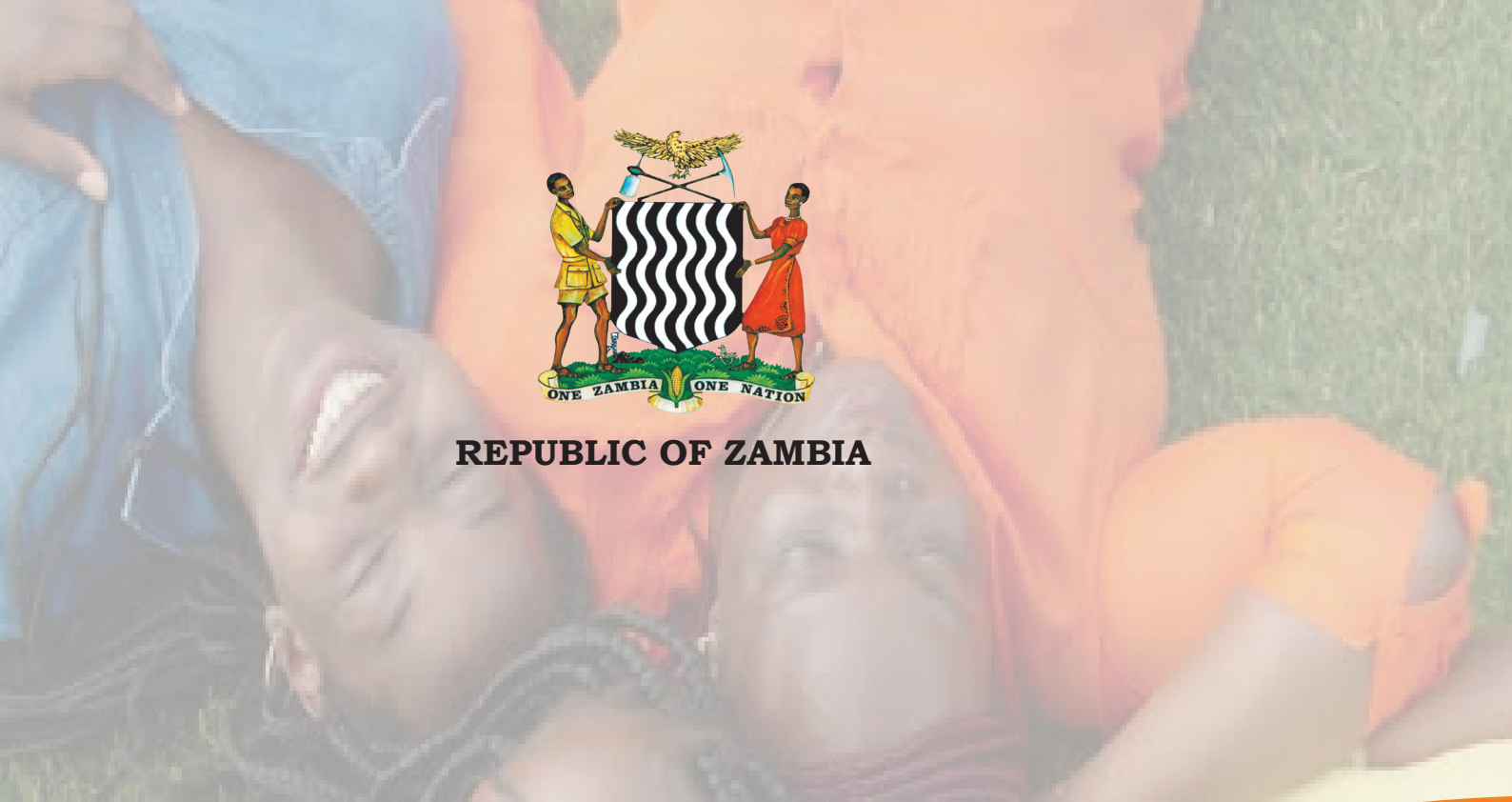

REPUBLIC OF ZAMBIA

2024 NATIONAL YOUTH POLICY

"Accelerating Youth Participation and Empowerment in Zambia"

Republic of Zambia

2024

NATIONAL YOUTH POLICY

"Accelerating Youth Participation and Empowerment in Zambia"

JANUARY, 2024

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FOREWORD

The youth are an invaluable and treasured investment. If well positioned they can drive the development of this country. The Zambia Census Projection Report 2011-2035 estimates the 19 to 34 years age group for 2023 to be at 5,369,150 youth out of the total population of 20,122,521. This means that the youth account for 26.7 percent of the total population of which 2,677,952 are males and 2,691,198 are females, representing 26.7 percent and 26.6 percent, respectively. The youth population is thus a key demographic group that can immensely contribute to the unlocking of the country's social and economic potential if well managed. The mobilisation of various resources therefore becomes cardinal to support the youth in realising their full potential and contribute to the achievement of the Sustainable Development Goals, the African Union Agenda 2063, Vision 2030 and the National Development Plans (NDP).

The potential that the youth possess is however being hampered by a number of challenges, such as high unemployment levels, inadequate skills, alcohol, drug and substance abuse and limited access to factors of production.

In order to overcome the challenges facing the youth in the country, the implementation of this Policy will use the multi-sectoral approach targeting the following thematic areas; entrepreneurship, empowerment and job creation, policy and legal environment, health, mental health, drug, alcohol and substance abuse, education and skills development, Information and Communications Technology, social protection, civic engagement and leadership arts, sport and recreation, environmental protection, youth-led research and knowledge production, youth for transformative economy and leadership, and gender and disability.

This National Youth Policy builds on the 2015 National Youth Policy, the Action Plan on Youth Empowerment and Employment, and other national frameworks. In order to address the challenges affecting the youth, the Policy will focus on job rich sectors such as; agriculture, mining, tourism, construction, health, education, arts and sport. It is worth noting that some of the data sources captured the youth age group 15-35 as per the 2015 National Youth Policy, however, the National Youth Policy will focus on the age range 19-34 in line with the Constitution of Zambia (Amendment) No.2 of 2016.

Through this Policy, the Government envisions to build strong partnerships based on a multi-sectoral approach that will include the youth and youth networks, Line Ministries, private sector, Cooperating Partners, Civil Society Organisations and other stakeholders. Government is confident that these partnerships will enormously contribute to the achievement of the policy objectives.

Hon. Elvis Chishala Nkandu, M.P.
MINISTER OF YOUTH, SPORT AND ARTS

ACKNOWLEDGEMENT

The development of the National Youth Policy was preceded by a broad-based consultative process signifying a collective approach and commitment of Zambians to harness and optimise the potential of the youth. An inclusive approach was used to capture contributions of the marginalised groups, such as, the female youth, youth in the rural areas and the youth with disabilities.

On behalf of Government, we are grateful to the various partners and stakeholders who participated in the development of the 2024 National Youth Policy, particularly the youth, youth with disabilities and the youth in rural areas, youth networks and organisations.

Our appreciation goes to the Line Ministries for the preparation, review and the facilitation of broader stakeholder consultations including the provincial validations. We also wish to thank the key informant interviewees from various Line Ministries and organisations for their expert input. Our gratitude also goes to the United Nations Country Team in Zambia for providing technical and financial support to this process. The Ministry appreciates the technical support rendered by the Policy Analysis and Coordination Division of Cabinet Office, without whose guidance, it would have been difficult to accomplish this milestone. We look forward to the implementation of the Policy to help Government realise its aspiration of empowering the youth in Zambia to enable them contribute effectively to national development.

