



Republic of Zambia
Ministry of Youth and Sport

2015 NATIONAL YOUTH POLICY

*Towards a Skilled, Enlightened, Economically Empowered and Patriotic Youth
Impacting Positively on National Development*



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**Ministry of Youth and Sport
LUSAKA**

August, 2015

FOREWORD

The Zambian Government has given due priority to youth development and empowerment and underscores the importance of youth participation and involvement in National Development. Zambia's renaissance cannot be realized if adequate investment is not made in the Youth that constitute the majority of the Country's population. To give substance to this commitment, the Zambian Government has revised the 2006 National Youth Policy in order to make it more responsive to the needs of the Youth, bringing it in tandem with new and emerging issues in youth development and make the policy environment conducive for youth participation and involvement.

This Policy was informed by Government strategic focus areas as contained in the Revised Sixth National Development Plan, Industrialization and Job Creation Strategy and other Sectorial Policies such as the Education Policy, National Agriculture Investment Plan, 2013 Revised Education Curriculum Framework and 2009 Technical Education Vocational and Entrepreneurship Training (TEVET) Policy, among others. In addition, there was wide consultation with stakeholders which included the Private Sector and Civil Society Organizations when coming up with this policy.

The policy is built on the premise that Zambia, like most African Countries, has a significant proportion of its county's population comprising people under the age of 35 years. This youthful demographic variable presents an opportunity for national development by harnessing the potential that youth have.

In line with this, it is critical that Government, in partnership with key stakeholders provides the youth with equal access to opportunities that enable them to grow, develop and prosper as fully engaged, responsible, patriotic and productive citizens. This policy is therefore prepared for the Zambian Youth Sector with the objective of mitigating the gaps and challenges, strengthening the existing interventions, maintaining and adopting best practices, discarding interventions that have not worked, enhancing access to and quality of services, extending coverage and increasing impact.

As a means of achieving empowerment for the Zambian youth, the policy highlights target groups within the Youth Cohort and provides key interventions that will provide for holistic and meaningful development of the Youth.

The key policy priority areas under which interventions have been crafted include employment and entrepreneurship development; education and skills development; health and cultural, creative industries and sport. Cementing these policy areas are crosscutting issues such as gender, disability, environment, HIV and AIDS and participation. It is envisaged that the latter can be harnessed by inclusion and active participation of youth in decision-making processes, policy development, programming and project implementation.

Critical to the successful implementation of the policy are partnerships across sectors to foster ownership through mainstreaming of youth issues in all development programmes and clearly defined roles and responsibilities of the sectoral stakeholders. This calls for intergovernmental

coordination that will be heightened through the strengthening of the capacity of stakeholders within the youth sector. It is hoped that professionalization of youth work will strengthen capacity of the youth sector while promoting the provision of quality services.

I am therefore very happy to present the 2015 National Youth Policy as it is a sign of great hope for the youth of Zambia and for us all.

A handwritten signature in blue ink, appearing to read 'Mwale', is positioned above the printed name.

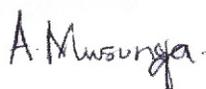
Vincent Mwale MP
MINISTER OF YOUTH AND SPORT

ACKNOWLEDGEMENT

I would like to express our deepest appreciation to all our partners for their unconditional support rendered during the process of developing the 2015 National Youth Policy. Special thanks go to the United Nations Educational Scientific and Cultural Organization (UNESCO) for the financial and technical support without which this policy could not have been a reality.

Appreciation also goes to the Policy Analysis and Coordination Division of Cabinet Office for the guidance and support during the process of developing this Policy. I thank staff in the Ministry of Youth and Sport for spearheading the preparation, review and facilitation of broader stakeholder consultations.

I also wish to acknowledge the contribution of our partners; the International Labour Organization (ILO), the United Nations Population Fund (UNFPA), and the active participation of the Youth and youth led organizations.



Agnes M. Musunga (Ms)

Permanent Secretary

MINISTRY OF YOUTH AND SPORT

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WORKING DEFINITIONS

The terms detailed in the glossary are presented in alphabetical order and are intended to be used for the purpose of this policy. In a different context, the definitions may vary.

Cultural/Creative Industries: Defined by UNESCO “Industries that combine the creation, production and commercialization of contents which are intangible and cultural in nature; these contents are typically protected by copyright and they can take the form of a good or a service.” In this policy, the term Creative Industries will include arts, culture, sports and other recreational activities.

