National Youth Policy

April 2006
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FOREWORD

The development of the Youth Policy marks the beginning of the recognition of the problems facing the youth and provides the instrument for addressing youth needs in the country.

The need for this policy is to help guide the process of youth development in Zambia. It has been acknowledged that the major threats facing youth in Zambia like many other youth in the world are HIV/AIDS, unemployment and poverty. The situation worsens by the day calling for concerted effort to mitigate the effects of problems youth face in their daily lives.

Addressing the youth problems require a strong and coordinated response from all sectors of society starting with the family, the youth themselves, the community, Government, Non Governmental Organizations (NGOs), Community Based Organisations (CBO) as well as the international community. This is why the visioning exercise used the broader consultation approach in which the youth and other stakeholders participated.

The current situation of youth is admittedly not encouraging. As the visioning exercise revealed, nearly half of the youth live in rural Zambia, youth hood is starkly different from the ideal that we all aspire for. Poverty denies youth their dignity, endangers their lives and limits their potential. HIV/AIDS robs them of a secure family life, betrays their trust and hope, kills their parents, their doctors, their nurses, and their hope. It also kills them. This means that Zambia’s future is compromised. This policy presents the vision, objectives, strategies and areas of focus in addressing youth issues.

To enhance the ease with which you can use this policy a number of important features have been incorporated. The style of writing, choice of words, explanations of important concepts clear strategies are designed to make the policy both easy to read and understand.

The Youth needs you and me. Let us love them enough to plan properly for them. Let us care for them as our very own children. Let us all take an extra step to ensure that practical projects and programmes are implemented in a concerted and coordinated manner to improve the quality of life of the youth.

I would like to say that I am happy to present this Youth Policy, as it is a sign of great hope for the youth of Zambia and for all of us.

Hon. George Chukumanda, MP,
Hon. Minister of Ministry of Sport, Youth and Child Development
ACKNOWLEDGEMENT

I would like to thank all organisations and individuals that contributed ideas, resources and time at different stages of the National Youth Policy Review Process.

Sincere appreciation and thanks go to the United Nations Children's Fund (UNICEF), German Technical Cooperation-Zambia (GTZ) and Commonwealth Youth Programme (CYP) Africa Centre for financial and technical support rendered during the National Youth Policy review process.

I particularly wish to acknowledge the contribution of the staff and Political leadership in the Ministry of Sport, Youth and Child Development who spearheaded the preparation and review and ensured broad consultation was achieved.

Sincere gratitude is also extended to the Zambian youth themselves and youth organisations that were involved in the Visioning Exercise and the National Consultative Meetings without whose participation this work would not have been accomplished.

Mrs. Barbara Y. Chilangwa
Permanent Secretary
Ministry of Sport, Youth and Child Development
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<td><strong>Advocacy</strong></td>
<td>To lobby or shape the vision of defending and articulating the interests of the vulnerable group.</td>
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<td><strong>Community</strong></td>
<td>A group of people with the common interests living in one place, district or country.</td>
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<td><strong>Culture</strong></td>
<td>The whole complex of distinctive, spiritual, material, intellectual and emotional attributes that characterize a society or social group.</td>
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<td><strong>Basic Services</strong></td>
<td>Needs that satisfy development of people. These include food, clothing, shelter, health care and education, clean water and sanitation.</td>
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<td><strong>Decentralization</strong></td>
<td>Transfer of responsibilities, authority, functions as well as power and appropriate resources from Central Government, to local Government at district and sub district levels.</td>
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<td><strong>Democracy</strong></td>
<td>Governing a Country through representatives elected by the whole people.</td>
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<td><strong>Development</strong></td>
<td>Progressing from one state to another which is better and aimed at improving the standard of living of youth, the community and country as a whole.</td>
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<td><strong>Digital Era</strong></td>
<td>Refers to the extraordinary advances in computing and telecommunications made possible by the micro electronics revolution.</td>
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<td><strong>Empowerment</strong></td>
<td>The process of gaining access to resources and development of ones capacities with a view to participating actively and effectively in shaping ones own life and that of ones community in economic, socio-cultural, political and religious spheres.</td>
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<td><strong>Entrepreneur</strong></td>
<td>Someone who has the ability to see and evaluate business opportunities, mobilize the necessary resources and initiate appropriate action to ensure success.</td>
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WORKING DEFINITIONS

Entrepreneurship - Ability to see an opportunity, to obtain the necessary capital, labour and other inputs. Also to know how to put together an operation successfully and have the willingness to take personal risk of success or failure.

Equity - Fair access to all development related variables such as income, employment, productive resources and basic social services.

Ethical Values - A set of beliefs or rules that influences people's behaviour and attitudes.

Evaluation - A careful assessment of the extent to which a project is achieving or has achieved its stated outcomes/goals.

Gender - An analytical concept which focuses on women's social and biological roles and responsibilities in relation to those to men. It can be defined as a psychological or cultural concept which refers to one's subjective feeling of femaleness or maleness.

Governance - The leadership structure from among the people of a given society, the involvement of people themselves in running their Government, functions and confines of operation to the benefit of the least member of the given society.

Juvenile Offender - A youth between the ages of twelve (12) and twenty (20) who commits a particular action or behaviour considered to violate the public law.

Mainstreaming - The most usual way of thinking about something or doing something.

Monitor - A routine and regular collection and use of information to help guide a project or a programme. It is the continuous assessment of a programme's progress in relation to agreed plans, schedules and targets.

Networking - The interactions between people and organizations involved in sharing information and good practices and support for each other.

Participation - Youth involvement at all levels of public and private sector planning and political decision making processes.

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<td>Partnership</td>
<td>Partnership in youth development means accepting the involvement of various stakeholders in service provision for youths.</td>
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<td>Placement</td>
<td>The process of finding a place and other resources for someone to live or work in.</td>
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<td>Policy</td>
<td>A statement of goals, objectives and courses of action outlined by the Government to provide guidance for intended actions.</td>
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<td>Poverty</td>
<td>The situation or experience of being poor or inability to access basic needs.</td>
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<td>Reproductive Health</td>
<td>A state of complete physical, mental and social well being and not merely the absence of disease or infirmity in all matters relating to the reproductive system, it's functions and processes.</td>
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<td>Rights Based Approach</td>
<td>A process that seeks to ensure the protection of youth against any form of abuse and exploitation.</td>
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<td>Settlement</td>
<td>Locating youths in places where they can be gainfully engaged.</td>
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<td>Stakeholders</td>
<td>Anyone or an organization with interest in youth development as a service provider or target group.</td>
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<td>Streetism</td>
<td>Is a situation where a person aged below 29 years old either has made the street as permanent place of lodge or may be going back home but has made the street as a place of livelihood.</td>
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<td>Socio Economic</td>
<td>Refers to promotion of the welfare of a community as measured in the satisfaction derived from the economic goods at the disposal of the community.</td>
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<td>Substance Abuse</td>
<td>Refers to illicit use of alcohol, drugs, tobacco, inhalants among the youth.</td>
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<tr>
<td>Social Services</td>
<td>Provision of an aggregate of utilities or needs of all</td>
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individuals in the society.

Vision - Mental picture of possible definitive future state or representation of desired future state of the youth in the nation.

Violence - An act of aggression intended to cause physical, psychological or emotional harm to women, men and children.

Volunteerism - Voluntary agencies are Organisations that people join out of personal interest, to participate in some social programme or as a private agency or a non-profit Organisation.

Vulnerability - Implies susceptibility to the impact of risk events as a result of natural weakness or lack of defensive and resulting in worsened situation for the victim or sufferer.

Youth - Male or female persons aged between eighteen and thirty-Five (18 - 35) years
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<td>ARVs</td>
<td>Anti Retroviral Drugs</td>
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<td>CBO's</td>
<td>Community-Based Organisations</td>
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<td>Central Statistical Office</td>
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<td>CYP</td>
<td>Commonwealth Youth Programme</td>
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<td>ZDHS</td>
<td>Zambia Demographic Health Survey</td>
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<td>DYD</td>
<td>Department of Youth Development</td>
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<td>FBO</td>
<td>Faith based Organizations</td>
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<td>GTZ</td>
<td>Germany Technical Cooperation Zambia</td>
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<td>HIPC</td>
<td>Highly Indebted Poor Countries</td>
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<tr>
<td>HIV</td>
<td>Human Immune-Deficiency Virus</td>
</tr>
<tr>
<td>ICT</td>
<td>Information Communication Technology</td>
</tr>
<tr>
<td>IMF</td>
<td>International Monetary Fund</td>
</tr>
<tr>
<td>MOE</td>
<td>Ministry of Education</td>
</tr>
<tr>
<td>MCDDSS</td>
<td>Ministry of Community Development and Social Services</td>
</tr>
<tr>
<td>MOFNP</td>
<td>Ministry of Finance and National Planning</td>
</tr>
<tr>
<td>MSTVT</td>
<td>Ministry of Science, Technology and Vocational Training</td>
</tr>
<tr>
<td>MSYCD</td>
<td>Ministry of Sport, Youth and Child Development</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-Governmental Organizations</td>
</tr>
<tr>
<td>NYDC</td>
<td>National Youth Development Council</td>
</tr>
<tr>
<td>PRSP</td>
<td>Poverty Reduction Strategy Paper</td>
</tr>
<tr>
<td>STIs</td>
<td>Sexually Transmitted Infections</td>
</tr>
<tr>
<td>TB</td>
<td>Tuberculosis</td>
</tr>
<tr>
<td>TEVETA</td>
<td>Technical Education, Vocational, Entrepreneurship Training Authority</td>
</tr>
<tr>
<td>TNDDP</td>
<td>Transitional National Development Plan</td>
</tr>
<tr>
<td>UNDP</td>
<td>United Nations Development Programmes</td>
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<tr>
<td>UNGASS</td>
<td>United Nations General Assembly Special Sessions</td>
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<tr>
<td>UNICEF</td>
<td>United Nations Children's Fund</td>
</tr>
<tr>
<td>ZIBCT</td>
<td>Zambia Insurance Business College Trust</td>
</tr>
<tr>
<td>ZNS</td>
<td>Zambia National Service</td>
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</tbody>
</table>
1.0 INTRODUCTION

Zambia covers a land area of 752,621 square kilometers. About fifty eight (58) percent of Zambia’s total land area is classified as having medium to high potential agricultural production but less than half of the potential arable land is cultivated. (CSO, 2000).

The country’s annual temperatures range between 15 degrees Celsius and 30 degrees Celsius while the high veld is generally cooler. The hottest areas are in the valleys. The Northern part receives the highest rainfall with an annual average ranging from 1,100 mm to over 1,400 mm. The Southern and Eastern parts have less rainfall ranging between 600 and 1100 mm that often results in droughts and poor crop yields.

Zambia’s population was first compressively recorded at 5.7 million in 1980. It increased to 7.8 million and 9.9 million in 1990 and 2000, respectively. Of this, 65 percent reside in rural areas and 35 percent in urban areas.

The country’s average population density is 13 persons per square kilometer, while Lusaka (capital city of Zambia) has the highest average of 64 persons per square kilometer.

The population has over the years remained youthful, with 29.6 percent of the population being in the age range 15 to 30 years (Central Statistical Office, 2000).

The Zambian Government adopted and launched the first National Youth Policy in 1994. Its main objective was to holistically address problems affecting the youth through implementing programmes that would ensure the development of a youth who is responsible, assertive, disciplined and to maximize tapping of their potential as human resource for national development.

However, a decade down the line the profile of the youth in Zambia and the rest of the world have changed drastically. The emerging challenges of poverty, unemployment, HIV/AIDS pandemic, and other education and health related problems have negatively affected the youth. The need to revise the 1994 youth policy is therefore timely.

The process of revising the policy began in 2003. The Ministry of Sport, Youth and Child Development (MSYCD) in partnership with Commonwealth Youth Programme (CYP) Africa Centre, Germany Technical Cooperation Zambia (GTZ) and United Nations Children’s Fund (UNICEF) designed the Visioning Exercise that drove the review of the 1994 National Youth Policy. The Visioning Exercise was aimed at soliciting the views of the youth and other stakeholders on the 1994 National Youth Policy regarding, its performance, existing gaps and expectations for the revised policy. The visioning exercise took the format of workshops held in all nine (9) provinces of Zambia from May to September 2004. Altogether 3,400 youth and stakeholders participated either by attending the visioning workshops or through completion of questionnaires administered during the visioning exercise workshops. In October 2004 a National Conference under the theme “Let the Youth Talk” was held to verify and build consensus on the provincial findings, and agree on the key strategies and priorities for the revised policy. The conference was attended by 360 youth and
stakeholders from the nine (9) Provinces.