Kangwa Chileshe
Permanent Secretary (Youth and Sport)
MINISTRY OF YOUTH, SPORT AND ARTS

Fumba Chama
Permanent Secretary (Arts)
MINISTRY OF YOUTH, SPORT AND ARTS

WORKING DEFINITIONS

African Youth Charter:	This is a statement of principles by Heads of State and serves as a guide in the designing and implementation of youth policy-related concerns among Member States.
Art:	This is the expression or application of human creative skill and imagination, to communicate and express ideas for the aesthetics, entertainment or education.
Creative Industries:	"Industries that combine the creation, production and commercialisation 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, sport and other recreational activities.
Gender:	Refers to the state of being male or female in relation to the social and cultural roles that are considered appropriate for men and women.
Gross Domestic Product:	This is the total value of goods produced and services provided in the country during a given year.
Livelihood:	A means of supporting existence, especially financially or vocationally. It can also be a means of living, particularly of earning enough money to feed oneself.
Mindset:	A set of beliefs that determine how we perceive ourselves as well as the world. It influences how we think, feel and behave in any given situation.
Partnership:	Involvement and alignment of various stakeholders to achieve a collective goal 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 inability of an individual, family or community to attain a minimum standard of living. This is evidenced by inadequate access to basic needs and services such as food, clothing, shelter, basic health care facilities and education.
Reasonable Accommodation:	Refers to necessary and appropriate modification, adaptation and adjustments, not imposing undue burden, where needed in a particular case to ensure Persons with Disabilities (PwD) the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.
Sex:	Refers to the biological makeup that defines humans as female or male.
Social Assistance	Provision of basic necessities to persons in difficult circumstances.
Social Protection:	Policies and practices that protect and promote the livelihoods and welfare of people suffering from critical levels of poverty and deprivation and/or are vulnerable to risks and shocks.
Volunteer:	A person who freely offers to take part or participate in an initiative or a task.
Volunteerism:	The commitment of time and energy, for the benefit of society, local communities and individuals outside the immediate family, the environment or other causes. Voluntary activities are undertaken out of a person's own free will, without payment.
Vulnerability:	Susceptibility to the impact of risky events as a result of natural weakness or lack of defence and resulting in worsened situations for the victim or sufferer.
Youth:	"A person who has attained the age of nineteen years but is below the age of thirty-five years", as per the Zambian National Constitution, Article 266.
Youth Development:	Growing and developing the skills and connections young people need to take part in society and reach their potential.

Youth Empowerment:	Youth empowerment is both a means and an end, an attitudinal, structural, and cultural process whereby youth gain the ability, authority and agency to make decisions and implement change in their own and other people's lives both now and, in their adulthood, while bearing responsibility for the consequences of those decisions and actions.
Youth Participation:	Youth participation is the involvement of youth in responsible, challenging action that meets genuine needs, with opportunities for planning and/or decision-making affecting others in an activity whose impact or consequence is extended to others.
Youth Engagement:	This term is being used interchangeably with the term youth development.
Youth-led Research:	Youth-led research refers to processes of knowledge production designed and undertaken by young people, to investigate a range of social issues that impact on their lives and livelihoods, proffering recommendations aimed at informing policy responses. At its core, it is meant to give young people a "voice" in the design and development of Policy solutions to address social challenges.

LIST OF ACRONYMS

8NDP	Eighth National Development Plan
AIDS	Acquired Immunodeficiency Syndrome
APYEE	Action Plan for the Youth Empowerment and Employment
AU	African Union
AYC	African Youth Charter
CDF	Constituency Development Fund
CEEC	Citizen Economic Empowerment Commission
CREAM	Clear, Relevant, Economic, Adequate and Monitorable
COVID 19	Corona Virus Disease -19
CSO	Central Statistical Office
DDCC	District Development Coordinating Committee
FBO	Faith Based Organisations
FSP	Food Security Pack
GEWEL	Girls' Education, Women Empowerment and Livelihoods
GDP	Gross Domestic Product
GII	Gender Inequality Index
HIV	Human Immunodeficiency Virus
HELSB	Higher Education, Loans Education and Scholarship Board
HTC	Health Testing and Counselling
ICT	Information and Communications Technology
IEC	Information Education Communications
IFAD	International Fund for Agriculture Development
ILO	International Labour Organisation
KGS	Keeping Girls in School
LCMS	Living Conditions and Monitoring Surveys
LFS	Labour Force Survey
LSHE	Life Skills and Health Education
M&E	Monitoring and Evaluation
MP	Member of Parliament

NAP	National Adaptation Plan
MSME	Micro, Small and Medium Enterprises
MSYA	Ministry of Youth, Sport and Arts
NAPSA	National Pension Scheme Authority
NCDs	Non-Communicable Diseases
NEP	National Environmental Policy
NGO	Non-Government Organisations
NYDC	National Youth Development Council
NYP	National Youth Policy
NVP	National Volunteer Policy
PAM	Plant A Million
PDCC	Provincial Development Coordinating Committee
PMRC	Policy Monitoring and Research Centre
PwD	Persons with Disabilities
SADC	Southern Africa Development Community
SCT	Social Cash Transfer
SDG	Sustainable Development Goals
SMART	Specific, Measurable, Attainable, Relevant and Timebound
SRHS	Sexual Reproductive Health Services
STI	Sexually Transmitted Infections
SWL	Supporting Women Livelihoods
TEVET	Technical Education, Vocational Entrepreneurship Training
UDHR	Universal Declaration of Human Rights
YDF	Youth Development Fund
YRS	Youth Resettlement Scheme
YwD	Youth with Disabilities
ZAMSTATS	Zambia Statistical Agency
ZAPD	Zambia Agency for Persons with Disabilities
ZDHS	Zambia Demographic Health Survey
ZICTA	Zambia Information Communications and Technology Authority

CHAPTER ONE

1. INTRODUCTION

Government has an obligation to support the youth in their growth path to economic development by improving the conditions in which they live and grow. The Constitution of Zambia (Article 266) defines youth as "a person who has attained the age of nineteen years but is below the age of thirty-five years". Based on the constitution's supremacy as the law of the land, the definition of the youth (19 to 34 years) is being adopted for this Policy.

In an effort to achieve youth development in the country, a number of National Youth Policies were developed, the first of which was the National Youth Policy of 1994. The 1994 National Youth Policy was replaced by the 2006 National Youth Policy which was followed by the 2015 National Youth Policy. Further, the 2015 Policy was reviewed and has been replaced by this 2024 National Youth Policy.

The 2015 National Youth Policy emphasised skills development and economic empowerment which was envisaged to impact on national development. To this effect, implementation of the Policy facilitated skills training, youth empowerment and youth participation. However, the 2015 National Youth Policy did not address the emerging issues surrounding the youth such as mindset change, mental health, digitalisation, climate adaptation, skills mismatch, volunteerism and internship.

In view of the above observation, the focus of 2024 National Youth Policy is "Accelerating Youth Participation and Empowerment in Zambia". This thematic focus is based on the realisation that the youth need full empowerment across all domains. This Policy therefore, seeks to fulfil the aspirations of achieving holistic youth development. Further, the Policy sets out the priorities of national youth development in the country through the identified thematic areas.

The document is organised into five chapters. Chapter one gives an introduction while chapter two outlines the situation analysis based on the various themes and chapter three highlights the vision, rationale and guiding principles. Chapter four provides the policy objectives and measures required to achieve the set objectives. Finally, chapter five summarises the implementation framework covering the institutional arrangements, legal framework, resource mobilisation and financing as well as monitoring and evaluation.

CHAPTER TWO

2.0 SITUATION ANALYSIS

2.0.1 Global Context

According to the 2020 Global Youth Development Report, the conditions of the youth globally have improved around the world by 3.1 percentage points between 2010 and 2018. The global youth index is a composite indicator that combines achievements scored in youth education, employment, health, equality and inclusion, peace and security, and political and civic participation. Although the world is making progress in improving the lives of the youth, the pace is slow. The slow pace is as a result of the low economic growth rates and low investments to generate higher incomes.