Gender: Refers to a set of social and behavioural norms that, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex and are seen to distinguish between male and female.

Partnership: Accepting the involvement of various stakeholders in service provision for the Youth.

Policy: A statement of goals, objectives and course of action outlined by the government to provide guidance for intended actions.

Poverty: The situation or experience of being poor or inability to access basic needs.

Reproductive Health: 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, its functions and processes.

Rights Based Approach: A process that seeks to ensure the protection of youth against any form of abuse and exploitation.

Sex: Refers to the biological make up that defines humans as female or male.

Vulnerability: Susceptibility to the impact of risky events as a result of natural weakness or lack of defensive and resulting in worsened situation for the victim or sufferer.

Youth: Refers to a person aged between 15 and 35 years old.

Youth Empowerment: An attitudinal, structural, and cultural process whereby young people gain the ability, authority and agency to make decision and implement and implement change in their own lives and the lives others.

Youth mainstreaming: Making youth’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies, budget, legislation and programmes in all political, economic and societal spheres/sectors so that youth benefit equally.

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

Youth underemployment: Youth working part time when they would prefer full time work, working at a job they are over qualified for, and/or working at a lower paid job when they could not if jobs were available, be working more hours and not earning a bigger paycheque.

Youth work: A field of practice that focuses on the young person as an agent, capable of making effective life choices and contributing to the life of their family, their community and the nation.

LIST OF ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
ADH	Adolescent Health
ARV	Anti-Retro Viral
BCC	Behaviour Change Communication
CYP	Commonwealth Youth Programme
CPs	Cooperating Partners
CSO	Central Statistical Office
CSO	Civil Society Organisations
HIV	Human Immuno-Virus
CBOs	Community Based Organisations
CEDAW	Convention for Elimination of all Forms of Discrimination Against Women
CRC	Convention on the Rights of the Child
CSE	Comprehensive Sexuality Education
FBOs	Faith Based Organisations
FLE	Family Life Education
GDP	Gross Domestic Product
GRZ	Government of the Republic of Zambia
HDR	Human Development Report
ICT	Information Communication Technology
ILO	International Labour Organisations
IMS	Information Management System
LFS	Labour Force Survey
LMIS	Labour Market Information System
MCDMCH	Ministry of Community Development Mother and Child Health
MDGs	Millennium Development Goals
MESVTEE	Ministry of Education Science Vocational Training and Early Education
MYS	Ministry of Youth and Sport
M&E	Monitoring and Evaluation
NEET	Neither in Education nor in Entrepreneurship Training
NEPAD	New Partnership for Africa's Development
NGOs	Non-Governmental Organizations
NHSP	National Health Strategic Plan
NYDC	National Youth Development Council
OVCs	Orphans and vulnerable Children
PAYE	Plan of Action for Youth Empowerment
PMTCT	Prevention-of-Mother-to-Child-Transmission
SADC	Southern African Development Community
SAG	Sector Advisory Group
SRH	Sexual Reproductive Health
STIs	Sexually transmitted Infections
SMART	Specific, Measurable, Attainable, Relevant and Time-bound
TEVET	Technical Education and Vocational Entrepreneurship Training
TEVETA	Technical Education and Vocational Entrepreneurship Training Authority
TWG	Technical Working Group

UN	United Nations
UNDP	United Nations Development Programme
UNESCO	United Nations Educational Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNZA	University of Zambia
VCT	Voluntary Counseling and Testing
WPAY	World Programme of Action for Youth
YPLWHAs	Youth Living with HIV and AIDS
ZHDS	Zambia Demographic Health Survey

CHAPTER ONE

1. INTRODUCTION

This policy document emanates from the 1994 and 2006 National Youth Policies that were developed to address challenges facing youths. It defines Zambian youth, outlines the vision for youth development, rationale for the policy, guiding principles, main objectives and policy measures. The Zambian Government had adopted and launched the first National Youth Policy in 1994 to guide stakeholders in the youth sector. Although issues affecting the Youth had a proper framework which public and private institutions including the civil society followed in mitigating the situation of youth, there were new issues that emerged at the dawn of the new millennium. Zambia's socio-economic situation had deteriorated and this was evident from the rising poverty levels, unemployment, HIV and AIDS and other education and health related problems which negatively affected the Youth. To address these challenges, the 1994 Youth Policy was therefore revised in 2006 to pave way for new and emerging issues to be included in the development agenda for the Youth. The policy was also aligned to national, regional and international goals such as the Millennium Development Goals, Copenhagen Commitments on Social Development, the World Programme of Action for Youth (WPAY), Commonwealth Plan of Action for Youth Empowerment (PAYE) 2007 – 2015 and the African Youth Charter.