This revised policy, therefore, outlines the situation of youth in Zambia, the vision for the policy to be attained by 2015, rationale, guiding principles, the main objectives and strategies. It also provides the implementation framework clearly outlining the institutional arrangements, legal framework, resource mobilization, monitoring and evaluation, risks and assumptions, and finally looks at the conclusion.

The policy is also driven by the need to attain the Millennium Development Goals, Copenhagen Commitments on Social Development, the Commonwealth Youth Programme Global Commitments on Youth Rights, and Convention for Elimination of all Forms of Discrimination Against Women (CEDAW) and World Plan of Action for youth. Its implementation will help to effectively measure Zambia’s progress towards meeting the Global Commitments and to ensure that the youth are included in the benefits of development.

1.1 DEFINITION OF YOUTH

The definition of youth varies from culture to culture, community-to-community and country-to-country. The United Nations defines youth as a male or female aged between 15 and 25 years, whilst Commonwealth Youth Programme defines youth as a male or female aged between 15 and 29. Zambia currently defines youth as male or female between 18 and 35 years old. It is therefore difficult to arrive at a universally accepted definition. For the purpose of this policy a youth is defined as a male or female person aged between 18 and 35 years.

1.2 SITUATION ANALYSIS

The 1994 National Youth Policy was formulated and adopted in order to guide implementation of youth programmes and mitigate effects of the deteriorating socio-economic conditions prevailing in the country. This deterioration started as early as 1980s resulting in increased levels of unemployment and poverty. At the time the policy was formulated it was noted that the youth had been affected by a number of problems. These included inadequate proper guidance, counseling and recreational facilities resulting in their engagement in substance abuse, crime, prostitution, and thus increasing teenage pregnancies and early parenthood especially among the female youth. It was also observed that there was inadequate life skills training amongst most youth to enable them engage in sustainable livelihood or obtain formal employment and finances to help them engage in gainful activity. The youth were socially, economically and politically alienated from the mainstream of national development. The existing educational system also did not guarantee continued education for youth. Government did not have adequate and reliable data to gauge with precision and certainty the nature, extent and magnitude of youth problems. Operational capacity in the institutions dealing with youth programmes was inadequate. There were gaps felt in the policies and guidelines for institutions dealing with youth development, especially in areas of HIV/AIDS, gender, substance abuse, culture and participation of youth in decision-making.

The approaches and measures to protect the youth from further social marginalisation and recognition and realization of their
potential have only had a limited impact so far. There have been difficulties in trying to retrieve information on youth because of inadequate database and research on youth in Zambia. The existing strategies and approaches do not take sufficient account of youth needs and potential. Yet in a few years time, this generation will assume responsibility for the country's political, economic and social development process without being sufficiently prepared for these roles.

Furthermore, the escalating levels of poverty in Zambia have had a severe effect on the livelihood of youth. Zambia's poverty rate stands at 73 percent (CSO, 2000) meaning that the majority of the Zambian youth live in absolute poverty both in rural and urban areas.

Most youth programmes in Zambia are further affected by a number of factors. These include: poor information flow from the Government and other stakeholders to the youth at provincial and district levels; inadequate staffing levels in the Ministry of Sport, Youth and Child Development with offices only going up to provincial level and that the Officers are ill equipped both logistically, technically and financially to effectively reach all districts. Poor access to the rural youth by the Ministry of Sport, Youth and Child Development and other service providers limit youth participation in national youth programmes. As a result there has been poor coordination and networking of youth programmes at community level in the districts as well as Provinces, leading to fragmentation in the implementation of youth programmes. Poor road network and communication facilities have also contributed to poor information flow to the youth.

Rapid advances in technology have opened up new avenues of opportunity for the youth but for the last ten years modern technology in Zambia has been confined to urban areas only. Urban youth have appreciated access to modern communication facilities such as the Internet, which has broadened their scope for access to information and improved networking with other youth programmes in other countries. However, some urban youth and most rural youth still have no access to these communication facilities.

On the other hand some rural youth have access to a number of natural resources such as timber, honey and fish, which offer high potential as sources of livelihood. What is lacking are industries to process and package these resources into finished products. In addition, there are inadequate markets for the various products, which come from the youth income generating initiatives.

Most youth in Zambia are affected by HIV/AIDS infections and substance abuse as a result of peer pressure and other economic and social factors. Table 1 below shows the HIV/AIDS prevalence rates among youths. Despite the high levels of HIV/AIDS, youth have been unable to access ARVs due to poor information flow and stigma and due to the fact that they are not specifically targeted in this and other programmes. Further Reproductive health services are inadequate to cater for the demand. Additionally, there has been no clear HIV/AIDS policy to provide the necessary mandate for rendering services to all the youth who are infected and affected.

In this regard, the policy shall promote the fight against the HIV/AIDS pandemic through a multi-sectoral approach.
TABLE 1: HIV/AIDS PREVALENCE AMONG THE YOUTH

<table>
<thead>
<tr>
<th>AGE GROUP OF HEAD</th>
<th>HIV/AIDS PREVALENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FEMALE</td>
</tr>
<tr>
<td>15 19</td>
<td>6.6%</td>
</tr>
<tr>
<td>20 24</td>
<td>16.3%</td>
</tr>
<tr>
<td>25 29</td>
<td>25.1%</td>
</tr>
<tr>
<td>30 34</td>
<td>29.4%</td>
</tr>
</tbody>
</table>

Source: Zambia Demographic Health Survey 2001, 2002

Some of the youth have special needs that require special attention. The youth with special needs include those living on the streets, living with HIV/AIDS, girls, those with disabilities, rural youth and youth in prisons and reformatories.

The majority of youth in Zambia are socially and economically disadvantaged. They have no access to the basic services required to develop and lead independent lives. In addition, they have been marginalized in decision-making processes in the private and public sectors.

Unemployment among youth has also been identified as one of the biggest problems, which has led youth to be involved in crime, early marriages and other health threatening vices.

Low access to education among the youth especially in rural areas has limited their access to formal employment. This has been attributed to unaffordable costs due to poverty, distance to and from school, limited number of schools and lack of infrastructure. However, Basic education is more accessible than secondary and tertiary education due to the free education policy at grades one to seven levels.

The closure of industries countrywide due to the economic decline has reduced formal employment opportunities for youth. The inadequate number of Skills Training facilities has limited youth access to informal employment. This has been worsened by inadequate youth friendly credit facilities, which are a source of small-scale entrepreneurship among the youth. Furthermore, youth find it difficult to access land and therefore are not able to go into agricultural activities.

However, there have been some positive programmes targeting youth, implemented by government through its agencies since 1994. Some of the programmes include:

1. The establishment of more youth skills training institutions offering demand-driven programmes throughout the country.
2. Introduction of bursary schemes targeting the youth under Zambia Education Capacity Building (ZECAB) Project and in the Ministries of Education and Science, Technology and Vocational Training, respectively.
3. Establishment of the Public Welfare Assistance Scheme (PWAS) under the Ministry of Community Development and Social Services.
4. Implementation of the food packs for vulnerable but viable farmers under the
Ministry of Community Development and Social Services in liaison with Ministry of Agriculture and Cooperatives.

5. The establishment of Jobs for Africa under the Ministry of Labour and Social Security.


7. Establishment of Zambia National Response to AIDS (ZANARA) and the National AIDS Council.


9. Inclusion of unemployed youth in the resettlement programme by the Office of the Vice President in liaison with Ministry of Sport Youth and Child Development.

10. Introduction of Juvenile Justice programme under Ministry of Home Affairs in liaison with the Ministries of Justice and Community Development and Social Services.

11. Integration of youth in tourism under Ministry of Tourism, Environment and Natural Resources.


13. Re-constitution of the National Youth Development Council with more youth representation.

The current education system does not provide the children with lifelong skills, which are very vital as they leave school prematurely. It is pyramidal being narrow at the top and broader at the base such that very few attain tertiary education. In this regard, Entrepreneurship skills should be included in the education curriculum up to tertiary level so that the graduating students from colleges and universities may not necessarily look for employment in the formal sector which can not meet the ever increasing demand, but they could be prepared to engage in self employment.

Secondary Education is accessible for only a few youth while tertiary education is largely inaccessible due to limited places in colleges and universities in Zambia. The high fees in the tertiary institutions further worsen this. For instance, 7.5 percent of youth in the age group 15-19 years have had no schooling at all. About 9.1 percent of youth in the age group 20-24 years have attained no schooling whereas 43.7 percent of youth between 15-19 years of age have some primary education and 30.7 percent among the age group 20-24 years have attained some primary education. Furthermore, 18.3 percent of the age group 15-19 years has finished primary school while 20.2 percent among the age group 20-24 years have completed primary school. In addition 27.9 percent youth of the age group 15-19 years have some secondary education while 26.1 percent among the age group 20-24 years have also some secondary education. Unfortunately only 10.7 percent among the age group 20-24 have completed school and among the age group 20-24 years old only 3.1 percent have more than secondary education (CSO, 2003).

These statistics show that the illiteracy rates among youth aged 15-30 years are high resulting in them not being able to access formal employment.

In order to improve the education environment in the country the government has since 1994 introduced the following measures to achieve universal basic education:

1. The introduction of free basic
education (grades 1 to 9) in 2002.
2. Provision of school requirements.
4. The Bursary scheme for 60% of females.
5. RE-entry policy for the pregnant girls to go back to school
6. School Uniform is no longer compulsory.
7. Enrolment intake for student teachers has increased because of a new system of training which requires student to take one year full time training and another year teaching practice.
8. Establishment of community schools
9. Literacy of the out of school youth
10. Education radio programmes (Interactive Radio Programme)
11. School Health and Nutrition Programme
12. Advancement of girls education
13. Primary reading programme.

Furthermore, a number of youth organizations have also been established and are running youth programmes and projects among these are HIV/AIDS projects, peer education and vocational training, agricultural and social welfare projects. These have helped in supplementing government efforts, although they are not properly coordinated and do not have adequate capacities to fully cover all the youth needs.

There is however a lot of hope as the youth in Zambia have become vibrant and innovative and have been identified as possible Human Resource for national development programmes. The ability to exploit opportunities in one’s environment for gain should be seen in the context of entrepreneurship development, which in turn creates employment.

1.3 VISION OF THE POLICY

A Zambia that guarantees at least 50% of youth employment, 30% of youth representation at all levels of decision-making in the public sector and where all youth exercise their rights and obligations, and enjoy equitable opportunity to participate in national development by 2015 regardless of their gender, ability, HIV/AIDS status or locality.

1.4 RATIONALE

The 1994 National Youth Policy is over a decade old and took into account issues of that time. The policy at the time did not take into account emerging issues such as HIV/AIDS, Gender inclusiveness or mainstreaming, cultural, religious and ethical values, disability, youth rights, youth participation, substance abuse, streetism and escalating levels of poverty.

Furthermore, the 1994 National Youth Policy defined youth as, male or female persons aged between 15 and 25 years. At that time, it was felt that this definition covered the youth who had not been to school and school drop outs at grades 7, 9 and 12 most of whom were unemployed. Furthermore, it was felt that this definition harmonized with the international definition of “youth” under whose support a number of youth development projects were implemented.

During the provincial consultations with youth and other stakeholders, it became apparent that the definition of youth in the policy, particularly the age range of 15 to 25 years was not realistic considering the continued deterioration of the socio-economic conditions in the country and the increase in the unemployment levels. Other gaps were noted in the 1994 youth policy which include poorly outlined strategies, poor implementation tools and
interventions, lack of coordination, monitoring and evaluation mechanisms. The policy also did not have guiding principles and a time frame within which it could be reviewed.

It is against this background that Government launched the National Youth Policy Review Process. This policy, therefore, seeks to reflect current aspirations of Zambian youth by taking on board emerging issues critical to youth development and providing clear guidelines to address youth problems.
2.0 GUIDING PRINCIPLES FOR THE NATIONAL YOUTH POLICY

The major guiding principle of this policy is the use of a holistic integrated approach that ensures coverage of the most critical elements in youth development. The policy will target all youth with particular focus on the most vulnerable youth such as the rural youth, out of school youth, street youth, female youth, school dropouts, orphaned youth, the disabled and youth in prisons and reformatories.