Despite the improvement in the global youth index, the youth at the global level face intractable and multiple challenges. Key among these are; high unemployment and underemployment, limited access to financial resources for business activities, alcohol, drug and substance abuse, crime, peer pressure, and social media abuse.

2.0.2 Regional Context

Africa has a youthful population which is an opportunity for the continent's economic growth. Despite this opportunity, the youth on the continent face a number of challenges. The key challenges include high unemployment levels, limited access to finance and land, alcohol, drug and substance abuse.

2.0.3 Domestic Context

Zambia has an estimated population of 20,122,521 million people with 50.2 percent female and 49.8 percent male according to the Zambia Census Projection 2011-2035. The proportion of the youth stands at 26.7 percent based on the 19 to 34 years age group. This accounts for 5,369,150 youth comprising of 2,677,952 males and 2,691,198 females, respectively. This youth population is a key demographic group that can help unlock the country's social and economic potential.

The prospects of reaping the benefits of the large youth population can be attained through investment in education and skills development. The potential of the youth is hampered by a number of challenges, such as high unemployment levels among the youth coupled with their limited representation and meaningful participation in national development.

2.1 ENTREPRENEURSHIP, EMPOWERMENT AND JOB CREATION

2.1.1 Entrepreneurship

According to the 2022 Provincial Consultation Report on national economic activity engaged by the youth, farming was reported highest at 48.5 percent, followed by trading at 36.8 percent and mining at 1.8 percent.

Access to capital by youth entrepreneurs makes it difficult for them to create their own businesses (cited by 52 percent interviewees in the 2022 Provincial Consultation Report on the Review of the 2015 NYP). Further, the Report identified the process of registering a business as being complicated, compounded with high cost and inadequate information.

In view of these challenges, Government, implemented measures aimed at creating an enabling environment for the youth entrepreneur's growth. For instance, in 2020 Government through the Citizen Economic Empowerment Commission funded projects to foster Small and Medium Enterprises development of which 32% were youth beneficiaries. As a result, a total of 13,112 jobs were created through private enterprises out of which 8,881 were for the youth. The Zambian government hopes that the youth unemployment problem will be largely solved through the vigorous promotion of entrepreneurship.

Further, Government through the Ministry of Youth, Sport and Arts has been implementing Youth empowerment programmes in order to spur and develop entrepreneurship among the youth. During the period 2020 to 2022 a total of 150,000 youth were empowered with capital and equipment to enable them venture into income generating activities through entrepreneurship. The capital and equipment were aimed at fostering development of small-scale industry through value chains.

Therefore, enhancement of business continues to be key for economic emancipation. There is need for incubation of entrepreneurs to provide a comprehensive approach through the provision of common infrastructure, equipment, and business development and mentorship services to support growth of youth-led Micro, Small and Medium Enterprises (MSME).

In line with the Provincial Consultations Report, 65.2 percent of key informants reported that youths in their district received Fertilizer Input Support Programme (FISP), 60.5 percent Poultry and 57.8 percent received Crop Cultivation empowerment.

2.1.2 Empowerment

Government has been implementing a number of youth empowerment programmes in order to increase youth participation in economic activities and improve their livelihood. In addition, the empowerment programmes are aimed at fostering job creation for the youth. To this effect, Government implemented the following empowerment programmes:

i. Youth in the transport sector;
ii. Plastic Recycling Plants;
iii. Establishment of Milling Plants;
iv. Support to Micro, Small and Medium Youth Enterprises;
v. Empowerment of Youth through the Aquaculture Value Chain (Fish Farming);
vi. Youth in ICT;
vii. Pave Zambia Youth Empowerment Programme;
viii. Youth Resettlement Schemes;
ix. Youth in Agriculture;
x. Timber and Honey Value Chains;
xi. Street Vendor empowerment Fund;
xii. Youth Development Fund;
xiii. Youth Innovation Fund;
xiv. Youth Skills Training; and
xv. Youth Internship Programme.

However, during the implementation of these programmes, a number of challenges were encountered which include the following:

i. poor loan recoveries;
ii. lack of commitment by the youth towards repayment of loans;
iii. poor administration of the empowerment programmes;
iv. poor target groups;
v. lack of coordination among key players;
vi. poor disbursement criteria;
vii. limited resources to develop youth resettlement schemes;
viii. lack of staffing in the districts; and
ix. inadequate and obsolete equipment in youth resource centres.

Further, the Provincial Consultations Report revealed that under the Farmer Input Support Programme (FISP), the youth in various districts received

farming inputs. To this effect 57.8 percent of the youth benefited under Crop Cultivation and 60.5 percent under Poultry.

However, the provincial consultation report established that the coordination of youth economic empowerment activities was weak and lacked clarity, overarching mandate by all the institutions providing the resources. Poor coordination of youth economic empowerment activities with parallel actors as well as limited alignment with national youth development priorities and reporting have resulted in poor performance of the empowerment activities. There are no economic activities that are reserved for the youth thus making it difficult for them to have a strong foothold in the economy.

2.1.3 Youth Development Fund

According to the Zambia Institute of Policy Analysis and Research (ZIPAR) Report of 2019, the disbursement of the Youth Development Fund has evolved over time since its inception in 2000 when funds were disbursed through the Constituency Development Fund with the aim of helping the youth who could not find employment but engage in entrepreneurship activities. However, local authorities had challenges allocating this money to the youth, as a result the funds ended up going to other developmental programmes in the constituency.

In 2007, the funds were disbursed through the Citizens Economic Empowerment Commission (CEEC) but this proved difficult for many youth to access as it demanded for collateral which the youth did not have. In 2008, the Youth Development Fund was moved to the Ministry responsible for Youth and was later suspended in 2015 due to its failure to yield impactful results regarding creating employment and empowerment opportunities for the youth.

During the period 2011 to 2015, YDF only empowered a total of 1599 youth. In 2020, the then Ministry responsible for Youth, Sport and Child Development, resumed disbursement of the Youth Development Fund which was renamed the “Multi-Sectoral Youth Empowerment Fund”. From 2020 to 2021, a total of 119,072 youth were empowered. To this effect, Government has continued to implement the Multi-Sectoral Youth Empowerment programme though most of the resources targeting to empower the youth have been re-aligned to the Constituency Development Fund.

Over the period of time, the implementation of the Youth Empowerment Fund has faced a number of challenges which include the following:

i. the fund not backed by legislation;

ii. insufficient mechanisms for contact tracing of beneficiaries;

iii. lack of mechanisms to trace the beneficiaries;

iv. high default rate on loans; and

v. politisisation of the programme.

2.1.4 Job Creation

Gainful employment has the potential to lift youth out of poverty and provides an opportunity for direct contribution to national economic growth and development. The youth can be used as a useful resource to turn around the economic fortunes of the country. In order to foster youth employment opportunities, the policy will provide interventions that will contribute to employment creation in sectors such as agriculture, mining, tourism, construction, health, education, arts and sport.

According to the 2022 LFS, there were 2,027,584 youth in Zambia's labour force accounting for 56.2 percent of the total labour force. The labour force participation rate for the youth was at 29.5 percent. That is the proportion of the youth labour force in relation to the youth working-age population. This indicates an estimate of an economy's active workforce among the youth.

The economy was characterised by low diversification, low productivity and high youth unemployment levels that was at 18.8 percent in 2022. Though the economy has grown in the last few decades, registering 4 to 7 percent annual growth, lack of sustained GDP growth has not created enough job opportunities to fully employ the youth.