As a strategic document, the policy offers priorities to effectively, efficiently and sustainably realize youth development that is relevant to the Zambian context and will ensure that young women and men realize their full potential to contribute to national development. The policy therefore intends to:

- i. Address emerging issues, bridge gaps and tackle challenges in youth development through strategic policy interventions;
- ii. Define youth and identify youth sub-groups to ensure targeted interventions;
- iii. Facilitate mainstreaming of youth in programmes by all stakeholders;
- iv. Map the process through which progress on policy implementation will be assessed;
- v. Facilitate development of M&E mechanism with clear indicators for purposes of accountability and continuous improvement of interventions;
- vi. Identify and mitigate risk factors.

The rest of the document is organized in different sections with Chapter 1 giving an introduction to the policy document and definition of a Zambian youth, Chapter 2 is a section on the Vision, Goal and Rationale. Chapter 3 highlights the Principles that will guide the implementation process while Chapter 4 is a section on Objectives and strategies. Lastly, Chapter 5 gives Implementation and Legal Frameworks, Institutional Arrangements, Resource Mobilization and Monitoring and Evaluation.

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 24 years, whilst Commonwealth Youth Programme defines youth as a male or female aged between 15 and 29 years. The 2006 National Youth Policy defined a youth as a male or female person aged between 18 and 35 years.

For the purpose of this Policy a youth is defined as a male or female person aged between 15 and 35 years, in line with African Youth Charter. The lower limit of youth definition addresses the programming challenges that exist for adolescents in the age bracket (15-17) and the upper limit ensures that the aspirations of the youth are taken into account. Further, the policy takes into consideration the cultural, socio- economic and political reality pertaining in Zambia. The Policy however emphasizes the need for youth programming to address the transition from adolescence to youth-hood and also puts in place effective exit strategies that prepare youth to be self-reliant. Defining the youth age group is important to ensure that resources and efforts are targeted at the youths as they go through the various levels of development. Additionally, it facilitates the identification of specific challenges that affect the target group to ensure responsive programming.

1.2 Situation Analysis

Zambia's population has steadily increased over the last three decades from 5.7 million in 1980 to 13.1 million in 2010. According to the 2010 Report of the Census Population and Housing, 60.5% of the population were in rural areas while 39.5% were in urban areas. The same report indicates that the country's average population density is 17 persons per square kilometer, compared to 13 persons per square kilometer in the year 2000. Lusaka, the capital city of Zambia has the highest population density of 61.3 persons per square kilometer.

The table below shows that Zambia's population is predominantly young, with youth constituting 36.7% of the total national population, of which 17.7% are male youth and 19% are female youth. This reaffirms the need to critically invest in youth as a means of addressing the challenges faced by the youth if the country is to have meaningful and sustainable development.

Table 1: Population of Youths (15-35 years) in Zambia

Age Group	Male		Female		Total	
	Absolute Number	Percentage of the Total National	Absolute Number	Percentage of the Total National	Absolute Number	Percentage of the Total National
15 – 24	1,301,883	9.94	1,423,874	10.88	2,725,757	20.82
25 – 35	1,021,629	7.80	1,058,807	8.09	2,080,436	15.89
Total	2,323,522	17.74	2,482, 681	18.97	4,806,193	36.71

***Source: 2010 Census Report**

On economic performance, Zambia has recorded positive growth. According to the Revised Sixth National Development Plan, the Gross Domestic Product (GDP) increased from 6.8 in 2011 to 7.2 in 2012. This development was made possible because of good economic policies government had put in place in its agenda to facilitate a people driven development policy supported by massive investments in infrastructure, construction, communications and transport, manufacturing and agriculture. However, this scenario has not necessarily translated into improved living standards of most Zambian people and the Youth being the most affected. Income inequality is increasing and creating a sharp divide between rural and urban economies and between youth and the rest of the middle working population in urban areas. The rising youth population in the country has further affected the distribution of economic dividends as youths have their own challenges arising from geographical location, sex, education levels, and availability of employable skills among others.