The National Youth Policy has been developed having taken into account the Transitional National Development Plan (TNDP), the Poverty Reduction Strategy Paper, (PRSP) the World Plan of Action, the Commonwealth Youth Programme Global Commitments to Youth Rights, the Copenhagen Commitments on Social Development Commitments, Convention for Elimination of all Forms of Discrimination Against Women (CEDAW) and World Plan of Action for Youth all aimed at creating an enabling environment for the youth to unleash their potential and achieve their aspirations. The Policy should be seen as a vehicle for prioritizing national youth programmes through comprehensive and multi sectoral plans for integrating youth and working with them as partners in national development. The policy is consistent with the country's development priorities.

The following key principles underlie the policy:

2.1 EQUITY, ACCESSIBILITY AND GENDER INCLUSIVENESS

The policy subscribes to the principles of equal opportunities and equitable distribution of resources, programmes and services aimed at empowering the youth in Zambia. It also endeavours to promote equal access to socio economic and employment opportunities commensurate with ability, potential and needs of all vulnerable youth.

The policy shall endeavour to promote equity of access for youth who are at risk and those who are vulnerable. The major driving force for equitable provision of services to the youth will be the promotion of appropriate and modern technology and the bridging of the technological gap that perpetuate imbalances of the rural/urban, rich/poor, abled and disabled.

The policy underscores the need to promote a gender inclusive approach to the development of youth in public, private sectors and civil society. The policy seeks to promote gender equity and equality, including working to eliminate all forms of gender discrimination and violence.

In this regard, the policy advocates for the prioritization of the youth sector in the allocation of national resources to youth related activities.

2.2 HIV/AIDS, IMPACT MITIGATION

The policy provides for the mainstreaming of HIV/AIDS in youth te
programmes and aims at ensuring issues of HIV/AIDS infection among the youth are of great concern to the whole society. The Youth Policy aims at ensuring that HIV/AIDS is reflected as a cross cutting issue in all sectors of the nation. It also underscores the need to reduce new infections and mitigate the socio-economic impact of HIV/AIDS, particularly among youth and ensure easy accessibility of HIV/AIDS information materials, ARV's and reproductive health especially in rural areas. The policy also aims at targeting youth with disabilities by transcribing materials meant for youth in Braille, providing hearing and recording aids, large print, tactile and sign language.

2.3 YOUTH PARTICIPATION

The policy seeks to ensure Youth Participation at all levels of public and private sector planning and in political decision making bodies through close cooperation between Government and Non Governmental Organisations.

This policy shall endeavour to promote democratic governance and development of responsible and potential citizens. It also enshrines the bill of rights e.g. freedom of association, speech, assembly and related human rights such as election of office bearers to student councils who belong to such organisations as schools, colleges and universities.

To ensure meaningful youth participation, the youth policy will embrace the following responsibilities:

1. Pursuit of excellence in ones maximum potential.
2. Promotion of national unity through respect for democratic principles and youth rights
3. Patriotism and loyalty to Zambia and promoting her well being.
4. Contribute to the social economic development at all levels.
5. Creating and promoting respect for humanity, sustaining peaceful co-existence, national unity and stability.
6. Taking steps to protect the environment.
7. Engaging in supporting and protecting the disadvantaged and vulnerable members of society.
8. Creating gainful employment and developing positive attitudes towards work.
10. Avoiding risky sexual and reproductive health practices.

2.4 COMMUNICATION

The policy seeks to ensure that youth are well informed on issues affecting them. The policy further seeks to create awareness among all the youth key stakeholders on youth issues and provisions of the policy and to ensure it is translated in all seven major local languages and transcribed in Braille. In addition, the policy provides for the use of ICT as a tool for communication. It also provides for efficiency youth and media interaction.

2.5 HUMAN RIGHTS

The policy shall be in conformity with universally recognized human rights
without discrimination based on gender, race/origin, age, disability, ethnicity, religion, language, political affiliation or social status. The strategies shall be based on a Human Rights approach.

2.6 RESPECT OF CULTURAL, RELIGIOUS, CUSTOMARY AND ETHICAL VALUES

The policy shall promote respect for positive cultural, religious, customary and ethical values of the different communities.

2.7. PARTNERSHIP AND NETWORKING

The policy seeks to promote partnerships and networking among all stakeholders including the youth by involving them in planning, implementation, monitoring and evaluation of the Plan of Action. The policy shall operate on the strong partnership between public, private and civil society.
3.0 OBJECTIVES AND STRATEGIES

This Chapter highlights the Policy Objectives and Strategies. The objectives are broken down into Overall and Specific objectives. The strategies are amplified in thematic areas which include: Education and training, Youth Empowerment, Youth participation, Equity and Accessibility, Leisure and Recreation, Youth Rights, Youth and Health, HIV/AIDS impact mitigation, Youth sexuality and Reproductive Health, Youth Violence, Youth and ICTS, Youth in Prisons and Reformatories, Environmental and Sustainable Development, Gender, Cross-cutting issues and Resource Mobilization. The policy will ensure the inclusion of Youth Development in the poverty reduction strategy programmes and the National Development Plan.

3.1 OVERALL OBJECTIVE

To provide integrated and comprehensive development of each youths' potential and adequately prepare them for self supporting and responsible adults capable of making useful contribution to society and national development.

3.2 SPECIFIC OBJECTIVES

The policy shall be realized through the following specific objectives

1. To facilitate youth participation in policy formulation, implementation, monitoring and evaluation of youth-related programmes at all levels.
2. To contribute to youth empowerment and development for the betterment of their lives
3. To improve youth access to education, training, health services and other social services and promote equality in order to reduce vulnerability
4. To identify, strengthen and scale up good practices in HIV/AIDS programmes targeting youth in order to mitigate the impact of the pandemic.
5. To develop the youth creative and innovative capacities thereby fostering the attributes that will help them become useful citizens, successful entrepreneurs, employees or employers.
6. To rehabilitate and re-integrate youth into the communities for their protection, and direction into responsible adults.
7. To improve communication among all stakeholders in youth work for enhanced information flow.
8. To promote the human rights based approach to programming youth development to ensure protection of the rights of the youth.
9. To promote capacity building of volunteer services among youth organizations. In order to inculcate in the youth the spirit of volunteerism and value for service to others.
10. To mainstream gender in all youth programmes in order to eliminate discrimination, violence in general and gender based violence in particular.
11. To promote access to reproductive health and life skills education for the youth in order to reduce their
12. To promote youth leadership among the youth.
13. The policy will therefore facilitate youth maximum exploitation of natural resources at their disposal for their economic benefit.
14. To contribute towards the achievement of the following Millennium Development Goals (MDGs).
   i) Eradicate extreme poverty and hunger
   ii) Achieve universal primary education
   iii) Promote gender equity and empower women
   iv) Reduce child mortality
   v) Improve maternal health
   vi) Combat HIV/AIDS, malaria and other diseases
   vii) Ensure environmental sustainability
   viii) Develop a global partnership for development

3.3 STRATEGIES

The successful implementation of this policy largely depends on the effectiveness of its strategies. The policy objectives will be met through the following sub-sector goals and strategies: Education and Training, Youth Empowerment, Youth Participation, Equity and Accessibility, Youth Rights, Youth in Prisons and Reformatories, Youth and ICTs, Leisure and Recreation, Resource mobilization and Cross Cutting issues. The cross cutting issues include: Health which covers HIV/AIDS impact mitigation; Reproductive Health; Substance Abuse; Youth Violence; Environmental and Sustainable Development; and Gender. Each sub-sector has an overall objective(s), specific objective(s) and strategies, which are linked to the main objectives of the policy.

3.3.1 EDUCATION AND TRAINING

Education is a fundamental right for everybody; therefore, the Government has an obligation to provide education for all. However, meeting basic learning needs constitutes a common and universal human challenge, which must be addressed. The best empowerment that can be given to youth is education and training. The current provision of education has some deficiencies and thus needs to be made more widespread and relevant. It also needs to be improved qualitatively and made universally available. For those who move out of the formal education system, other quality interventions should be put in place.

In this regard, all the stakeholders have an urgent responsibility to alleviate the constraints that prevent the achievement of the goal of education for all. This requires the adoption of measures that augment the national budgets of the sectors dealing with the youth. The Government will therefore, have to invest heavily in the education, training and skills formation among the youth. In this regard, the Government will endeavour to provide quality education and training to out of school youth through formal and non-formal education so that as many youth as possible receive education and skills needed to effectively participate in national development.

3.3.1.1 Education

(a) Overall objective

To increase access and enhance the quality and content of education and make it more
accessible and inclusive for effective youth development.

(b) Specific Objectives

(i) To review the education system and to improve quality and make it more relevant to youth and national needs.
(ii) To increase capacity in existing education infrastructure and build more where there is none.
(iii) To reduce entry barriers to education and training for easy and increased accessibility.
(iv) To strengthen non-formal and informal education programmes.
(v) To expand and improve quality and relevance of university education.
(vi) To provide education for all youth.
(vii) To make Basic Education compulsory.

(c) Strategies

(i) Revise education curricula to meet demands of the labour market and other national needs.
(ii) Promote distance education.
(iii) Establish bursary schemes at all levels of education for the vulnerable youth.
(iv) Strengthen community schools and other non-formal education programmes.
(v) Promote teaching of life skills in schools.
(vi) Expand existing and build more education institutions especially in rural areas.
(vii) Promote linkages among formal, non-formal education institutions and youth organizations.
(viii) Promote adult literacy classes for illiterate youth.

(ix) Establish a sustainable loan scheme for students at tertiary institutions.

3.3.1.2 Training

Government has identified the need to address some of the problems facing the youth countrywide. Government will endeavour to increase the number of training institutions including the universities in order to cope with the demand for training and to increase access to training.

(a) Overall objective

To diversify the provision of training in order to increase the supply and quality of trained youths for effective national development and implement a school leavers programme to prepare youth for training, employment and settlement.

(b) Specific Objectives

(i) To provide an effective, efficient, coordinated, low cost and sustainable system of skills training to youth.
(ii) To provide quality skills training to out of school youth for self-sustenance.
(iii) To promote formal, informal and non-formal training.
(iv) To strengthen the monitoring and
evaluation of training.
(iv) To regularly review skills training curricula.
(v) To build capacity of the Human Resource Training Development at Public Service Management Division to manage school leavers' programmes.

(c) Strategies
(i) Monitor and evaluate the effectiveness of the training Programmes implemented in youth training Centres.
(ii) Establish graduates tracer programme.
(iii) Provide quality demand driven courses.
(iv) Establish more Training Institutions.
(v) Develop courses in entrepreneurship and management from primary to university levels.
(vi) Promote and facilitate the integration of cross cutting issues into the Youth Training curriculum.
(vii) Enhance youth internship programmes for graduates of training centers and universities.
(viii) Establish a staff development programme to increase the number of Instructors in Training Institutions.
(ix) Provide appropriate teaching and learning aid including modern equipment.
(x) Provide informal skills training programmes for youths living on the streets.
(xi) Establish scholarship schemes for deserving students.
(xii) Re-introduce the National Service Programme for school leavers.

3.3.1.3 Youth leadership training

Most youth lack leadership skills. In order for Zambia to have quality youth leadership there is need to have a cadre of qualified and competent youth leaders.

Government will endeavour to provide quality leadership training in order to provide a pool of adequately trained youth leaders.

(a) Overall Objective

To promote quality leadership skills training among the youth.

(b) Specific Objectives

(i) To support existing youth leadership training NGOs.
(ii) To promote gender equity in youth leadership training.
(iii) To review youth leadership training programmes.
(iv) To strengthen youth leadership training.
(v) To increase leadership programmes

(c) Strategies

(i) Include leadership training programmes in Skills Training Institutions.
(ii) Promote Youth Camps and youth exchange programmes.
(iii) Support institutions dealing with youth leadership.
(iv) Promote youth preparation for roles in Parliament as
Parliamentarians.
(v) Promote youth debates and media discussion programmes.
(vi) Provide guidance to NGOs offering youth programmes.