According to the 2022 LFS, 47.5 percent of the youths were employed in the informal sector, 31.4 percent in the formal sector and 21.2 percent in the household sector. The youth precarious employment rate was estimated at 27.9 percent. This shows a rise in the number of employed youths whose contract of employment, whether verbal or written, are of a relatively short duration (period less than three months) or whose contract can be terminated at short notice.

There is need to create a supportive policy environment that promotes more productivity, formalisation and expanded businesses and create more decent

jobs thus reducing informality levels. The employed youth in the formal sector need support in the form of capacity building opportunities and other services for them to progress in their careers and continue to contribute more to national development.

The 8NDP highlights the major constraints to economic transformation and job creation as being low diversification and industrialisation, low citizen participation and low private sector competitiveness as well as low access to affordable finance.

Additionally, the major cause of youth unemployment is the structural shift in national economy characterised by low growth rates. The skills mismatch between what the skill suppliers provide and what is needed by industries renders many trained youth unemployed.

Whilst value addition has the potential to create thousands of jobs for the youth, there is low participation of the youth in the value addition chain. This could be attributed to the limited access to equipment, knowledge and information, affordable raw materials and inadequate skills among the youth.

2.2 Legal and Institutional Environment

A well-designed and well-functioning legal framework is an essential prerequisite for effective delivery of youth related development interventions in any given context. The National Youth Development Council (NYDC) Act No.7 of 1986, (CAP 144 of the Laws of Zambia) is mandated to register youth organisations, implement, coordinate and evaluate youth programmes as well as to advise the Minister responsible for youth affairs on programmes related to youth development. The Act has not undergone a major review since its enactment in 1986 and therefore does not speak to the current needs and aspirations of the youth. According to research done by the Zambia Law Development Commission, the NYDC Act was deemed to have shortcomings and was obsolete with regards to the purposes for which it was created, it fails to deal with the contemporary issues facing the youth and youth development in general. Therefore, there is need to review the NYDC Act and make it responsive to the current needs.

The Government Gazette Notice No. 1123 of 2021 mandates the Ministry of Youth, Sport and Arts to coordinate youth organisations, youth entrepreneurship, youth skills development and as the custodian of the youth

Policy. The Ministry thus implements youth programmes aimed at uplifting the living standards of the youth in the country. In the implementation of youth programmes, the Ministry has faced a number of challenges such as low staffing levels, limited resources and inadequate funding, limited collaboration with key stakeholders, capacity constraints at youth resource centres, limited number of youth skills training centres and lack of structures at district level. In addition, there is no presence of youth officers in the devolved structure at the local authority due to the Ministry of Youth, Sport and Arts not having a structure at district level.

Besides the Ministry of Youth, Sport and Arts, line ministries such as Ministries responsible for Small and Medium Enterprise Development, Education, Health, Technology and Science, and Agriculture also provide various services to the youth. However, there is need to strengthen collaboration and coordination among them in the implementation of youth programmes.

The National Youth Development Council was established by an Act of Parliament No. 7 of 1986, as amended by Act No. 13 of 1994, CAP 144 of the Laws of Zambia. The core mandate for the Council is registration of youth organisations. Further, its functions are to coordinate, evaluate and implement youth programmes, projects and activities. The Council also assists and encourages organisations interested in youth development in the initiation of youth training and development.

The Council is the legal platform for youth engagement in the country and serves as a voice of the youth. From 2001 to 2023, over 6212 youth organisations have been registered from all the ten provinces. These organisations are operating in various sectors ranging from leadership and governance development, entrepreneurship development to arts and environmental protection. NYDC provides various services including capacity building, providing linkages to empowerment programmes, facilitating networking opportunities and coordinating youth activities. NYDC also facilitates youth participation in national development by organising engagement platforms with policy makers as well as facilitating youth representation on regional and international youth structures such as the COMESA Youth Advisory Panel and the Commonwealth Youth Forum. One of the flagship programmes is Youth Internship which provides graduates with necessary skills to transition to the world of work.

The institution is faced with various challenges. Among them, the Act has not

been repealed since 1986 and therefore does not speak to the current needs, challenges and aspirations of the youth. Several provisions that require to be addressed in the Act are: the huge number of Councillors (23) which is costly to sustain, the organisational structure which is not clearly defined and is not decentralised to the district level.

Inclusive youth development entails that youth living with disabilities are included in the governance structures. The Act does not explicitly provide for a representative of the youth with disabilities. The funding to the Council is inadequate, with a Government grant which does not correspond to the needs of the institution given the numerous requirements of the youth constituency.

It is therefore, imperative that the NYDC Act be repealed and replaced to strengthen NYDC as an institution and address the challenges that it is facing.

2.3 YOUTH AND HEALTH

2.3.1 Cross Cutting Health Issues

The social determinants of health, include poverty, housing, access to clean water and sanitation, healthy settings and food security. Youth who are in good health are more likely to be productive and able to support national development. The youth should live in an environment where they can function and make informed decisions to change behaviour and refocus their mindset.

Government has made a number of positive strides in the area of youth and health. According to the 2022 Consultation Report on the Review of the 2015 NYP, youth-friendly health and referral services in youth resource centres stood at 42.8 percent while the lowest reported was in universities at 26.7 percent.

Further, Government through the Ministry of Education and Ministry of Youth, Sport and Arts provides Comprehensive Sexuality Education (CSE) in schools and to out of school youth, that is accurate, factual and developmentally appropriate. CSE is essential for the youth to protect themselves from unwanted pregnancies, STIs and HIV/AIDs. Integrating CSE into the curriculum empowers youth with Sexual and Reproductive Health (SRH) information and enables them to access these services. The topics aims at empowering the youth to attain good health, wellbeing and dignity, develop respectful relationships by considering how their choices affect their health and that of others.

In terms of HIV/AIDS awareness, the 2018 Zambia Demographic Health Survey (ZDHS) reported that the percentage of women aged 16 to 45 years who knew that using condoms consistently and limiting partners for sexual intercourse can reduce the risk of HIV increased from 66 percent in 2001 to 80 percent in 2018 and among men from 67 percent to 84 percent over the same period.

HIV/AIDS prevalence among adults between 15 to 34 years stood at 11 percent in 2021. According to the ZAMPHIA 2021, adolescents and young people account for 42 percent of new HIV infections (78% females and 22 percent males).

According to the 2018 ZDHS, low level condom usage among adolescent boys and girls (aged 15-19 years) were found with only 49 percent and 30 percent, respectively used a condom during their last high-risk sexual intercourse. Furthermore, only 4 in 10 adolescents, aged 15-19 years had comprehensive knowledge of HIV.

Stigma towards people with HIV/AIDS remains high and this discourages youth from testing. The Policy therefore, seeks to address both those at risk and those living with HIV/AIDS by identifying measures that can help the youth prevent HIV and AIDS, live positively for those already infected and reduce related stigma and discrimination.

In addition to the above, the cases of Non-Communicable Diseases (NCDs) such as cardiovascular, accident, stroke, hypertension and diabetes are on the rise among the youth in Zambia driven by inactive lifestyles and poor eating habits. These NCDs are putting a strain on the health services and slowing down the contribution of the affected youth to national development.

2.3.2 Mental Health, Drug, Alcohol and Substance Abuse

Youthhood is a unique stage and the physical, emotional and social changes, including exposure to poverty, abuse, and violence, can render the youth vulnerable to mental health problems. In 2017, the Ministry of Health conducted Zambia Steps for Non-Communicable Diseases study which places estimates of mental health prevalence at 7.8 percent among people aged 18 years and above.