Therefore, the heterogeneity of youths renders another developmental challenge which the 2015 National Youth Policy has ably segmented into different groups to facilitate targeted programming and provide different intervention to all youth groups.

1.3 Target Youth Groups

This Policy promotes the development of all youth by emphasizing on inclusiveness and targeting the interventions to the highlighted subgroups:

Rural Youth: Interventions that specifically address the issues of access and availability of goods and services and the creation of opportunities for rural youth.

Female Youth: Promote gender equality in all youth development sectors as enshrined in the 2014 National Gender Policy and related legislation such as the Anti - Gender Based Violence Act No. 1 of 2011.

Male Youth: Provide an enabling environment for male youth aged 15-35 that are tailored to their needs and ensure that they contribute positively to the socio-economic development of the country.

Youth with disabilities: Provide an enabling environment for youth participation by considering disability as a human rights issue. The policy also endeavours to align policy provisions that are in line with the Persons with Disabilities Act of 2012.

Youth in schools: Provide young men and women with equal access to quality education at all levels, with emphasis being placed on primary and secondary education and ensuring that drop-out rates are reduced and retention is enhanced.

Out-of-School Youth: Develop and implement programmes and projects that will be of benefit to this category of youth for self-employment and wealth-creation, and for the global labour market.

Youth in tertiary institutions: Provide access to tertiary education for both male and female youth and to facilitate access to educational loans, entrepreneurship education targeting a broader range of tertiary institutions including public and private institutions. Further the policy places emphasis on enhancing tertiary level student's qualifications that are suited to the needs of the labour market.

Youth in formal and informal employment: The policy also embraces provisions stipulated in various pieces of legislation and policies that regulate labour laws as a means of creating youth opportunities to legitimate work and self-employment opportunities.

Unemployed Youth: the policy seeks to address the negative impact of unemployment on the youth and create initiatives to address youth unemployment.

Neither in Education nor in Entrepreneurship Training (NEET) Youth: The policy seeks to provide clear interventions that meet their needs in relation to entrepreneurship training, appropriate numeracy and literacy as a means of promoting access to economic opportunities.

Never Been to School Youth: The Policy seeks to provide clear interventions that meet the needs of the youth that have never been to school, such as survival and life skills, basic numeracy and literacy training as a means of empowerment.

Youth affected with STIs and/or HIV/AIDS: The Policy seeks to address both those at risk and those living with the pandemic by identifying measures that can help youth prevent HIV, live positively with HIV, and reduce related stigma and discrimination.

Youth Heading Households: The Policy provides support interventions for youth heading households such as linking them to other public policies such as the Social Protection Policy.

Youth at Risk: The Policy will make available guidance and counseling facilities to the youth in conflict with the law; orphaned youth and broken homes; abused youth or youth at risk of abuse; youth abusing drugs, and the street youth.

Youth Migrants: Collaborate with relevant national stakeholders providing protection assistance to migrants to ensure upholding of youth migrants rights and their protection from exploitation.

Youth in Diaspora: The Policy identifies this group of youth as a valuable resource by providing measures that encourage their participation in the development of Zambia.

CHAPTER TWO

2 VISION, GOAL AND RATIONALE OF THE POLICY

2.1 Vision

“A nation of skilled, enlightened, economically empowered and patriotic youth”.

2.2 Goal

To provide an enabling environment that promotes the rights and obligations of the Youth and foster their participation in national development.

2.3 Rationale

The 2015 National Youth Policy has been developed to provide a framework for government to fully engage the youth and stakeholders in a meaningful partnership to develop appropriate interventions and services for youth empowerment.

According to statistics (United Nations Population Division Report, 2005) nearly 50 per cent of the developing world’s population is youthful. The youth population for Zambia currently stands at 36.7 per cent. This state of affairs is both a challenge and an opportunity for Zambia to empower the Youth to meet the challenges for greater responsibilities and contribution to national development. Although a number of strides have been achieved in empowering young people since 2000, the 2006 National Youth Policy and the 2009 Action Plan had a number of challenges which have necessitated policy review. These include:

- i. Limited capacity to operationalise youth mainstreaming
- ii. Silence on youth responsibilities and obligations towards the state and their communities;
- iii. Lack of clear differentiation of target groups within the youth age group;
- iv. Lack of a definition of youth work and youth sector;
- v. Lack of smart indicators in the Monitoring and Evaluation (M&E) framework;
- vi. Lack of operationalization of the stakeholder coordination mechanisms;
- vii. Lack of decentralized structures at district level;
- viii. Lack of an integrated information management system (IMS) on youth development.