3.3.1.4 Capacity Building

Youth development is a broad concept, which needs a structure that is appropriate to manage the diverse needs of the youth. This implies a review of the roles of all stakeholders in youth development with a view to clarifying and verifying their functions for improved service delivery. Capacity building is an integral part of youth development and empowerment.

Research is also one component that contributes to capacity building. Youth research will therefore serve as a basis for National Youth Policy implementation and shall be used in reviewing priority issues and formulating strategies for improving the situation of youth. Research will be a tool to determine demand-driven courses.

Government will endeavour to build capacity of youth service providers for improved service delivery.

(a) Overall Objective

To support the capacity of youth service providers for youth development and empowerment.

(b) Specific Objectives

(i) To promote professionalism among youth service providers.
(ii) To support youth service providers for improved service delivery.
(iii) To strengthen Government Line Ministries and Institutions dealing with youth development.
(iv) To set minimum standards for youth service providers.

(c) Strategies

(i) Extend existing Diploma in Youth Development and Degree in Youth and Community Education to other parts of Zambia through distance learning.
(ii) Promote In-Service Training Programmes in youth work.
(iii) Improve the human resource and institutional capacity of the existing Youth Training Institutions.
(iv) Provide youth training institutions with modern technology and equipment.
(v) Equip the youth service providers with research skills through research Training programmes.
(vi) Promote good governance and accountability in youth NGOs.
(vii) Establish an inspectorate wing in the Department of Youth

3.3.2 YOUTH EMPOWERMENT

Youth Empowerment entails equipping youth with appropriate multiple skills that are sustainable and profitable, providing them with resources such as land and micro financing, and an enabling environment for development and the creation of wealth and jobs. Measures to empower youth include enterprise development; micro financing, resettlement schemes, rehabilitation and youth training programmes, re-integration of street and other vulnerable youth into the communities and providing appropriate support systems to cater for their diverse interests including agriculture.

Youth empowerment has, therefore, been recognized as an integral component of development.

Government will therefore endeavour to
provide an enabling environment to empower the youth.

(a) **Overall Objective**

To implement programmes that empower youths with skills, capital, land, equipment responsible citizenship, character building, behavioural change, integration into society for sustainable livelihood.

(b) **Specific Objectives**

(i) Utilise Zambia National Service Camps and other unutilised and under-utilised facilities for Youth Skills Training Programmes.

(ii) Establish youth friendly credit facilities.

(iii) Expand distance education programmes.

(iv) Provide bursaries and student loan schemes.

(v) Remove Youths living in the streets from the streets and provide them with skills and resettlement opportunities.

(vi) Promote youth cooperatives

(c) **Strategies**

(i) Train instructors for the Zambia National Service Camps and other skills training institutions.

(ii) Rehabilitate, construct and equip skills training institutions.

(iii) Review skills training curricula to make it relevant to national and individual needs.

(iv) Provide life skills training for youth

(v) Link youth training institutions with industry.

(vi) Use ICT for education, training and employment of youth.

(vii) Establish youth investment banks and microfinance schemes

(viii) Promote youth enterprise

Youth Entrepreneurship Development is aimed at promoting sustainable livelihood among youth in order to reduce poverty, and enhance living standards.

Youth entrepreneurship has also been recognized as an integral component of development. Entrepreneurship development can be attained through enterprise training, micro financing, provision of market outlets and advisory services as well as research.

Government will endeavour to improve the quality of life of Zambian youth through both formal and informal enterprises by giving them an enabling environment.

(a) **Overall Objective**

To enhance and support youth entrepreneurship development in order to reduce poverty and improve living standards.

(b) **Specific Objectives**

(i) To provide financial and material resources for Entrepreneurship Development.

(ii) To promote enterprise training in order to give an opportunity to the youth to improve their livelihoods.

(c) **Strategies**

(i) Strengthen youth enterprise programmes incorporating small-scale business management, basic skills and business training.

(ii) Promote savings among the youth.

(iii) Strengthen systems and structures for coordination and management of entrepreneurship.

(iv) Link youth enterprises to multi-lateral companies as well as franchise holders.

(v) Develop and strengthen the market
outlets for the youth's products at all levels.

(vi) Provide information on micro-financing facilities.

(vii) Establish Youth friendly credit lending facilities and Micro-financing schemes.

(viii) Promote cooperatives for the youth.

(ix) Develop youth directory for youth entrepreneurs.

(x) Strengthen NGO activities in youth enterprise development.

(xi) Use unutilized and under utilised existing structures for youth development activities.

(xii) Use National Service Camps for youth development activities.

(xiii) Provide the youth with 'START UP' capital.

(xiv) Develop entrepreneurship skills among the youth.

(xv) Establish and maintain an Entrepreneurial Development Fund for skilled youths in order to contribute to their successful entrepreneurship.

(b) Specific objectives

(i) Promote local industrial developments to ensure youth participation.

(ii) Provide youth friendly gemstone and quarrying licensing regulations.

(iii) Promote cutting and processing of gemstones to create jobs for the youth.

(iv) Promote growth from own resources as a way of broadening the employment base so that more youth can be employed.

(v) Encourage raw material processing as a job creation strategy for youth.

(c) Strategies

(i) Establish manufacturing industries in all the Provinces.

(ii) Increase artisan skills development.

(iii) Establish courses in gemstone cutting, processing and marketing.

(iv) Sensitize traditional rulers in need to promote youth participation in the local industries.

(v) Encourage traditional rulers to support establishment of small and medium enterprises in their areas.

(vi) Provide youth friendly micro-financing initiatives.

3.3.2.3 YOUTH AND AGRICULTURE

Youth, due to their energetic and creative nature are a valuable economic resource for sustainability of agriculture and rural development. Youths can contribute to national development by engaging in agricultural production and consequently in the economic development of the country.

The involvement of youths in agriculture will enable the country achieve sustainable household food security and reduce incidences of malnutrition and other diseases (Merinas N. & Ngosa M., 2004).
Government will therefore endeavour to engage youths in agriculture.

(a) Overall objective

To promote youth participation in Agriculture and use agriculture as a major source of livelihood and poverty reduction among youth.

(b) Specific objectives

(i) Mainstream agricultural science in school curricula and strengthen agricultural production units in schools.
(ii) To provide youths with agricultural management and marketing skills in order for them to operate on commercial basis.
(iii) To include agricultural production in youth resettlement areas.
(iv) To promote the use of appropriate and sustainable agricultural technology among the youth.
(v) To promote food processing among youth to add value to the agricultural products.
(vi) To provide market information systems for Agriculture.

(c) Strategies

(i) Simplify land acquisition requirements.
(ii) Provide agricultural implements and inputs for the youth in Resettlement areas.
(iii) Acquire additional land for youth resettlement for agricultural purposes.
(iv) Create conditions that promote access to microfinancing.
(v) Provide grants to innovative, viable youth agricultural projects.
(vi) Provide adequate extension and technical services.
(vii) Engage youths on the land so that youth unemployment can be reduced.
(viii) Set up Agro-based processing businesses.
(ix) Provide market information systems for Agricultural products.

(x) Re-introduce young farmers clubs in schools.

3.3.2.4 YOUTH EMPLOYMENT

Creating sufficient opportunities for productive employment and sustainable livelihoods is one of the most important challenges in Zambia. Youth unemployment is high due to lack of economic growth. Furthermore, conditions of employment in the formal sector are unfavourable due to scarce job opportunities.

However, more employment opportunities are likely to be created as a result of privatization and the Government's will to create a favourable environment for economic growth through good macro-economic policies, legal framework, sufficient physical infrastructure and appropriate systems of incentives.

(a) Overall Objective

To put policies in place and implement programmes that will create employment for youth in the formal and informal sectors in order for them to lead productive lives.

(b) Specific Objectives

(i) Establish school-leavers programmes to prepare youths for employment.
(ii) To involve youth in agriculture and other sustainable employment creation ventures.
(iii) To assist skilled youth settle in communities by providing start-up capital or inputs for them to develop small business in the informal sector and employ other youths.
(iv) To encourage formation of youth cooperatives as a way of creating employment.
(v) To promote viable projects for the
youth in order to reduce unemployment and enhance their living standards.

(vi) To promote ICT as a major job creation programme for youth.

(vii) To prioritize economic growth for employment creation.

(c) Strategies

(i) Opening of new and revitalisation of old industries.
(ii) Enhance youth entrepreneurship development through provision of "START UP" capital.
(iii) Establish Youth friendly credit lending facilities.
(iv) Promote cooperatives for the youth.
(v) Use of Zambia National Service Camps and other unutilised and under utilised facilities for youth development activities.
(vi) Provide adequate extension and technical services.
(vii) Ensure that youth agricultural activities are commercialized.
(viii) Develop guidelines on disbursement and management of the enterprise development funds.
(ix) Strengthen youth enterprise programmes incorporating small scale business management, basic skills and business training.
(x) Encourage savings among the youth.
(xi) Strengthen systems and structures for coordination and management of entrepreneurship.
(xii) Link youth enterprises to multi-lateral companies as well as franchise holders.
(xiii) Develop and strengthen the market outlets for the youth's products at all levels.

3.3.2.5 ART AND CULTURE

The involvement of the youth in art, literature and culture helps them to develop skills, understand languages and to expand their horizons with greater understanding and tolerance. Participating in theatre, music and art gives them an opportunity to express themselves and be creative.

Government shall play a role in turning the youths into productive citizens by training them and creating avenues and markets for musical, theatrical artistic and cultural expression and products. This will give them an opportunity to resolve traumas, negative experiences to deal with grief and communicate their hopes, dreams and views and will contribute to socializing the next generation.

Government will harness the energetic and creative nature of the youth as a viable economic resource, by assisting youth to become a sustainable driving force behind rural and urban development through artistic, musical, theatrical and cultural industries and expressions.

(a) Overall Objective

To promote youth participation in artistic, theatrical, musical, literature and cultural programmes as a major source of leisure, livelihood, wealth creation and national heritage.

(b) Specific Objectives

(i) To promote art, theatre, music, literature and culture among youth.
(ii) To support youth to gain management and marketing skills for their cultural and artistic activities.
(iii) To include cultural and artistic training in youth training programmes and resettlement centers.
(iv) To promote appropriate and sustainable artistic technology.
among the youth.

(c) Strategies

(i) Strengthen teaching of art, theatre, music, literature in schools.
(ii) Provide artistic implements and requisites for youth resettlement areas.
(iii) Acquire cultural spaces for youth for the purpose of cultural and artistic expression, production and marketing.
(iv) Create conditions that promote access to micro-financing for cultural and artistic Production.
(v) Provide soft loans to innovative, viable, youth art and cultural projects.
(vi) Commercialise youth art and cultural activities.
(vii) Provide adequate artistic training services.
(viii) Set up cultural and artistic businesses.
(ix) Provide market for cultural products such as crafts and music.
(x) Encourage easy access to cultural requisites and equipment.
(xi) Establish community libraries.

(b) Specific objectives

(i) To encourage and facilitate the establishment of tourism development programmes that will target youth especially those living in rural and poor areas.
(ii) To promote capacity building for the youth involved in the promotion of tourism.
(iii) To promote information dissemination on issues pertaining to tourism development among the youth.

(c) Strategies

(i) Improve marketing opportunities for tourism products both locally and internationally.
(ii) Enhance Entrepreneurship skills among youth in tourism.
(iii) Establish a quota system for youth in the disbursement of the tourism fund to target youths.
(iv) Mount tourism awareness campaigns.
(v) Promote tourism exchange programmes both locally and internationally.
(vi) Build capacities of youth for their involvement in tourism enterprise.
(vii) Include tourism in Schools and develop tourism training curriculum.
(viii) Give Youth's access to resources provided for tourism development.

3.3.2.6 YOUTH AND TOURISM

Tourism is one of Zambia's priority sectors in economic development. Therefore Government will provide an enabling environment for the private sector to develop the tourism sector by improving tourist attractions, communication and infrastructure and giving incentives for tourism ventures. Creativity and energy of youths in Zambia are cardinal aspects to enhance tourism development which calls for their involvement in the tourism industry.

The Government shall therefore endeavour to create policies that will promote youth participation in the tourism sector.

(a) Overall objective

To engage youth in the promotion of tourism.