Protecting the youth from the adverse effects of poor mental health is critical for their well-being. For instance, cases of anxiety and emotional disorders can profoundly affect school attendance and ultimately school performance

which can undermine chances of getting employment or being self-employed in future. Social withdrawal can lead to isolation and loneliness. Depression can lead to cases of suicide. According to the 2023 State of the Youth Report, youth aged 18 to 29 years accounted for the largest proportion of people that had considered attempting suicide in the 12 months prior to the release of the report.

Drug, alcohol and Substance abuse cases are on the rise and are affecting the mental health of the youth. According to the 2022 Consultation Report on the Review of the 2015 NYP, alcohol abuse was listed as the most harmful practice by 96 percent of the youth interviewed and is driven by various factors such as unemployment and hopelessness. Substance abuse was also identified among factors contributing to mental health challenges among the youth. The spike in the number of mental health cases has added to the already demand for health service delivery and thereby stressing the health facilities. In addition, there are very few if any counselling/rehabilitation centres for youth to access mental health and very few youth friendly health services are in place.

There is need therefore, for mental health challenges faced by the youth to be dealt with holistically using tailor made solutions. The challenges to address youth mental health are further worsened by the data limitations which make it difficult to ascertain the prevalence rate of mental health problems amongst the youth.

2.4 EDUCATION AND SKILLS DEVELOPMENT

Access to quality education and the opportunity to develop skills and competencies is vital in preparing the youth for the future. An investment in their human capital is an investment in the socio-economic future of our societies. Under the Constituency Development Fund (CDF), youth from vulnerable families are being supported to attend secondary and tertiary education.

Although access to education in Zambia has increased, disparities particularly in rural settings still remain high. Zambian youth in rural areas have challenges of covering long distances sometimes exceeding ten kilometres as a typical access barrier.

Other barriers to education experienced by rural youth include poverty, unplanned pregnancies, forced marriages, gender discrimination and a lack of and inappropriate school infrastructure.

The 8NDP emphasises promoting entrepreneurial capabilities through skills training to enhance youth employability and providing apprenticeship, digital skills, financial inclusion, and mining value chain. To complement skills training in the country, Zambia's Technical Education, Vocational Entrepreneurship Training (TEVET) programme was designed to address the provision of skills to youth who exit the school system. As of October, 2023, 386 skills training centers were accredited to TEVETA in Zambia.

To enhance skills and education for the labour force, the number of public universities increased from three in 2012 to seven in 2019, with more higher institutions of learning under construction. Furthermore, the Government created an enabling environment for the establishment of privately-owned universities standing at 53, registered with the Higher Education Authority.

In an effort to try and cater for all youth including those who have never been to school, the Government runs a total of 23 youth resource centres countrywide. According to the MYSA performance assessment tool for the Strategic Plan, a total of 19,121 youths received training between 2018 and 2022 with an average of about 8000 graduates per year.

Despite the availability of youth skills training centres, they face a number of challenges such as dilapidated/inadequate infrastructure and equipment, low staff levels and underfunding, among others. There is also a skills mismatch with what the youth skills training centres provide and what the industry really needs.

2.5 INFORMATION AND COMMUNICATIONS TECHNOLOGY

The Information and Communications Technology (ICT) has become an integral part of our society and therefore impacts on nearly every aspect of our lives including the youth. ICT systems are necessary for personal and business success in today's changing world. According to the 8NDP, the integration of digital technologies into business processes is key to enhancing efficiency, job creation and productivity for economic transformation in Zambia. According to the Zambia Information, Communications and Technology Authority (ZICTA), the majority of users of ICT services in Zambia are youth. The youth are therefore, well positioned to harness the benefits of ICT towards increased access to information, productive resources and economic opportunities because they are fast learners and are eager to try new things.

Government has adopted a multi-sectoral approach to digitalisation by

promoting innovation and entrepreneurship through the creation of innovation hubs and Digital Transformation Centres (DTCs). The Ministry and the Electronic Government Division are working on modalities to house the hubs under the Youth resource centres country-wide. The innovation hubs are designed to facilitate incubation of ICT start-ups aimed at building capacity for the youths to drive the digital transformation agenda.

However, digital government entrepreneurship and innovation continue facing challenges largely associated with limited financing towards start-ups, coordination and capacity for commercialisation of innovation. There are few innovation hubs concentrated around Lusaka and largely run by the private sector and the civil society, hence the proposal to use Youth centres across the country. Therefore, several ideas especially from the youths are not exploited for development of local solutions.

Further, the increase in social media platforms, such as, Facebook, WhatsApp, Tik Tok and other online news channels have greatly increased the flow of information to the youth and can be leveraged for increased civic participation and engagement in public processes. When it comes to the availability of ICT in the country, the 2022 Consultation Report on the Review of the 2015 NYP, found that 95.9 percent of the respondents reported the availability of ICT in the Youth resource centers with another 85.5 percent reporting its availability in the skills training centers. However, the distribution of computers by province shows the usual disparities with urban schools, such as those from Lusaka and Copperbelt Provinces having more computer facilities than those off the line of rail areas.

The youths in the ICT sector face a number of challenges. According to the World Bank, more schools need to have electricity to implement the Education ICT Policy as the number of schools that do not have electricity remains high (5,412 primary and 168 secondary schools, respectively). The costs of ICT hardware and software are too high for most of the youth to afford. This is because a large proportion of them are unemployed and majority of those employed (43 percent) are in the informal sector were earnings are lower, this is according to the 2023 Zambia State of the Youth Report. In addition, digital illiteracy is high, which makes it difficult for some of the youth to fully access and utilise ICTs.

Among many other challenges is that the increased use of ICT has come with a corresponding increase in cybercrimes, such as, identity theft, phishing, fake

news and exposure to illicit content.

2.6 SOCIAL PROTECTION

Social protection is a crucial component in the transitioning of youth into adulthood. Social protection plays a critical role in building and promoting human capital development through health and education and thus enables the youth to contribute to economic growth.

The social protection system in Zambia can be categorised in the following four groups; i) Social insurance ii) social assistance iii) livelihood and empowerment and iv) protection.

The youth are benefiting from multiple social protection programmes such as, village banking, skills training, bursaries and loans and food security packs. The table below provides more information regarding the youth benefiting from various social protection programmes:

Table 1: Youth Benefiting from Key Social Protection Programmes

Programme	Youth Beneficiaries	Total Beneficiaries
NAPSA	525,352	943,610
Health Insurance	906,166	1,990,224
Loans and Bursaries	22,489	22,489
Social Cash Transfer	Data not available	1,027,000
Food Security Pack	Data not available	241,000
Youth Empowerment	5529	5529
Supporting Women's Livelihood (SWL)	Data not available	116,891
Keeping Girls in School (KGS)	75,632	75,632
Total	1,535,168	4,305,484

Source: Multiple Administrative Data Sources (2022).

- NAPSA 16 to 35 years. Health Insurance 15 to 35 years.

As can be seen from table 1 above, only a small fraction of the youth 1,535,168 out of a total of 4,819,456 youth, translating to 32 percent are benefiting from the major social protection programmes.

2.6.1 Social Insurance

Social insurance refers to the provision of benefits for the unemployed, injured, sick or older persons; financed by contributions from employers and employees

as well as by government revenue. Zambia has a mandatory national health insurance scheme. According to the National Health Insurance Management Authority (NHIMA) administrative data, in 2022 there were 906,166 youth beneficiaries translating to 45.5 percent of the total beneficiaries. In terms of pensions, people working in the formal sector are covered by the National Pension Scheme Authority (NAPSA). According to NAPSA administrative data, in 2022 a total number of 55.6 percent of the total beneficiaries were youth aged between 16 to 35 years.