Furthermore, the bulk of the challenges captured in the 2006 Youth Policy review process were skewed towards poverty arising from unemployment and a lack of skills to sustain their livelihoods. Hence, it is inevitable to revise the 2006 National Youth Policy as the country has to respond to the youth development challenge that has befallen the entire globe. Besides, Zambia has witnessed emerging political, social, economic and demographic shifts which have policy implications. Thus, the above have led to the development of the 2015 National Youth Policy which is not only aligned to global trends but also to national development plans such as the Vision 2030, Revised Sixth National Development Plan (RSNDP) and Government priorities on youth development.

This policy therefore, seeks to provide guidance on issues affecting the youth including;

- i. Strengthening their abilities to fulfil their potential;
- ii. Prevention and reduction of vulnerability in the socio-economic environment;
- iii. Promotion and ownership of sustainable interventions; and
- iv. Addressing the changing needs of the youth in their communities and workplaces.

It further guides, harmonizes, compliments, enhances and promotes the efforts of government and stakeholders to address the challenges of the youth today and the near future.

CHAPTER THREE

3 GUIDING PRINCIPLES FOR THE NATIONAL YOUTH POLICY

The policy is underpinned by the following key principles.

3.1 Accessibility

Young men and women of diverse backgrounds must have access to resources and services needed for their development. The Policy endeavors to promote equal access to socio economic and employment opportunities commensurate with abilities, potential and the needs of the youth.

3.2 Equality and Equity

The value of equal opportunities and equitable distribution of resources, programmes and services is aimed at empowering the youth in Zambia.

3.3 Inclusiveness

All youth development initiatives shall not discriminate against any youth on the basis of sex, age, gender, race, disability or any other form of discrimination as enshrined in the constitution of the country. The policy seeks to promote gender equity and equality, including working to eliminate all forms of discrimination at all levels.

3.4 Respect for 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.

3.5 Respect for Cultural, Religious, Customary and Ethical Values

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

3.6 Transparency and Accountability

The Policy shall promote transparency and accountability among institutions and organizations involved in youth development

3.7 Responsiveness

The Policy shall ensure that programmes are responsive to the needs and aspirations of the youth.

CHAPTER FOUR

4 OBJECTIVES AND STRATEGIES

This section outlines objectives and strategies for each thematic area. It will ensure the inclusion of youth development in the poverty reduction strategy programmes and national development plans.

4.1 Youth Employment and Entrepreneurship Development

4.1.1 Overall Objective:

To promote the economic participation of the Youth in national development through employment creation and entrepreneurship development.

4.1.2 Specific Objectives:

1. To reduce poverty and vulnerability among the Youth;
2. To enhance self-employment opportunities among the Youth;
3. To promote entrepreneurial education at all levels of education; and
4. To promote the expansion of sub-sectors that have relatively high employment multiplier.

4.1.3 Strategies for Youth Employability

1. Facilitate the implementation of the National Plan of Action on Youth Empowerment and Employment;
2. Recommend the review of labour market policies, legal regulatory framework to make them more responsive to current socio-economic trends to capture youth as a priority;
3. Facilitate the certification of skills gained outside the formal skills training sector;
4. Recommend for the establishment of national apprenticeship and internship programmes to prepare youth for employment; and
5. Advocate for the development of a comprehensive Labour Market Information System.

4.1.4 Strategies for Entrepreneurship Development and Industrial Participation

1. Promote entrepreneurial education and skills training at all levels of education;
2. Facilitate the transition of informal enterprises into the formal economy;
3. Promote the use of ICT for improved productivity, creativity and innovation in youth enterprises;
4. Enhance financial literacy programmes targeting the youth;
5. Promote the participation of youth entrepreneurs in national and international business linkage programmes and industrial clusters;
6. Establish and support business and technological hub/incubators;
7. Advocate for Youth affirmative action on public procurement;
8. Engage the Private Sector on initiatives and linkages to promote youth enterprise development; and
9. Facilitate youth access to land for enterprise development.
10. Engage local leadership to support youth participation in local economic development

4.2 Education and Skills Development

4.2.1 Overall Objective:

To increase access to quality and equitable education and skills development relevant to the aspirations of the youth and society.