3.3.2.7 RESETTLEMENT AND PLACEMENT SCHEMES

The Government is embarking on programmes that encourage the youth to be engaged in economic development programmes and on the land so that they
become productive and contribute to the national wealth creation, improve food security, and earn a living for themselves. It is Government policy that all the Resettlement Schemes in the country will incorporate a programme of youth resettlement. In this regard, the Government will endeavour to give land to the youth and enhance opportunities for them to own land and create self-employment.

Apart from the Resettlement Schemes, the Government shall continue to undertake placement of youth in industry and integration of vulnerable skilled youth into the communities.

(a) Overall Objective
To establish resettlement and placement programmes for youth.

(b) Specific Objectives
(i) To place youths in the Resettlement programmes so that they become more productive and contribute to the national wealth creation, improve food security, and earn a living for themselves.
(ii) To enhance opportunities for youth to own their own land, create self-employment and become employers.
(iii) To promote youth cooperatives in resettlement and settlement schemes.

(c) Strategies
(i) Promote integration and placement programmes for youth.
(ii) Increase number of resettlement areas for youth.
(iii) Create a youth support package for resettled youths.

(iv) Use Poverty Reduction Strategy funds to revamp settlement schemes.
(v) Advocate for the creation of conditions that promote access to micro financing for resettled youth.
(vi) Provide grants to innovative, viable youth projects.

3.3.2.8 COMMUNITY INVOLVEMENT

The Community plays a key role in youth development. Government will work with communities to ensure and enhance empowerment and ownership of community youth programmes.

(a) Overall Objective
To promote Government partnership with communities in planning, implementing, monitoring and evaluating community youth development programmes.

(b) Specific Objectives
(i) To promote community participation in youth Development Programmes at community level.
(ii) To build capacities of communities to implement profitable and self sustaining youth development programmes.
(iii) To provide basic and appropriate services to communities.

(c) Strategies
(i) Establish strong community structures for effective implementation of youth programmes.
(ii) Link Community Based projects with cooperating partners for mobilization of resources.
(iii) Strengthen monitoring and evaluation of community programmes.
(iv) Develop a Data Bank on Community Based Projects.
(v) Encourage exchange visits among community-based projects.
(vi) Equip the community with skills needed to improve their well being in the societies.
(vii) Involve communities in making decisions, setting priorities and standards for services, facilities and social welfare programmes.

(c) Strategies

(i) Provide an enabling environment that develops potential and desire of youths to participate in matters that affect them.
(ii) Strengthen the capacity of youth service providers.
(iii) Regular review of legislation relevant to youth development.
(iv) Encourage freedom of expression among youth.
(v) Protect youth from any form of discrimination or exploitation.
(vi) Promote and support youth participation in politics including as members of Parliament.
(vii) Strengthen inter-ministerial cooperation on youth issues through mainstreaming youth participation and increasing budget allocations to youth programmes in line ministries.
(viii) Strengthen operations and structures at the National Youth Development Council (NYDC) and Department of Youth Development (DYD) and ensure gender balancing and youth equitable representation in these institutions.

3.4 YOUTH PARTICIPATION

The Youth Policy shall promote the participation of the youth regardless of gender, geographical area or social status in National Development. To uphold this principle, Government will endeavour to promote youth participation in politics, private and public sector, training and economic development through targeted capacity building.

(a) Overall objective

To promote participation of youth in national development.

(b) Specific objective

To increase youth participation at all levels of public, private sector planning, implementation and political decision making.

3.4.1 VOLUNTEERISM

Voluntary participation of youth in political, social and economic activities is a valuable contribution to build civil society and promote development in Zambia. The majority of civil society organisations depend on volunteer workers. The value of volunteer service among youth shall be therefore be integrated into the training programmes of National Institutions.

(a) Overall objective
To promote volunteerism among the youth.

(b) Specific objective
To encourage both national and international programmes that promote volunteerism.

(c) Strategies
(i) Promote Youth Camps at local and international level.
(ii) Provide support to youth service organisations.
(iii) Recognize youth field experience including voluntary services in accessing formal youth work/leadership training.
(iv) Encourage all service organizations to create youth wings.
(v) Promote Youth Exchange.
(vi) Encourage formal certification by recognized institutions for voluntary work.
(vii) Include volunteer work in criteria for employment.

3.5 EQUITY AND ACCESSIBILITY

Youth are generally regarded as a vulnerable group because of the socio-economic circumstances, which they find themselves in that limit their access to social services. There are however some youth that are more disadvantaged than others. They have less access to services, facilities and limited opportunities for employment.

Some key groups have been identified for urgent attention due to the special difficulties they are in. These include: youth with disabilities, rural, female youth, street youth and youth in prisons and reformatories.

The policy shall promote inclusiveness to attain equity and increased accessibility to social services among youths.

3.5.1 Youth with Disabilities
For many youth a disability leads to rejection, isolation, discrimination and hindering their psychological and emotional development. Youth with disabilities require specific strategies to ensure they participate in development within society.

(a) Overall objective
To eliminate discrimination and stigma against youth with disabilities so that they participate fully in national development.

(b) Specific objectives
(i) To promote the inclusion of youth with disabilities in youth development programmes.
(ii) To promote affirmative action in education, training, employment and other empowerment programmes for youth with disabilities.

(c) Strategies
(i) Introduce and strengthen inclusive training and employment projects for disabled youth.
(ii) Strengthen social safety nets for youth with disabilities.
(iii) Integrate youth with disabilities in all youth development programmes.
(iv) Provide appropriate user-friendly facilities for disabled youth.
(v) Provide equipment and materials suitable for specific disabilities among youths.

3.5.2 Female Youth
The development of female youth especially those with disability is at risk due to their perceived status in society. It is common knowledge that the female youth have limited access to education at all
levels, employment opportunities, and experience vices such as defilement and abuse. Their aspirations tend to be restricted by societal attitudes and values including limited access to resources. They also suffer from inequalities in decision-making positions.

(a) Overall objective

To promote gender equality and eliminate gender disparity in access to resources and participation in development programmes for youth.

(b) Specific objectives

(i) To increase female youth participation in education, training, decision making and economic activities of the country.

(iii) Promote affirmative action in all development programmes for female youth.

(c) Strategies

(i) Promote female youth involvement in agro based businesses and other income generating activities.

(ii) Promote greater participation of female youth in employment creation programmes and projects to counter male domination.

(iii) Establish safety/rehabilitation centres for abused female youth.

(iv) Implement programmes for preventing sexual harassment of female youth.

(v) Establish bursary schemes for female youths in Youth Training Institutions.

(vi) Promote value of female youth education in the family and community.

(vii) Increase access to information on developmental issues for female Youths. Use ICT to promote female participation in education, training and employment.

(ix) Build self-esteem among female youth to enable them counter sexual abuse.

(x) Promote access to land by female youth for agriculture production.

(xi) Remove barriers to gender balanced participation

(xii) Implement the 30% SADC requirement for female participation in decision making.

(xiii) Create gender awareness among youth

(xiv) Mainstream gender in all youth programmes.

3.5.3 Rural Youth

Youth in rural areas are often more disadvantaged than those who live in urban areas. They have less access to services and facilities and the opportunities for employment is less than in urban areas. They are disadvantaged on issues like social amenities and infrastructure.

The rural youth lack access to production resources such as land, modern equipment, production technology and infrastructure.

However, there is potential for rural youth to engage in agricultural and agro-based activities in that they have vast natural resources although not developed.

(a) Overall objective

Increase the participation of rural youth in national development.

(b) Specific objectives

(i) To promote the participation of rural youth in national development programmes.

(ii) To promote youth friendly land tenure system.

(iii) To develop infrastructure in rural areas and provide a conducive environment for rural youth participation.

(iv) To promote education and training programmes for rural youth.
(c) Strategies

(i) Establish Rural Youth Development Committees.
(ii) Encourage rural youth production of food crops.
(iii) Promote youth relevant/appropriate technologies to boost agricultural production.
(iv) Encourage rural youth to form cooperatives.
(v) Increase public welfare assistance services for rural youth.
(vi) Establish industries in rural areas.
(vii) Increase the number of learning institutions in rural areas.
(viii) Promote distance learning programmes for increased rural youth participation.

(iv) Use Poverty Reduction Strategy funds to revamp settlement schemes.
(v) Advocate for the creation of conditions that promote access to micro financing for resettled youth.
(vi) Provide grants to innovative, viable youth projects.
(vii) Support NGOs that run youth empowerment programmes.

3.6 SPORT, LEISURE AND RECREATION

Sport, Leisure and recreation are an integral part of Youth Development. Currently there are inadequate sport, leisure and recreation facilities and programmes in the country, as opposed to the early 80s. This has been attributed partly to closure of industries that promoted various sports and recreation facilities such as play parks, sports fields in residential areas and community halls and the decline in the economy. Furthermore, physical education is no longer taught in learning institutions. The Government will endeavour to promote sport development, leisure and recreation for the youth.

(a) Overall Objective

To promote youth participation in Sport, leisure and recreation and to use sport for development and to achieve healthier living among youths.

(b) Specific Objectives

(i) To enhance the development of sport, leisure and recreation facilities in communities and institutions of learning.
(ii) To promote the teaching of
Physical Education in institutions of learning through the provision of funds, trained staff and the necessary facilities.

(c) Strategies

(i) Promote the use of Sport as a vehicle for fighting HIV/AIDS and other social vices and for National Development.
(ii) Review the Physical Education curricula in learning institutions.
(iii) Restore sports fields and play parks in communities by rehabilitating existing infrastructure, in collaboration with community based organizations dealing in youth sports.
(iv) Lobby for the protection of designated areas for play parks and sports grounds.
(v) Promote cultural, artistic sports festivals and competitions for the youth.
(vi) Promote private sector involvement in recreation and sports for youth.
(vii) Promote recreation and sports activities for all youth.
(viii) Develop Reading Centres in institutions of learning and communities.
(ix) Establish libraries in communities and schools.
(x) Establish sports academies.
(xi) Support sports clubs and organizations.

3.7 CROSS CUTTING ISSUES

The youth are affected by issues that cut across all sectors. These include: Youth Rights, Health, HIV/AIDS, Reproductive Health, Gender, ICT, Substance Abuse, Youth Violence. These issues cannot be dealt with in isolation and require collaborative effort by all stakeholders.

Government realizes that youths are a vulnerable group and will endeavour to ensure that all emerging issues are integrated into youth development programmes.

3.7.1 YOUTH RIGHTS

Zambia has ratified a number of international instruments related to youth rights. These include Convention on the Rights of the Child (CRC), Commonwealth Youth Programme (CYP): Global Commitment to Youth Rights, World Plan of Action for youth (WPAY), Convention on Elimination of all Forms of Discriminations Against Women (CEDAW), Copenhagen Commitments on Social Development (CCSD) as well as Millennium Development Goals (DGs).

Youth rights are Human rights. The rights of youth must be safeguarded without discrimination. Youth are therefore entitled to enjoy all human rights: civic, political, economic, social and culture. Youths have special rights to:

Voice their opinions on all matters affecting them.

* Protection from abuse, exploitation, harmful influences and practices.
* The services required for their survival, growth and development.
* Participation in all areas of national development.

The set out rights apply to all youth regardless of sex, tribe ethnicity, disabilities or other status. Focusing on youth is the most direct way of influencing the basis for long term development and for creating a dynamic force for change. The policy will ensure that the rights of youth are safeguarded.

(a) Overall Objective

To promote and safeguard youth rights in accordance with national and international requirements by strengthening the rights-
based approach in programming youth development.

(b) Specific Objectives

(i) To create awareness among the youth of their rights and responsibilities.
(ii) To provide information to youths about their rights.
(iii) To provide an environment that guarantees youth rights.
(iv) To prevent youth abuse

(c) Strategies

(i) Promote access to citizenry benefits such as education, training, employment, health care etc.
(ii) Promote representation of youth in decision making bodies.
(iii) Promote equal opportunities between male and female youth.
(iv) Build awareness programmes that advocate for the protection of youth rights.
(v) Create a legal framework that protects youth from abuse
(vi) Create Juvenile Courts.
(vii) Introduce civic education in schools, colleges and other skills training centres to ensure development of good governance values among the youth.

(b) Specific Objectives

(i) To promote safe sexual behaviour among youth.
(ii) To promote access to health services.
(iii) To promote good sanitation and hygiene practices among the youth.
(iv) To provide youth friendly health services to the youth.
(v) To promote Preventive measures against infectious diseases among youth.