According to the 2021 LFS, 87.5 percent of the youth (61 percent and 26.5 percent were employed in the private business/farm and household units' respectively). Due to the informality of these institutions where the youth are employed, it is likely that the majority do not contribute to NHIMA, meaning that a significant proportion of the youth have no medical cover. From the table one above only 906,166 youths out of 4,819,456 youth population translating to 18.8 percent were beneficiaries of NHIMA. Further, according to the 2021 LFS, only 11 percent of the youth were employed in Government, parastatals, NGOs and Embassies/ International organisations. These are the organisations under which their contribution to the national health insurance scheme is assured.

2.6.2 Social Assistance

Social assistance is the arm of social protection which provides basic necessities in cash or in kind to persons in difficult circumstances. In the area of education, the Higher Education Loans and Scholarship Board (HELSB) reported that as at 30th September, 2022, a total of 22,489 students (who are mostly youth) were being supported through the Student Loan and Bursaries Scheme. In 2022, the board received a total of 16,076 applications for student loans of which 14,877 were eligible for consideration. Of the 14,877 eligible applications, 8,994 (translating to 60 percent) were granted student loans. However, the 8,994 is a low number compared to the number of youths requiring social assistance in form of loans and scholarships. In addition, these loans are only accessed at public institutions.

The Zambia Social Cash Transfer (SCT) which is a major social assistance scheme reaches about 1,000,000 households. By design, the SCT prevents the male youth from accessing the transfers on grounds that they are not labour constrained and thus do not meet the eligibility criteria. This puts the poor male youth at a disadvantage as they cannot smoothen their consumption.

However, the SCT allows females including youths who have 3 or more children to be beneficiaries. Unfortunately, the SCT MIS is not designed to isolate the number of female youths that have benefited from the scheme.

2.6.3 Protection

The main objective of the protection category interventions is to protect the vulnerable groups such as the youth, the female youth and youth in prisons, victims of gender-based violence and youth refugees to ensure that they have access to various services such as skills training and empowerment among others. Therefore, the formation of and enforcement of appropriate laws is cardinal. Government has put in place a strong legal regime to protect the vulnerable groups. Some of the key laws include the Zambia Correctional Service Act No. 37 of 2021, the Refugee Act No.1 of 2017 and the Anti-Gender Based Violence Act No.1 of 2011.

People who are convicted are incarcerated in Correctional Facilities dotted around the country. According to the Correctional Services 2022 Annual Report, the correctional centres had a congestion rate of 133 percent resulting in the conditions becoming detrimental to inmates. Many of the inmates are the youth who had engaged in crime and other deviant behaviours due to lack of economic activities and non-availability of social amenities. When these youth are released into society, they face a number of challenges, lack of economic resources, and stigma from members of family and society. To address these challenges, Government will facilitate provision of skills training and start-up kits.

When it comes to armed conflict in most countries, one of the groups that suffer the most is the youth as they are uprooted as they have to seek refuge in foreign countries. Zambia is host to refugees, many of whom are youths. These refugees face limited access to health, education, empowerment programmes, freedom of association and freedom of movement. The loss or disruption in their lives have a significant impact on relationships, community and general development. The anxieties associated with exposure to traumatic events, the sudden adjustments and change has an impact on their overall developmental wellbeing such as self-esteem, loss of cultural identity and general discrimination.

2.7 CIVIC ENGAGEMENT/PARTICIPATION AND LEADERSHIP

Youth civic engagement and participation is an integral part of development

because it empowers the youth, increases self-confidence and skills necessary to navigate the world or to integrate. The youth need to be fully involved in decision making processes at all levels so that they can contribute to finding solutions to various issues affecting the nation. There is need to create an enabling environment and mechanisms allowing for youth participation at subnational and local level.

The 2021 General Elections saw a high turnout among youth voters, with the Election Commission of Zambia (ECZ) estimating that over 50% of the total voters were below the age of 35. While the youth fully participated as voters, very few were actually involved in the aspiration for leadership positions and roles. For instance, as of 2023 only one (1) Member of Parliament (MP) was below 35 years out of 156 representing a proportion of youths in Parliament of 0.7 percent.

Youth at Mayoral and Council Chairpersons level were at 12.9 percent and youth Councillors at 7.6 percent respectively. The low representation of youth in the political dispensation of this country requires urgent attention and needs to be addressed by putting in place measures that will promote their full participation.

2.8 ARTS, SPORT AND RECREATION

2.8.1 Arts

Zambia has a diverse and rich artistic heritage coupled with the warm hospitality of the people. Over the years, Zambian arts have continued to grow in various sectors such as, performing arts, visual, creative writing, film and media. The arts have developed into businesses that create employment, generate income and opportunities, and provide revenues for the Government. According to the 2021 LFS, 0.6 percent of the youth were employed in the arts, entertainment and recreation comprising 10,369 jobs of which 8.9 percent and 91.1 percent were in the rural and urban areas respectively. Government has made efforts to promote arts and culture industries by developing the Presidential Arts Empowerment Fund which was launched in 2020 and where 152 artists and arts associations were empowered.

The sector is predominantly informal making delivery of business development services challenging. The youth involved in the arts sector face other challenges such as limited access to capital, dilapidated arts infrastructure and equipment. Further, labour protection laws are inadequate particularly

on wages, working hours, contracts among others. Lastly, there is inadequate capacity of national and local authorities to deliver services essential for the development of youth in the creative industries.

2.8.2 Sports and Recreation

Sports and recreation play an important role in promoting social and economic development in Zambia. The sector offers practical ways to target youth to promote physical and mental well-being, as well as build social cohesion within the country. In terms of physical health, research shows that physically active individuals are unlikely to develop NCD's, such as diabetes and hypertension. Further, sport participation leads to personal development, tolerance, respect, perseverance, resilience, equity and solidarity.

Sport can be used to improve the livelihood of the youth as it has the potential to provide for economic benefits regardless of their vulnerability, social status and economic background. As evidenced in the recent past, Zambia has witnessed an increase in the number of youths participating in elite sport at national, regional and continental level. In addition, the number of female youth participating in various sports disciplines has increased even in those that were considered to be male dominated such as Judo, Boxing, Football and Golf among others.

The main challenges facing the youth in sport and recreation include inadequate sports facilities, dilapidated sports infrastructure and equipment, limited sport safe spaces (only 23 safe spaces are available in 6 provinces) and recreation facilities that can support sports development in communities. These challenges have further led to the youth not choosing to participate in sports as a career pathway, thereby limiting the value the sector may add to the economy.

2.9 ENVIRONMENTAL PROTECTION

The attainment of Zambia's Vision 2030 is highly dependent on the efficient use of its natural resources. In environmental protection, the youth are among the key stakeholders because they are particularly vulnerable to environmental risks and shocks such as, air pollution, contaminated water, soil erosion and drought. The youth are one of the determining factors in the positive outcome of the fight against climate change and environmental degradation because they are a big population group.

The youth are marginally involved in the implementation of sustainable

environmental management programmes and are mostly concentrated in the softer sides which is advocacy. Youth have inadequate green skills/education to contribute adequately to the circular economy and the green economy so as to reduce the carbon footprint and give waste a new life. The circular economy and the green economy can create jobs and provide livelihoods for the youth such as bee keeping and organic agriculture.

Environmental illiteracy among the youth is high due to inadequate education and community awareness on natural resource management. This has immensely contributed to unsustainable environmental practices and placing a low premium on the value of sustainable management of the environment. There is inadequate participation of communities who include the youth in managing the environment.

2.10 YOUTH-LED RESEARCH AND KNOWLEDGE PRODUCTION

The youth, as the greatest beneficiaries of youth development, are better positioned to lead research and knowledge production. Youth-led research and knowledge production is critical to inform youth programmes and projects. Adopting youth-led research and knowledge production is the solution to the multiple challenges facing the youth. Government believes that the youth should take a lead in the identification and design of solutions to their challenges.