4.2.2 Specific Objectives

1. To increase access to education through formal and alternative modes of delivery in partnership with key stakeholders;
2. To promote equity in the provision of education skills training;
3. To improve efficiency and effectiveness in the delivery of education services; and
4. To enhance teacher training and education to meet national demand and the needs of pupils.

4.2.3 Strategies for Access to Education and Skills Development

1. Advocate for the increased access to school infrastructure, especially in rural areas;
2. Construct modern Youth Skills Training Centres;
3. Advocate for the incorporation of Information and Communication Technology (ICT) in the education curriculum;
4. Provide appropriate information to the youth on available bursary and education loan schemes in various line Ministries;
5. Advocate for increased access to Technical Education, Vocational Entrepreneurship Training (TEVET) Institutions;
6. Avail multiple accesses for skills development including opportunities outside of mainstream education, for instance, workplace skills development, distance learning skills development and adult literacy; and
7. Advocate for the incorporation of literacy, numeracy, life and communication skills in the skills curriculum for those who cannot return to mainstream education.

4.2.4 Strategies for Quality and Relevance of Skills Development

1. Facilitate the review of skills training curriculum to respond to current labour market needs;
2. Strengthen the capacity of existing Youth Skills Training Centres and instructional staff;
3. Equip orphaned youth, youths in conflict with the law including other marginalised and vulnerable youths with life and vocational skills; and
4. Provide and sustain skills training programmes for youths living on the streets.

4.3 Youth and Health

4.3.1 Overall Objective:

To improve the health and general wellbeing of the adolescents and youth in order to enhance their productivity and contribution to national development.

4.3.2 Specific Objectives

1. Strengthen commitment to and support for the sexual and reproductive health and rights, and needs of adolescents and youth;
2. To increase access to a broad range of youth friendly health services;
3. To increase access to comprehensive, youth-friendly, gender-sensitive sexuality (family life) education; and
4. To promote healthy living and responsible behaviour amongst the youth.

4.3.3 Strategies for Comprehensive Sexuality Education and (CSE) Youth-friendly Health Services

1. Promote the provision of Comprehensive Sexuality Education (CSE) and Sexual Reproductive Health (SRH) services that meet the specific needs of youth;
2. Encourage youth participation in the development, implementation, monitoring and evaluation of comprehensive sexuality education programmes and youth friendly health services; and
3. Promote access to Health Testing and Counseling (HTC) services by the youth at clinics and youth organizations.

4.3.4 Strategies for Healthy Living

1. Raise awareness amongst youth on the dangers of alcohol and drug abuse through partnerships with youth organisations and the FBOs and CBOs;
2. Facilitate the establishment of rehabilitation services/programmes for youth addicted to alcohol and narcotic drug use for effective re – integration into social and economic life;
3. Strengthen local, national, regional and international partnerships to eradicate the demand, supply and trafficking of drugs by youth; and
4. Promote the participation of youth in sport and fitness programmes.

4.4 Creative Industry (Arts, Culture and Recreation)

4.4.1 Overall Objective:

To promote youth participation in creative industries (art, culture and recreation) as a major source of livelihood.

4.4.2 Specific Objectives:

1. To increase community participation in sport, arts and recreation activities; and
2. To promote and protect positive local arts and cultural practices among the youth.

4.4.3 Strategies for infrastructure development in the Creative Industry

1. Increase access to sport, cultural and recreation infrastructure; and
2. Facilitate the protection of designated areas for play parks and sports grounds

4.4.4 Strategies for the Preservation and Promotion of the Creative Industry

1. Promote intra/inter district, regional cultural, artistic and sports festivals;
2. Advocate for the inclusion of arts and cultural education and training in public and private primary, secondary and tertiary institutions;
3. Advocate for strengthened law on intellectual property rights and patents to protect works of artists;
4. Advocate for improved marketing opportunities for youth in cultural tourism products both locally and internationally;
5. Promote private sector participation in culture, creative industry and sports; and
6. Facilitate linkages for youth led cultural groups and entrepreneurs to other cultural associations, clubs and bodies including the Tourism Board of Zambia.