(c) Strategies

(i) Promote life skills education in all learning institutions.
(ii) Strengthen the technical and institutional capacity of youth organisations/CBOs to deal with youth health issues.
(iii) Promote youth health programmes.
(iv) Strengthen guidance and counselling units in schools, other learning and Training institutions, and communities.
(v) Strengthen existing Ministry of Health programmes to deal with youth health issues.

3.7.3 YOUTH AND HIV/AIDS

HIV/AIDS prevalence rates are high among the youth especially among females. The absence of specific HIV/AIDS interventions for youth and the high cost of acquiring Anti Retroviral Drugs (ARVs) is another concern (CSO Demographic Health Survey 2000-2002). The problem is compounded by the feminisation of the pandemic and the high incidences of rape and sexual violence.

(a) Overall objective

To mitigate the impact of HIV/AIDS infections and reduce its prevalence among
the youth.

(b) Specific objectives

(i) To increase public and political awareness on the situation and the needs to protect the youth against HIV/AIDS.
(ii) To integrate comprehensive HIV/AIDS education in all youth programmes.
(iii) To promote safe sexual behaviour among youth.
(iv) Increase access to basic education.
(v) Implement HIV/AIDS prevention, care and treatment among youth.

(c) Strategies

(i) Provide facilities for early detection and treatment of Sexually Transmitted Infections (STIs).
(ii) Facilitate training of peer educators including sign language.
(iii) Provide free ARVs to vulnerable youth and facilitate access to cheap ARVs for other Youth.
(iv) Promote youth friendly services in Health Institutions countrywide to counter stigma and disease among youth.
(v) Promote countrywide provision of psycho-social counselling
(vi) Promote networking among youth role players.
(vii) Develop and maintain a data bank on HIV/AIDS and other related diseases to monitor the progression of HIV/AIDS among young people. Promote HIV/AIDS education and awareness among youth leaders and promote the development of HIV/AIDS policies in youth organizations.
(viii) Mainstream HIV/AIDS programmes in all line Ministries.
(ix) Undertake HIV/AIDS campaign through the print and electronic media, drama, etc.
(x) Promote life skills education among the youth.
(xi) Involve trained leaders and institutions in HIV/AIDS, prevention education programmes among the youth.
(xii) Facilitate the expansion of VCT for young people countrywide.
(xiii) Use sport to promote healthy living among the youth.
(xiv) Lobby and advocate for more financial support for HIV/AIDS programmes targeting the youth.
(xv) Mount HIV/AIDS awareness campaigns among youth.
(xvi) Standardize peer education training programmes.

3.7.4 SEXUAL AND REPRODUCTIVE HEALTH

Sexual and reproductive health and rights involve the right to sexual education and information and preventive services.

Reproductive Health focuses on the challenges of human development such as growing up (physical, social and emotional changes). There is need for scaling up of sexual and Reproductive Health among youth.

Sexual and Reproductive Health focuses on the dangers and of risk behaviour and health problems such as Sexually Transmitted Infections, adolescent pregnancies, and abortions the importance of family planning. Sexual and Reproductive Health Information is currently not easily accessed by youth.

Government will endeavour to ensure that reproductive health information is easily accessed by the youth.

(a) Overall objective

Provide access to sexual and reproductive health services for the youth.

(b) Specific objectives
(i) To strengthen the integration of reproductive health education in youth training institutions.

(ii) To provide family life education to youths for responsible adulthood and parenthood.

(iii) To scale up integration of reproductive health education in the skills training curriculum.

(iv) To promote and support sexual and reproductive health programmes for the youth.

(v) To involve youth in planning, implementing and evaluating programmes for providing sexual reproductive services.

(vi) To remove social and cultural barriers to reproductive health information.

(c) Strategies

(i) Promote and support youth advocacy campaigns aimed at encouraging behaviour change.

(ii) Promote the improvement, provision and expansion of access to services including information on guidance and counselling and make them youth friendly.

(iii) Establish guidance and counselling units managed by trained personnel, other learning and training institutions and communities.

(iv) Train more peer educators and facilitate their outreach programmes.

(v) Promote and strengthen peer education training programme.

(vi) Carry out sensitization programmes in communities to remove social barriers.

(vii) Promote the formation of Reproductive Health peer groups in the communities.

**3.7.5 YOUTH AND SUBSTANCE ABUSE**

Alcohol and drugs are serious obstacles to development. In Zambia some youth use drugs and other substances that affect their health and compromise their well-being. The most commonly used drugs, especially among youths living on the streets, among others are alcohols, Marijuana and Jenkem and their use is increasing due to lack of regulations and control of the sale and advertising of these substances.

This policy will endeavour to educate youth on the dangers, reduce prevalence of substance abuse and protect youth from illegal use of narcotic substances.

(a) Overall Objective

To protect youth from use of narcotic drugs and reduce substance abuse among the youth.

(b) Specific Objectives

(i) To integrate information on substance abuse education in all youth programmes.

(ii) To provide counseling, care, support and rehabilitation services to the affected youth.

(iii) Mitigate the impact of substance abuse among the youths.

(iv) To promote awareness on the dangers of substance abuse among the youths.

(v) Regulate and control the sale and use of drugs and alcohol.

(vi) Counter the negative marketing and advertising of alcohol.

(c) Strategies

(i) Establish youth friendly services for substance abuse, and set up rehabilitation desks in all health centres and learning institutions.

(ii) Support the establishment of substance abuse drop-in-centres for youth in communities.
(iii) Promote and support substance abuse sensitization activities in training institutions, schools communities, skills training centres and faith based organizations
(iv) Include substance abuse prevention in school curricula.
(v) Stiffen punishment for drug dealers.
(vi) Enforce the age restriction of admittance to bars and other drinking places.

3.7.6 YOUTH VIOLENCE

Violence against youth is of great societal concern that can sometimes lead to lifetime damage.

Although male youth are also victims of violence, female youths are at higher risk of rape and other forms of violence. Sexual violence is not only wide spread but widely tolerated and endorsed with little help available for the victims.

In addition, the abuse of females by their male partners is regarded as an expected norm of their daily lives. They are widely blamed for provoking this violence and they are also held responsible to ending it (Zambia DHS 2001/2002).

Few violence cases occurring in urban areas are reported to law enforcement agencies. In rural areas cases are dealt with by the traditional leaders. However, there is need to create more awareness in order to reduce the cases of violence and encourage those affected to report to law enforcement agencies and traditional leaders as well as seek redress and protection from the law.

Violence can contribute to the risk of HIV transmission and may lead to disability and death.

(a) Overall Objective

To protect youth against all forms of violence.

(b) Specific Objectives

(i) To introduce programmes that mitigates the root course of youth violence.
(ii) To eliminate factors that perpetuates violence among the youth.
(iii) To increase awareness programmes that advocate for the protection of youth against violence.
(iv) To prevent gender-based violent among youth.
(v) To scale up the provision of survival skills to out of school youth and unemployed youth.

(c) Strategies

(i) Develop awareness programmes that advocate for the protection of youth against violence/abuse.
(ii) Improve quality and availability of support services for victims of gender violence.
(iii) Encourage open discussions in families and communities on sexual violence.
(iv) Build self-esteem among female youth to enable them counter sexual abuse.
(v) Mobilise, train and support youth initiatives to address all forms of violence.
(vi) Establish more community based programmes.
(vii) Address the problem of street youth, school drop out and youth unemployment.
(viii) Develop education and sensitization programmes on the dangers of drug
and substance abuse in schools and communities.

3.7.7 YOUTH AND ICT

Information and communication technology (ICT) is crucial for youth development. The digital era has opened doors to improved communication and participation.

ICT has the potential to create social and economic opportunities in general through continuing education, employment and empowerment opportunities. Government will endeavour to use ICT to promote youth development.

(a) Overall Objective

To promote the use of ICT for youth development

(b) Specific Objectives

(i) To promote sustainable ICT education targeted at youth to increase employment opportunities and access to training.
(ii) To promote youth accessibility to ICT equipment and materials.
(iii) To promote the operation of Internet connectivity as a potential area for entrepreneurship development among youth for information and communication.
(iv) Protect youth from pornographic ICT materials.

(c) Strategies

(i) Introduce ICT in all schools and training institutions.
(ii) Facilitate the integration of ICT into Youth Resource Centres as special training programmes.
(iii) Improve access to ICT for rural youth.
(iv) Facilitate connectivity and access to communication service including Internet in Youth Resource Centres and learning institutions.
(v) Develop and support appropriate ICT infrastructure at all levels for dissemination of information in youth health related issues.

(vi) Promote and encourage ICT training among the youth and workers professionals in government Institutions, NGOs, Faith Based Organizations and Advisory Boards.
(vii) Reduce tax on ICT equipment to make it more accessible to youth.
(viii) Improve and facilitate access to feasible ICT alternatives such as satellites and solar for rural youth.

3.7.8 YOUTH AND THE MEDIA

Information is knowledge as it helps individuals to make informed choices and decisions.

The media plays an important role in information dissemination and in developing attitudes and values particularly among youths who are seeking their own identity in a changing society. The youth are entitled to information in order to participate in social development and to understand and form an opinion about what is happening around them.

(a) Overall Objective

To promote youth accessibility to information and material from a diversity of national and international sources.

(b) Specific Objectives

(i) To promote and encourage the use of local community Media both electronic and print media.
(ii) To ensure that youth have easy access to media in order to create awareness on their political, economic, social and cultural responsibilities.
(iii) To promote the use of alternative media established and managed by the youth (Drama, plays)
(iv) To encourage the establishment of
newsletters especially in rural areas.

(v) Protect youth from the speculative, commercial and exploitative forces present in the media.

(C) Strategies

(i) Subsidize to production of local community media both electronic and print.

(ii) Encourage the use of media by the youth

(iii) Empower the rural youth with technical know how to produce their own publications, radio programmes and other information channels.

(iv) Establish media houses managed by the youth.

3.7.9 YOUTH IN PRISONS AND REFORMATORIES

With the continued deterioration of the socio-economic conditions in Zambia, there has been an increase in the number of youth in conflict with the law. The youth have turned to crime to try and escape poverty and in some cases they have been forced to engage in crime due to the limited life options. The Convention on the Rights of the Child provides for the protection of the Rights of Juvenile Offenders.

In Zambia most of the youth that are involved or are caught committing serious crime are taken to prisons. However the youth in prisons are put together with adults and have in some cases been victims of violence and abuse thus putting their health at risk and also turning them into hardcore criminals.

Zambia has one reformatory and approved school, which were established to correct criminal behaviour of juveniles. Very few juvenile offenders however, have access to the reformatory and approved school. Furthermore, the reformatory and approved school are not adequately equipped with qualified staff and equipment.

Government will endeavour to establish more reformatory schools and improve the conditions of the existing ones. Government will also endeavour to protect the rights of juvenile offenders in prisons and reformatories and prepare them for reintegration in their families and communities.

(a) Overall objective

To provide appropriate and quality correctional facilities for juvenile offenders.

(b) Specific Objectives

(i) To establish more reformatory schools for juvenile offenders.

(ii) To provide appropriate skills training to the juveniles in reformatory schools and prisons to enable them to freely and effectively integrate in society after serving their prison terms.

(iii) To sensitize the communities on the importance of accepting juveniles released from prisons or reformatories in order to reduce and remove stigma

(iv) To include entrepreneurship training in programmes of reformatory schools.

(v) To provide demand driven courses to reformatory schools inmates.

(vi) To introduce life skills programmes as an alternative to Prison sentencing.

(vii) To strengthen community services and probation and probation orders.

(viii) To separate juveniles from acute offenders during detention and transportation to and from the courts.

(c) Strategies

(i) Construct more youth reformatory schools in all the nine provinces of Zambia in order to provide correctional services to juvenile offenders.

(ii) Allow inmates in reformatory schools to continue with their schooling.
(iii) Build capacity of reformatory school instructors.
(iv) Protect rights of juvenile offenders.
(v) Adequately equip reformatories with qualified staff, financial resources and modern technology.
(vi) Develop sustainable exist strategies for ex-youth prisons to enable them reintegrate in their communities.
(vii) Introduce community service sentencing for youth offenders.