In an effort to encourage youth-led research and innovation, Government has put in place statutory bodies that are expected to spearhead this process such as the National Technology Business Centre (NTBC) and Zambia Information and Communications Technology Authority (ZICTA). The NTBC administers the Science and Technology Innovation Youth Fund (STIYF) which encourages research and innovation among the youth. Further, the ZICTA Innovation Fund which is held annually is aimed at encouraging the youth to conduct research in the field of ICT.

While research and innovative programmes among the youth have been taking place, it has not been well structured and institutionalised. What is required is to institutionalise youth-led research and knowledge production so that solutions and decisions made, which affect the youth are well informed and based on grounded evidence and reasoning to ensure positive results. To achieve this, the country needs to promote youth participation in youth -led research and knowledge production and create partnerships between the

youth associations, development partners, research institutions and academia to advance research in youth development matters.

2.11 YOUTH FOR TRANSFORMATIVE ECONOMY AND LEADERSHIP

The youth of Zambia form the backbone of the labour force that is needed to develop the country. For the country to actualise development, its citizens need to have a positive attitude and good values that are passed on from the immediate environment a person is exposed to. For the youth to make an impactful contribution to national development and participate in economic activities in the country, there is need for them to have a positive mindset and acceptable values.

To this effect, family values are the most important of values that have the potential to shape the attitude, behaviour, actions and choices that the youth makes. The values passed on from parents, guardians and caregivers have a lasting impact on the life of the youth. Some of the positive attitude possessed by the youth include, sense of belonging, respect, responsibility, integrity, honesty, team work and hard work among others. Further, Article 8 of the Constitution of Zambia (Amendment) Act No. 2 of 2016 outlines a total of 6 national values and principles of governance that guide the actions and behaviour of all Zambians including the youth.

However, moral degradation among the youth generation has been growing into an emerging issue. According to the 2022 Consultation of Youth Report, a large number of the incarcerated Zambian citizens in correctional facilities is that of the youth. This indicates the degenerating values among the youth as they get involved into unproductive and destructive habits such as consumption of drugs, which can lead one to theft and other criminal tendencies in order to sustain their drug habits. To this effect, it is important to instil good moral values among the youth that teach them good virtues including honesty, truthfulness, kindness, integrity, helpfulness, compassion, love, respect for others, hard-work, co-operation and forgiveness.

2.12 YOUTH VOLUNTEERISM

Youth volunteerism plays a cardinal role in strengthening the relationship between the state and the people of Zambia by forging a more inclusive society which enhances stability. Zambia's 8NDP recognises the importance of youth empowerment and participation through volunteerism. The 8NDP *"envisages that economic diversification and job creation will be achieved through enhanced*

citizenry participation in the economy, enhanced enterprise development, functional youth volunteer schemes, up-skilling and re-skilling of citizens to promote generation of industry relevant skills".

The major challenge affecting youth volunteerism is a lack of legislation to provide for the operations and institutionalisation of volunteerism. Although volunteerism is a vehicle that prepares the youth for leadership and transitioning into employment, effective participation in volunteering by the youth is very low. According to the 2022 Consultation Report on the Review of the 2015 NYP, volunteer work ranged from 0 to 27 percent in different provinces across the sectors of health, education, security, community and agriculture.

The retention of informal youth volunteers in Zambia is low as most of the volunteers are on the lookout for greener pastures because of the unsupportive work conditions and unstandardised recruitment and management policies. The potential of the youth to participate as volunteers is being hampered by poverty and social exclusion which must be overcome first before they can fully exercise their potential as volunteers.

2.13 GENDER AND DISABILITY

2.13.1 Gender

Zambia has made progress towards addressing gender disparities. For instance, the 2016 National Constitution is gender sensitive as it has progressive articles such as article 259 which provides for men and women including youth to have equal rights.

Access to education for the youth, both male and female is important for them to participate in the socio-economic development of the country. In the case of female youth, education, especially at the secondary level, helps delay marriage and first pregnancy therefore, giving them the opportunity to fully participate in decision making and economic activities. Providing equal opportunities and promoting equity among the youth will enhance their full participation for both female and male youth.

Although Zambia has made significant progress in promoting the rights of girls and women, much more needs to be done to promote gender equality and attain gender equity. According to the 2021 LFS, unemployment amongst the female youth stood at 21.2 percent whilst for male youth it was at 14.9 percent, showing that female youth are more disadvantaged compared to male

youth in terms of job opportunities.

The key challenges that perpetuate gender inequalities are the continued existence of patriarchal beliefs, norms and practices that hamper the participation of the youth, especially females, in all domains of life and sharing of opportunities.

Gender inequality in sport is extensive with fewer girls participating in sports compared to their male counterparts. This is mainly due to the inherent male domination in the sport.

2.13.2 Disability

Persons with Disabilities are perhaps the most vulnerable group in Zambia. According to the Disability Survey Report of 2015, the prevalence of disability among the adults (18 years +) was estimated at 10.9 percent whilst among the children (2 to 17 years) it was at 4.4 percent.

Youth with Disabilities are among the most vulnerable groups in society and face limited access to education, health, employment and other services. The National Disability Survey does not capture data on YwDs but only adults 18 years and above. YwDs face stigmatisation leading to feelings of shame, fear and rejection. YwDs especially those with special learning needs are in most cases unable to fully benefit from education opportunities due to a number of challenges such as inadequate numbers of special education teachers, inadequate teaching and learning aids and inaccessible physical infrastructure. Further, learning institutions have not created a fund to pay learners with disabilities to enable them acquire learning equipment and materials as per the PwDs Act section 22. YwDs face extremely high levels of unemployment and this is driven by low skill sets, discrimination and lack of reasonable accommodation in terms of both the physical and social environments.

YwDs face barriers in access to information and communication regarding various opportunities and programmes that are there due to a number of factors such as lack of materials in suitable formats such as braille, sign language and large print. YwDs incur additional costs (guides, equipment) and this is not considered when calculating empowerment funds/programmes/ scholarships transfer values as everyone receives the same amount. This disadvantages YwDs compared to their fellow youth without disabilities who do not have to incur these costs.

CHAPTER THREE

3.0 VISION, RATIONALE AND GUIDING PRINCIPLES

3.1 Vision

"A healthy, engaged and productive youth by 2030".

3.2 Rationale

The review of the 2015 NYP was necessitated by the need to incorporate emerging trends, broaden the scope of the policy and make it more inclusive, effective and comprehensive. It is intended to create an enabling policy framework to pave way for appropriate legal reforms. It is further envisaged to support wealth and job creation among the youth and ensure that their contributions to national development is meaningful and impactful.

In addition to the above, the Policy is in line with the African Youth Charter article 12, which requires all State Parties to develop comprehensive and coherent youth policies which are cross-sectoral in nature and borne out of a consultative process. Furthermore, the ushering in of the new dawn Government in 2021 has provided an opportunity to interpret its vision for youth development in the country. The Policy represents the priorities of the new dawn Government as espoused in their Party Manifesto and the 8NDP which seeks to achieve economic transformation and job creation particularly for the youth. The Policy intends to level the playing field for the participation and inclusion of marginalised and underrepresented sections of society such as female youth, YwD and other youth categories.

This Policy has incorporated emerging issues such as: mental health, drug, alcohol and substance abuse, civic participation and leadership, entrepreneurship, empowerment and job creation. Further, the Policy intends to complement the efforts of various stakeholders on the fight against HIV/AIDS by putting in place comprehensive measures to address them.