4.5 Youth Mainstreaming

4.5.1 Overall Objective:

To mainstream of youth issues in all government and private sector institutions for effective youth responsive programming.

4.5.2 Specific Objectives:

1. To promote public and private sector participation in youth development programmes; and
2. To promote a multi sectoral and coordinated approach to youth development programming and implementation.

4.5.3 Strategies for Youth Mainstreaming

1. Advocate for mainstreaming of youth issues in all government and private sector programmes; and
2. Strengthen youth development coordination and reporting mechanisms on youth programmes.

4.6 Youth Work

4.6.1 Overall Objective:

To professionalize youth work practice in Zambia.

4.6.2 Specific Objectives:

1. To regulate youth work practice in Zambia; and
2. To enhance the capacity of institutions offering training in youth work.

4.6.3 Strategies for Professionalizing Youth Work

1. Regulate youth work practice;
2. Recognize and enforce a Code of Ethics for Youth Work; and
3. Support and invest in youth work education and training.

4.7 Cross Cutting Issues

4.7.1 Overall Objective:

To integrate cross cutting issues into youth development.

4.7.2 Specific Objectives:

1. To promote sustainable use of natural resources and protection of the environment;
2. To reduce social, cultural, religious and economic factors that make people vulnerable to HIV and AIDS;
3. To reduce gender related barriers and practices which affect the rights of female and male youth;
4. To promote volunteerism as a tool for fostering active participation of young people in national development;
5. To develop strategies that encourage the participation of youth in the diaspora in national development;
6. To encourage observance and respect of rights of juveniles and youth in conflict with the law; and
7. To promote the participation of the differently abled youths in national development.

4.7.3 Strategies for Environmental Protection and Sustainable Development

1. Facilitate and promote youth engagement in the development of programmes for environmental management;
2. Facilitate the introduction of environmental management courses at primary, secondary and tertiary education level; and
3. Encourage youth participation in entrepreneurial activities in the green economy.

4.7.4 Strategies for Integrating Disability

1. Promote equitable access of the differently abled youth to education, skills training, healthcare, empowerment and employment opportunities;
2. Promote the provision of youths with disability with appropriate Information Education Communication (IEC) materials to sensitise them on issues including HIV and AIDS;
3. Advocate for the provision of appropriate infrastructure for the physically challenged youth and ease their mobility; and
4. Strengthen the participation and inclusion of young persons living with disabilities in decision-making processes.

4.7.5 Strategies to Address Youth Vulnerability to HIV and AIDS

1. Address social, religious, cultural, economic, legal and political factors that make youth vulnerable to HIV and AIDS; and
2. Advocate for increased access to interventions for the prevention and treatment of HIV and AIDS/STIs through integrated youth- friendly SRH programmes.

4.7.6 Strategies to Address Gender Equity and Equality

1. Facilitate equitable access to and control of economic resources and opportunities by female and male youth;
2. Promote equal rights and access to education, skills development training, legal and health services for both male and female youth ;
3. Enhance the protection of both male and female youth from all forms of violence, sexual abuse, sexual exploitation, human trafficking, prostitution and pornography; and
4. Engage key stakeholders such as traditional leaders, policy makers and opinion leaders to abolish early marriages.

4.7.7 Strategies for Youth and Governance

1. Enhance the capacity of youth civil society (youth organisations, NGOs and associations) to effectively participate in decision-making and programme implementation;
2. Promote civic engagement and political participation of youth at local and national level;
3. Advocate for an affirmative action for youth representation in decision making;
4. Facilitate the establishment of a National Youth Volunteer Corp;
5. Facilitate private sector support for youth volunteerism;
6. Facilitate youth migrant's contribution towards the development of both countries of origin and of destination and to protect the rights of young migrants;
7. Advocate for the respect and observance of rights of youth in conflict with the law; and
8. Facilitate rehabilitation programmes for youth in conflict with the law and reintegration into family and community life.

CHAPTER FIVE

5 IMPLEMENTATION FRAMEWORK

Youth development cuts across all sectors. In this regard, implementation of this policy will take a multi sectoral approach involving all stakeholders in youth development at National, Provincial and District levels. These include, Non-Governmental Organizations, Cooperating Partners, Community Based Organisations (CBOs), Faith Based Organisations (FBOs), the Private Sector, Youth Organisations, organisations working with people with disabilities, Churches, Youth and Communities.