3.7.10 YOUTH TRAFFICKING AND ABDUCTION

This involves sale and trafficking and abduction of youth for various purposes. Human smuggling and trafficking is now a very serious problem with over 700,000 people being smuggled and trafficked across the international borders every year. Young people are smuggled and trafficked without their prior knowledge. They are promised opportunities in different countries and they go abroad based on false promises of good jobs, educational opportunities and offers of marriage. The female youth are forced to work as prostitutes or forced into pornography. Young women are at greater risk because traffickers can make a lot of money by forcing them into prostitution. The male youth are involved in hard labour to work on the farms or in the mines. The root cause of human trafficking is economic hardships of which the youth are the most affected group. At present 400,000 young people between the ages of 14 and 18 years are being trafficked per year.

So far preventive measures on the sale and abduction of youth and trafficking of youth exist and are contained in the constitution of Zambia, the adoption Act chapter 54 and the penal Code, Chapter 87 of the laws of Zambia. These instruments state that a young person shall not be a subject of traffic for any purpose and in any form.

The Zambia Police Service, Department of Immigration, Drug Enforcement commission and international social services network also play a significant role in their respective portfolios to protect the Youth from sale and trafficking. Their efforts are further complimented by Joint Permanent Commissions that Zambia has established with other countries in the region and elsewhere. However Zambia does not have a law on Human Trafficking putting the young people at risk even more.

In Zambia the problem of youth smuggling, trafficking and abduction has come out in the lime light as more and more cases have been reported to relevant authorities such as the Zambia police service. However the extent of the problem of youth trafficking and abduction is not yet known because of the absence of comprehensive statistic and lack of coordination amongst the stakeholders involved in tackling this vice.

(a) Objective

To protect all youth from all forms of exploitation

(b) Specific objectives

(i) Prevent the trafficking and abduction of youth for any purpose and in any form.
(ii) Make the youth more aware of inherent dangers of migration

(c) Strategies

(i) Strengthening immigration laws
(ii) Advocate for improved capacity of Zambia Police Service and Drug Enforcement Commission to operate efficiently and curb any illicit activities relating to the sale, trafficking and abduction of youth for any purpose.
(iii) Strengthen joint Permanent
Commission programmes to prevent the sale and trafficking of youth
(iv) Improve the employment base of the country to prevent youth seeking work in other countries
(v) Strengthen legal provision against human/youth trafficking and abduction
(vi) Make youth aware of the real life situations of migrants at their destinations, which has been described as second phase of slavery.

3.7.11 ENVIRONMENTAL AND SUSTAINABLE DEVELOPMENT

Environmental degradation is a source of worry for any developing nations. Youth can be agents of change in the promotion of environmental awareness. The environment is a major source of economic development for Zambia. This is through the appropriate utilization of natural resources such as water, timber, land, fish and many others, which have led to economic activities such as tourism, fisheries, agriculture, mining, crafts, construction and many more. These economic activities lead to sustainable development, which is beneficial to the local communities and the country as a whole. Government will encourage youth to protect the environment for sustainable development.

(a) Overall Objective

To promote environmental and natural resources protection among youth in order to reverse environmental degradation.

(b) Specific Objectives

(i) To integrate environmental training in training institutions.
(ii) To integrate environmental and natural resources conservation in all youth development programmes.
(iii) To increase awareness among the youth and advocate for the protection of the environment.
(iv) To improve the Management of natural resources.

(C) Strategies

(i) Strengthen the existing environmental awareness programmes among the youth so that they appreciate the value of the Natural resources for their livelihood.
(ii) Involve youth in decision making in the utilization of natural resources at all levels.
(iii) Review skills training curriculum to include environmental and natural resources conservation.
(iv) Re-orient trainers in training institutions in environmental protection.
(v) Facilitate the participation of youth in environmental programmes.

3.7.12 Youth and Religion

Religion promotes good morals, and spiritual growth. It is therefore a medium for character formation and behavioural change among youths. This policy will endeavour to encourage religious belief among youth.

(a) Overall Objective

To promote religion among youths.

(b) Specific Objectives

(i) Promote the teaching of religion in schools and other institutions of learning.
(ii) Engage faith-based organizations in youth development programmes.

(c) Strategies

(i) Encourage faith-based youth programmes
(ii) Strengthen faith based youth leadership organizations.
(iii) Include religion in youth training programmes.
4.0 IMPLEMENTATION FRAMEWORK

Youth development cuts across all sectors. In this regard, the Policy will seek to promote a multi sectoral approach in the implementation of national youth programmes. Implementation will require involvement of all stakeholders in youth development. These include public institutions at provincial, district, central and local government levels, Non Governmental Organisations, Cooperating Partners, Community Based Organisations (CBOs), Faith Based Organisations (FBOs), the private sector, various youth organisations, organisations of people with disabilities, churches, youth and communities. All parties must work together with a common purpose, avoiding duplication, and promoting rational use of the available resources.

The implementation of the policy will be done through utilization of existing structures and based on the principles of equity, accessibility and inclusiveness, HIV/AIDS impact mitigation, youth participation, partnership and networking, human rights, respect of cultural, religious, customary and ethical values.

4.1 INSTITUTIONAL ARRANGEMENTS

4.1.1 Role of Government

Through the Ministry of Sport, Youth and Child Development and other line Ministries involved in ensuring youth development, the Government will assume its responsibility through resource mobilization, coordination and providing the necessary services to the youth. It will evolve an institutional and organizational framework that will ensure adequate and effective implementation of the youth policy programmes. In this regard the department of youth will work together with other line Ministries, institutions and NGOs that are concerned with the welfare of the youth and will be strengthened in terms of restructuring, capacity building through staff training, recruitment and fostering partnerships between ministries and government with cooperating partners, NGOs and communities. These institutions will continue to play a vital role by carrying out programmes that impart positively on the welfare of the youth while the central of the government will remain that of providing inputs such as technical expertise, administrative support and when and wherever appropriate a and possible provide funding.

4.1.2 Role of the Ministry responsible for Youth Development

At the national level, the Ministry responsible for youth development shall spearhead the overall policy implementation, monitoring, evaluation and review, in addition to mobilizing resources necessary for implementation. Policy implementation will entail the Ministry responsible for youth development developing and launching a National Plan of Action detailing strategies, activities, target groups, time frame and budget.

The Ministry will also be the Government lead agency for implementation of this National Youth Policy. In particular the Ministry will be responsible for:

* Overseeing implementation and reviewing of the National Youth Policy and Developing a National Plan of Action with
appropriate qualitative and quantitative indicators; Initiating and promoting coordination, collaboration and networking among all the stakeholders;

* Providing technical guidance and support in the development, implementation and evaluation of youth programmes in the country;

* Advocating for and mobilizing resources for youth programmes; Advocating for youth participation and representation in all structures of leadership, governance and management;

* Ensuring that other sectoral policies integrate youth concerns and are responsive to the needs and aspirations of the youth;

* Working closely with all stakeholders at all levels in the implementation, monitoring and evaluation of the National Youth Policy;

* Promoting research, documentation and serving as repository for information and data on youth and youth issues in collaboration with other organizations within and outside the country;

* Raising awareness among the youth to participate in implementation of the policy;

* Monitoring and evaluating youth programmes; Instituting and supporting appropriate measures aimed at training youth and youth workers

* Building capacities of youth through skills development including regional and international training opportunities or fellowships;

* Ensuring that any other aspect of the policy that falls within its mandate are implemented;

* Work with the Ministry responsible for Community Development and Social Services, traditional and local authorities, NGOs, FBOs in determining how best to meet the needs of vulnerable rural youths. Widely disseminate the Revised National Youth Policy to stakeholders.

* Oversee operations and other activities of the National Youth Development Council.

4.1.3 Multi-Sectoral Committees

In order to realize its coordinating role and for effective and successful policy implementation, the Ministry with the authority of the office of the Secretary to the Cabinet will constitute and chair Multi-Sectoral Committee(s) at all levels to include representation from the following institutions:-

Line Ministries

* Ministry responsible for Labour and Social Security
* Ministry responsible for Community Development and Social Services
* Ministry responsible for Education
* Ministry responsible for Science, Technology and Vocational Training
* Ministry responsible for Commerce, Trade and Industry
* Ministry responsible for Finance and National Planning
* Ministry responsible for Health
* Ministry responsible for Agriculture and Cooperatives
* Ministry responsible for Defence Office of the Vice President
* Ministry responsible for Information
and Broadcasting Services
* Ministry responsible for Local Government and Housing
* Ministry responsible for Transport and Communications
* Ministry responsible for Justice
* Policy Analysis and Coordination Division, Cabinet Office
* Ministry responsible for Lands
* Ministry responsible for Home Affairs
* Ministry responsible for Tourism, Environment and Natural Resources
* Ministry responsible for Energy and Water Development
* Gender in Development Division, Cabinet Office
* National Youth Development Council

Other relevant Statutory Bodies
* Cooperating partners
* Youth Non-Governmental Organisations (NGOs) and CBO
* Cultural Institutions
* Private Sector organisations
* Institutions for the Disabled
* Religious Institutions
* National AIDS Council
* Any other institutions that will be identified from time to time

4.1.4 Terms of Reference for the Multi-Sectoral Committees

The Multi-Sectoral Committees will be required to follow the outlined terms of reference:

- Oversee the implementation of the National Youth Policy
- Ensure coordination, collaboration and networking on Youth Policy implementation
- Provide a forum for consultation on youth issues
- Ensure that Government Sectoral and Organisation plans integrate youth concerns and are youth friendly
- Advocate for youth concerns and the resources for implementation of the policy, programmes and services that are of benefit to the youth
- Conduct periodic reviews on the implementation of the National Youth Policy
- Monitor standards of youth organisations.

4.1.5 Meetings

The Permanent Secretary of the Ministry responsible for youth development will chair periodic meetings of the National Multi-Sectoral Committee. Each line Ministry will establish a youth desk and appoint a youth focal person at middle Management level or above to promote and report on the activities of the Ministry, which relate to the National Youth Policy. The focal point persons will work with the Ministry responsible for Youth Development and the Multi-Sectoral Committee to promote and ensure implementation of components of the Policy that fall under their mandate.

4.1.6 Provincial and District Framework

In line with the Decentralization Policy, appropriate existing structures at the Province and Districts will be used for the implementation of the National Youth Policy. Efforts will be made to strengthen the departments that represent the interests of youth at these levels. In this regard, sub committees under the Provincial Development Coordinating Committee and District Development Coordinating Committee on Youth Development will be established to oversee implementation of the National Youth Policy. This will bring about effective coordination, monitoring and evaluation of the impact of the policy on the youth development programmes to
be implemented.

The functions of the Sub Committees will be delegated by the Multi-Sectoral Committee from national level. The membership of the Sub Committees should closely reflect the profile of the membership at national level.

The Department responsible for Youth Development at the Province and lower levels will perform the functions of the Department of Youth at the National level, and ensure implementation of this policy at these lower levels in liaison with sector departments and youth organisations i.e. NGOs and Community Based Organisations.

The roles of the Provincial and District Administration in the implementation of the National Youth Policy shall include:

* Planning and implementation of youth programmes through provincial and District Coordinating Committees.
* Maintaining data base on youth welfare and development.
* Sensitizing and training provincial and district local leaders in the provision of services that concern youth
* Coordination and supervising the implementation of the National Youth Policy programmes and projects.
* Specifically, the local authorities shall be responsible for:-
  * In cooperating Youth concerns in their plans and budgets;
  * Mobilizing, allocating and utilizing funds for implementation of the youth related activities;
  * Ensure that data on vulnerable youth is collected, compiled and information on youth development is disseminated;
  * Facilitate the implementation of youth development activities carried out by other stakeholder.

4.1.7 Other Line Ministries, Institutions and Statutory Bodies

Other line Ministries, institutions and Statutory Bodies will play a vital role by implementing programmes on youth development in line with the provisions of the National Youth Policy and their respective mandates.

The policy provides for youth Non-Governmental Organisations especially those that receive grants from Government to help meet costs of their youth development activities. The institutions that will be in receipt of Government grants will have to submit audited accounts to Government through the Ministry responsible for Youth Development in line with Government Financial Regulations.

