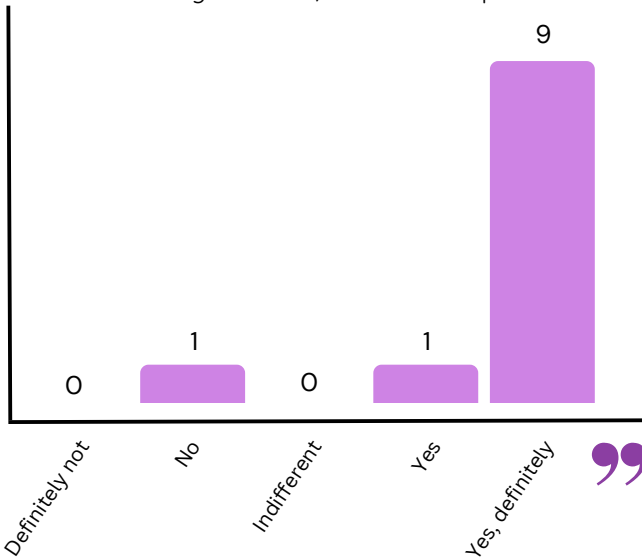
1. Caritas Australia
2. Caritas Papua New Guinea
3. Caritas Samoa
4. Caritas Tonga

CI GLOBAL YOUTH PROGRAM FEEDBACK



OCEANIA

“ Do you feel that **being part of a global Caritas Youth network** would empower you and enhance your work/volunteer experience?



(cf. Youth Report p. 36)

“ What types of **resources and programs** would be most helpful to you?

Item	Responses
1) Opportunities to participate in global groups (e.g. committees, working groups, boards, etc.)	8
2) Professional Development Trainings	7
3) Opportunities for exchanges with other Caritas Youth	6
4) Spiritual Formation Trainings	5
5) Leadership Trainings	4

(cf. Youth Report p. 37)

“ In what concrete ways would **CI's youth programming be most helpful** to support you in better engaging and empowering youth?

Item	Responses
1) Providing and promoting Professional Development training for youth	5
2) Connecting our youth with other youth across the confederation	4
3) Providing and promoting Spiritual Formation training for youth	3
3) Providing and promoting Leadership training for youth	3
4) Providing new and interesting opportunities for youth in my country	2
5) Helping us to communicate more effectively with youth people	1
5) Helping to increase the visibility of young people's work in Caritas	1

Caritas Australia, Caritas Oceania, Caritas Papua New Guinea, Caritas Samoa, Caritas Tonga

Caritas Aotearoa New Zealand, Caritas Australia, Caritas Samoa, Caritas Tonga

Caritas Aotearoa New Zealand, Caritas Papua New Guinea, Caritas Tonga

Caritas Australia, Caritas Papua New Guinea, Caritas Tonga

Caritas Oceania, Caritas Samoa

Caritas Aotearoa New Zealand

Caritas Oceania

(cf. Youth Report p. 37)