5.1 Institutional Arrangements

5.1.1 National Level

a) Ministry of Youth and Sport

The Ministry of Youth and Sport shall be responsible for coordinating the implementation of the Youth Policy, facilitate research and resource mobilization for implementation, Monitoring and Evaluation of Youth Development programmes.

b) Other Line Ministries

Other line ministries and statutory institutions shall play a vital role by implementing programmes on youth development in line with the provisions of the National Youth Policy and their respective mandates.

c) Cooperating Partners

Cooperating Partners shall provide technical, financial and logistical support for the implementation, monitoring and evaluation of the National Youth Policy.

d) Private Sector

The Private Sector shall play a vital role in the successful implementation of the National Youth Policy through the provision of employment opportunities, financial services, training, internship and apprenticeship for entrepreneurship development.

e) Civil Society Organizations

The Civil Society shall play a critical role in the creation of enabling environment for the implementation of the National Youth Policy through the provision of financial and business services, training, advocacy and monitoring implementation of the policy.

f) Sector Advisory Group (SAG)

The Sector Advisory Group (SAG) shall coordinate and monitor implementation of the National Youth Policy.

5.1.2 Provincial Level

In line with the Decentralization Policy, appropriate existing structures at the Province will be used for the implementation of the National Youth Policy.

a) Ministry of Youth and Sport

The Ministry of Youth and Sport will be responsible for implementation, Monitoring and Evaluation of Youth Development programmes.

b) Other line Ministries

Other line ministries 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.

c) Civil Society Organization

Civil society shall play a critical role in the creation of enabling environment for the implementation of the youth policy through the provision of financial and business services, training, advocacy and monitoring implementation of the policy.

d) Provincial Development Coordinating Committee (PDCC)

The Provincial Development Coordinating Committee (PDCC) shall coordinate and monitor implementation of the National Youth Policy.

5.1.3 District Level

In line with the Decentralization Policy, appropriate existing structures at the District will be used for the implementation of the National Youth Policy.

a) Ministry of Youth and Sport

The Ministry of Youth and Sport will be responsible for implementation and monitoring of Youth Development programmes.

b) Other line Ministries

Other line ministries 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.

c) Civil Society Organization

Civil society shall play a critical role in the creation of enabling environment for the implementation of the youth policy through the provision of financial and business services, training, advocacy and monitoring implementation of the policy.

d) District Development Coordinating Committee (DDCC)

The District Development Coordinating Committee (DDCC) shall coordinate and monitor implementation of the National Youth Policy.

5.2 Legal Framework

The Ministry responsible for youth development will spearhead the implementation of the National Youth Policy in accordance with the mandate given to it as stipulated in the Government Gazette Notice No. 183 of March, 2012. The contents therein shall be the guiding legal framework towards the implementation of the National Youth Policy. The provisions of Gazette Notice No. 183 of March, 2012 will also guide the review of various pieces of legislation relating to youth development including the National Youth Development Council Act. Furthermore, the Ministry may consider enacting the relevant legislation in support of youth development.

5.3 Resource Mobilization

The implementation of this ^{Policy} will require mobilization of resources from both local and foreign sources. Through collaboration with the Private Sector, NGOs, FBOs, International Agencies and other Cooperating Partners, resources will be mobilized to implement the Policy.

The Ministry will advocate and lobby for enhanced technical and financial support from Government, Co-operating Partners and the private sector to facilitate effective implementation of the proposed youth programmes. The Ministry will also work towards instituting effective and result oriented youth mainstreaming in all line ministries for equal opportunities in the allocation of resources and advocate for youth specific legal provisions.

5.4 Monitoring and Evaluation

The implementation of the Youth Policy requires effective Monitoring and Evaluation (M&E) that provides appropriate feedback. In this regard, the Ministry, in partnership with key stakeholders shall put in place a robust M&E Framework and conduct periodic monitoring and evaluation of the youth projects and 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 that respond to the segmented age brackets of the

youth group 15 -35 years 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.

5.5 Conclusion

As the National Youth Policy aspires to take a 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 these are dependent on the institutional capacity of the implementing institutions.



Ministry of Youth and Sport

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