4.1.8 The National Youth Development Council (NYDC)

To ensure effective implementation of the National Youth Policy, the National Youth Development Council which was created through an Act of Parliament will continue to work with the Ministry responsible for Youth Development to promote, coordinate, implement, monitor, evaluate, research and register youth development organizations. In particular, the National Youth Development Council will:

Facilitate regular dialogue for coordination and knowledge sharing with other youth networks at Provincial, National and International levels.
* Ensure that Youth NGOs have the required mandate to work with youth and co-operate with the Ministry. Provide technical support to Youth NGOs and enhance youth work professionalism by facilitating establishment of the Youth Workers Association.
* Mobilize, sensitize and organize the youth of Zambia for political, economic and socio-cultural
activities;
* Engage the youth in activities that are of benefit to them and the nation;
* Protect the youth against any kind of manipulation;
* Advocate for and mobilize resources to support and fund National Youth Development Programmes and activities;
* Liaise with development organisations to ensure that youth gain access to resources, services and programmes;
* Promote linkages between youth organisations within and outside Zambia with similar objectives or interests;
* Play a role in international exchange programmes for youth workers as well as the youth including the active participation of youth in thematic and regional networks like NEPAD and SADC.
* Inspire and promote in the youth the spirit of unity, patriotism and volunteerism.
* Act as a voice and bridge to ensure that Government and other decision/policy makers are kept informed of the views and aspirations of the youth.
* Build capacity of youth organisations in line with National Youth Policy.
* Empower youths in youth enterprise to alleviate poverty.
* Establish and maintain a database/inventory on youth organisations.
* Organise Youth Indabas (Youth Conferences from Districts to National level)
* Disseminate information relating to youth issues in order to keep the public informed about youth affairs in the country.
* Network with International organisations and other local youth organizations involved in youth affairs.
* Provide guidelines and standards for operations of youth NGOs

4.1.9 Private Sector

The policy will promote Public-Private sector partnership considering the vibrant role of the Private Sector in national development. In particular, the private sector will:

* Provide opportunities for employment;
* Initiate credit schemes;
* Offer training/extension services and apprenticeship opportunities;
* Promote entrepreneurship development
* Develop franchise relations with some youth businesses;
* Influence design of Curriculum in the technical training institutions tailored for industry.
* Provide financial support for youth development programmes.

4.1.10 Non-Governmental Organizations/Civil Society/CBOs/FBOs

Government will work in close partnership with Civil Society including CBOs and FBOs in the implementation of youth development programmes. In this regard, the policy will promote Government partnership with Civil Society, CBOs and FBOs and create an enabling environment for implementation of youth programmes. In particular the Civil Society, CBOs and FBOs will:

* Integrate youth concerns in their programmes.
* Initiate credit schemes for the youth.
* Offer training to the youth.
* Mobilize resources for youth programmes.
* Supplement Government efforts in youth development
* Support youth entrepreneurship development.
* Provide training for youth;
* Provide moral and spiritual guidance/development of the youth.
* Provide life skills to the youth;
* Provide support to youth programmes and activities.
* Advocate for youth development.
* Monitor implementation of the policy.
4.1.11 Cooperating Partners

The National Youth Policy recognizes the vital role of the Cooperating Partners in the promotion of youth development in Zambia. In particular, the cooperating partners will:

* Advocate and lobbying for youth development.
* Provide financial and logistical support.
* Actively participate in monitoring of the National Youth Policy implementation.
* Provide technical support, capacity building for the Ministry responsible for Youth Development, National Youth Development Council and Youth Organisations.
* Harmonize donor financing for reduced transactional cost.
* Promote advocacy related to Poverty Reduction Initiatives, bilateral cooperation and agreements in the context of Millennium Development Goals, NEPAD.

Monitoring and advising the government and other partners on the implementation of youth development programmes within their areas of competence.

4.2 LEGAL FRAMEWORK

The Ministry of Sport, Youth and Child Development will spearhead the implementation of the National Youth Policy in accordance with the mandate given to it as stipulated in the Government Gazette No. 547 of 2004. The contents therein shall be the guiding legal framework towards the implementation of the National Youth Policy.

The provisions of Gazette Notice No. 547 of 2004 will also guide the review of various pieces of legislation relating to youth development.

There will be need to review the 1986 National Youth Council Act to update it. Juvenile laws and other laws related to micro financial will be reviewed to make them more youth friendly.

4.3 RESOURCE MOBILIZATION

The implementation of the National Youth Policy will require mobilization of both local and external resources. Through collaboration with the private sector, faith-based organizations, international agencies and other Cooperating Partners and poverty reduction programmes at international, regional and sub-regional levels, resources will be mobilized to implement the policy. Well designed and costed strategic plans and annual work plans will be developed to operationalise the policy.

The National Youth Policy financial and human resource mobilization and allocation strategy will be guided by the following principles: efficiency and cost effectiveness; equity and cost sharing; introduction of better accounting mechanisms for accountability and transparency. Based on these principles, financial resources will be mobilized through national budgetary provisions, bilateral and multi-lateral cooperation arrangements, NGOs and private sector support. Fostering partnerships with communities will encourage community participation and financial contributions to community oriented youth development projects and programmes.

The policy advocates for mobilization of resources to promote youth participation and integration in the mainstream of youth development. To promote youth empowerment, provision will be made in the Ministry's annual budget for a Youth Development Fund, Youth Entrepreneurship, Family Life Education,
Reproductive Health and other youth programmes. To address the problem of unemployment and youth streetism, resources will be mobilized under the Poverty Reduction Programme (PRP) for training, settlement and rehabilitation programmes for youth. The partners will be approached to supplement Government budgetary resources as well as provide technical support to Government Ministries and Departments.

Furthermore, Government will provide small grants to voluntary youth Non-governmental Organisations in order to strengthen their youth leadership development activities.

4.3.1 Lobby and Advocacy

The Ministry responsible for Youth Development will ensure that they advocate and lobby for more funding to help boost the proposed youth programmes for the period 2005-2015 from Government, co-operating partners and the private sector.

Among other things Government will also work towards simplifying land acquisition procedures for the youth, advocate for equal opportunities in the allocation of resources and advocate for youth specific legal provisions.

4.4 MONITORING AND EVALUATION

The implementation of the National Youth Policy requires effective monitoring and evaluation with appropriate feedback mechanisms amongst all stakeholders in order to ensure proper service delivery, capacity building, community empowerment, advocacy and communication. In this regard, the Ministry responsible for Youth Development in partnership with key stakeholders will conduct regular monitoring of the youth projects and programmes in addition to yearly evaluations.

Appropriate performance indicators will be developed within the National Plan of Action to guide the policy implementation, to assess and critically review the performance of this policy.

The institutions to monitor and evaluate the implementation and impact of the policy will be those that form the membership of the Multi-Sectoral Committee. The monitoring and evaluation will be undertaken at all levels to enhance accountability and effectiveness. Human Resource Development in youth programme planning, monitoring and evaluation will be undertaken through short term training programmes.

Periodic surveys and research on the status of youth will be undertaken from time to time to generate information for policy development and planning of sector development programmes. To this effect, youth programme assessments will be made an integral part of household surveys, vulnerability assessments, poverty monitoring and all programmes addressing youth welfare and development undertaken by Central Statistical Office (CSO). All aspects of youth vulnerability will be studied and timely interventions taken.

4.4.1 Quality Assurance

There shall be established at the Department responsible for Youth Development an Inspectorate Unit, which will be responsible for setting and monitoring standards in the youth development activities in liaison with other key stakeholders. The Ministry of Sport, Youth and Child Development will also work in close liaison with TEVET to ensure that standards are maintained.

The Policy defines the role of the inspectorate as that of establishing, monitoring, evaluating and promoting the
highest standards of quality in youth training institutions.

The Ministry responsible for Youth Development will entrust to the Inspectorate and Performance Improvement Team (PIT) the responsibility for quality performance excellence in youth development programmes and activities. The inspectorate team will cover all districts.

The successful implementation of the policy will need a strong youth inspectorate office to develop, monitoring and evaluation tools and to ensure that role players conform to the policy provisions as well as agreed upon performance standards especially in the area of productive skills delivery.

4.5 RISKS

In the process of implementing the Youth Policy there are factors that may have negative impact in the development of youth. These factors include:

* **Political interference** may affect the implementation of youth development programmes.
* **High Turn Over of Leadership:** Frequent change of leadership might derail the implementation of the policy.
* **HIV/AIDS:** The impact of HIV/AIDS on productive and skilled human resource has had a telling effect on the performance of many institutions including government, therefore the implementation of the youth policy might be affected if many youth workers are infected and affected.
* **Restructuring:** The Ministry responsible for Youth Development is currently undergoing restructuring and the completion of this exercise hinges on issuance of Treasury Authority by the Ministry responsible for Finance and National Planning. Delayed issuance of the Treasury Authority will result in the Ministry responsible for Youth Development not being able to recruit professional staff and filling up of vacant positions to effectively implement the policy.
* **Funding:** Over the past years funding for youth development programmes has been inadequate due to the fact that the Ministry responsible for youth development is not placed among the top priority in the social sector. As a result it has affected the effective implementation of the previous youth policy. If this trend continues the implementation of the policy will be adversely affected. PRP funding has so far had positive impact on youth development. There is however no guarantee that this will continue

4.6 ASSUMPTIONS

In order to effectively implement the youth policy, it is assumed that the Ministry responsible for Youth Development will:

* have adequate funding and appropriate modern equipment.
* have a full staff establishment at both national and provincial levels.
* have continued support from clients and stakeholders
* oversee the implementation of the youth policy and actively pursue its monitoring and evaluation.
* ensure that interventions in HIV/AIDS programmes are put in place to mitigate and reduce the effects of the pandemic on both the youth and professional work force which is required to implement the youth policy.

4.7 CONCLUSION

As the National Youth Policy aspires to take a radical holistic approach to youth development, a number of identified factors critical to the successful
achievement of policy objectives will have to be prioritized. There will be need to address all the critical areas through comprehensive programming in liaison with all the key stakeholders.

One of the most critical determinants of successful policy and programme implementation in general, and solution to youth problems in particular, is the strength of institutions entrusted with the responsibility of addressing youth matters. Policy success will depend on programme/project formulation, implementation, co-ordination, monitoring, evaluation and resource mobilization all of which in turn depend on the institutional capacity of the implementing institutions. To this effect, the National Youth Policy, therefore, emphasizes the need to strengthen the Ministry responsible for Youth Development, the National Youth Development Council, and the line institutions involved in youth work.

In order to successfully achieve institutional capacity, emphasis in this policy is placed on human resource development, improved ICT, funding and provision of technical support. In addition, there is need for the operations of the Ministry responsible for Youth Development to be decentralized to the Provinces and Districts in order for the policy to have a significant impact at the grassroots level.
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Annex 'A'

Plan, Lusaka


THE FIVE COMMITMENTS OF THE WORLD SOCIAL SUMMIT OF COPENHAGEN 1995

Commitment 1: An enabling environment for social development

We commit ourselves to creating an economic, political, social, cultural and legal environment that will enable people to achieve social development.

Commitment 2: Poverty eradication

We commit ourselves to the goal of eradicating poverty in the world, through the decisive national actions and international cooperation, as an ethical, social political and economic imperative of human kind.

Commitment 3: Full Employment

We commit ourselves to promoting the goal of full employment as a basic priority of our economic and social policies, and to enabling all men and women to attain secure and sustainable livelihoods through freely chosen productive employment and work.

Commitment 4: Social Integration

We commit ourselves to promoting social integration by fostering societies that are stable, and just and that are based on the promotion and protection of all human rights, as well as on non-discrimination, tolerance, respect for diversity, equality of opportunity, solidarity, security, and participation of all people, including disadvantaged and vulnerable groups.

Commitment 5: Achieve equality and equity between men and women

We commit ourselves to promoting full respect for dignity and to achieving equality and
Annex 'B'

equity between women and men, and to recognizing and enhancing the participation and leadership roles of women in political, civil, economic, social and cultural life and in development.

TWELVE PRIORITY AREAS OF THE WORLD PROGRAMME OF ACTION FOR THE YOUTH TO THE YEAR 2000 AND BEYOND YOUNG PEOPLE IN :-

1. Increased use of information and communication technology both having disproportional effects on the young people's lives.

2. The spread of HIV/AIDS among the youth.

3. The increased participation of young people in armed conflict, both as victims and perpetrators.

4. Youth and education

5. Youth employment

6. Youth in civil society, related to concerns of environment

7. Youth leisure and creation, expanding opportunities for young people and communities.

8. Youth participation in decision-making

9. The situation of girls and young women

10. Youth and health issues

11. Youth and drugs

12. Juvenile delinquency