The Policy framework therefore will strive to address the multiple challenges faced by the youth by coordinating the various interventions and initiatives being implemented by the relevant stakeholders. Within this Policy framework, coordination in an integrated manner is a priority as it will provide alignment, clarity and coherence to the youth activities, programmes and stakeholders in the sector. Therefore, measures have been identified and spelt out to resolve the observed challenges hampering the realisation of healthy, engaged and productive youth in political, social and economic spheres.

3.3 Guiding Principles

The implementation of this Policy shall be guided by the following principles:

3.3.1 Morality and Ethics

Government will ensure that services and programmes to the youth are provided in compliance with international best practices and standards of ethics by respecting and promoting rights of the youth.

3.3.2 Patriotism and National Unity

The youth should protect and preserve the nation and act in its best interest. All programmes and services will be delivered in a manner that fosters national unity, peace and development.

3.3.3 Democracy and Constitutionalism

The youth should actively participate in the democratic processes and respect the rule of law.

3.3.4 Human Dignity, Equity, Social Justice, Equality and non-Discrimination

All the youth will be valued as individuals in their own rights and with inherent rights deserving to be treated with respect. Opportunities, services and resources will be distributed fairly across the country without regard to sex, creed, race, tribe, religion or other criteria.

3.3.5 Good Governance and Integrity

Government will observe good governance based on the rule of law in youth development. Honesty and strong moral principles will be promoted. The youth should have meaningful youth participation in governance matters by being honest, truthful, kind, helpful, respectful, hard-working and have integrity among others.

3.3.6 Sustainable Development

Resources and opportunities made available to the youth will not compromise and undermine the ability of the youth and the future generations to meet their needs.

3.6.7 Participation

The views of the youth on their participation in national development must be sought. Government and other stakeholders must consciously and consistently involve the youth in decision making.

3.6.8 Equality and Equity

The Government and other stakeholders shall ensure equal opportunities for the youth including the marginalised groups and provide them with adequate access to programmes and services regardless of gender, sex, location, tribe and socio-economic circumstances.

3.3.9 Coordination

The Government and other stakeholders shall consistently work together with various organisations to advance the youth agenda.

CHAPTER FOUR

4.0 POLICY OBJECTIVES

i. To promote entrepreneurship, empowerment and job opportunities;
ii. To promote a comprehensive legal and institutional environment for youth development;
iii. To improve the health and wellbeing of the youth;
iv. To increase access to quality, equitable and industry appropriate education and skills development;
v. To enhance youth access to ICT;
vi. To facilitate youth access to social protection;
vii. To promote youth civic engagement and participation in leadership;
viii. To promote effective youth participation in sport, arts and recreation;
ix. To support youth participation in environmental protection and climate action;
x. To strengthen institutionalised youth-led research and knowledge production;
xi. To promote the inculcation of values, morals and ethics for transformative mind amongst the youth;
xii. To promote the participation of the youth in volunteerism; and
xiii. To integrate gender equity and disability in youth development.

4.1 Policy Objectives and Measures

This section outlines policy objectives and measures for each thematic area identified in the situation analysis section.

4.2 Entrepreneurship, Empowerment and Job Creation

Policy Objective

To promote entrepreneurship, empowerment and job opportunities.

Measures

i. Foster innovation and entrepreneurship among the youth;

ii. Enhance the coordination of youth economic empowerment programmes and initiatives;

iii. Enhance value addition chains in the various sectors;

iv. Enhance youth access to affordable sources of production;

v. Create linkages between institutions and youth MSME's to business development services;

vi. Promote access to domestic and global market linkages; and

vii. Promote the development of Youth Resettlement Schemes.

4.3 Legal and Institutional Environment

Policy Objective

To promote a comprehensive legal and institutional environment for youth development.

Measures

i. Facilitate the review of the NYDC Act No. 7 of 1986;
ii. Facilitate the development of legislation for the Youth Fund;
iii. Advocate for the development of legislation on volunteerism; and
iv. Strengthen the institutional capacities of youth organisations.

4.4 Youth and Health

Policy Objective

To improve the health and wellbeing of the youth.

Measures

i. Promote the provision of Life Skills and Health Education (LSHE) and SRH services;

ii. Advocate for increased access to services for the prevention and treatment of HIV/AIDS and STIs among the youth;

iii. Promote a healthy lifestyle;

iv. Promote mental health education amongst the youth;

v. Promote the establishment of treatment and rehabilitation centres/ services/programmes for the youth; and

vi. Promote initiatives that address alcohol, substance and drug abuse.

4.5 Education and Skills Development

Policy Objective

To increase access to quality, equitable and industry appropriate education and skills development.

Measures

i. Promote linkages among education, vocational skills training and industry;

ii. Establish youth skills training centers in all districts; and

iii. Facilitate the provision of special education instructors at youth skills training centres.

4.6 Information and Communications Technology

Policy Objective

To enhance youth access to ICT.

Measures

i. Promote the establishment of youth information hubs in youth resource centres;

ii. Promote partnerships with technological companies and institutions; and

iii. Facilitate awareness raising of the harmful effects of technology.

4.7 Social Protection

Policy Objective

To facilitate youth access to social protection.

Measures

i. Support the implementation of a comprehensive social protection system that favours the youth;

ii. Strengthen youth rehabilitation and reintegration programmes for youth ex-convicts and youth refugees; and

iii. Provide skills training to youth refugees and prisoners.

4.8 Civic Engagement/Participation and Leadership

Policy Objective

To promote youth civic engagement and participation in leadership.

Measures

i. Enhance youth participation and civic engagement at all levels; and
ii. Strengthen legislation that guarantees youth representation at various decision-making bodies.

4.9 Arts, Sport and Recreation

Policy Objective

To promote effective youth participation in sport, arts and recreation.

Measures

i. Support the diversified investments in sport and arts infrastructure, equipment, training and administration;
ii. Strengthen the creative industry value chain;
iii. Increase youth participation in sport, arts and recreation; and
iv. Strengthen capacity building of national and local authorities delivering arts and sports services.

4.10 Environmental Protection

Policy Objective

To support youth participation in environmental protection and climate action.

Measures

i. Promote sustainable production and consumption patterns among the youth;
ii. Strengthen the participation of youth in environmental management programmes; and
iii. Promote capacity building of the youth in green technologies and green skills.

4.11 Youth-led Research and Knowledge Production

Policy Objective

To strengthen institutionalised youth-led research and knowledge production.

Measures

i. Promote the participation of the youth in youth-led research and knowledge production;

ii. Promote partnerships among the Government, youth-led associations, development partners, private sector, research institutions and academia; and

iii. Establish youth innovation programmes.

4.12 Youth for Transformative Economy and Leadership

Policy Objective

To promote the inculcation of values, morals and ethics for transformative mind amongst the youth**.**

Measures

i. Strengthen partnerships between youth organisations and institutions that champion transformative change;

ii. Promote access to mindset change programmes at various youth platforms; and

iii. Promote creation of programmes on application of national values and principles.

4.13 Youth Volunteerism

Policy Objective

To promote the participation of the youth in volunteerism.

Measures

i. Develop and operationalise a Youth Volunteer Scheme;
ii. Promote acquisition of relevant and employable skills through internship, apprenticeship and graduate programmes; and
iii. Advocate for legislation on volunteerism.

4.14 Gender and Disability

Policy Objective

To integrate gender equity and disability in youth development.

Measures

i. Promote the participation of female youth in national development;

ii. Promote the participation of youth with disabilities in national development;

iii. Promote reasonable accommodation and access to assistive devices for youth with disabilities; and

iv. Enhance female youth participation in sports and arts.

CHAPTER FIVE

5.0 IMPLEMENTATION FRAMEWORK

Youth development is multi-sectoral in nature and involves multiple players across different sectors. In this regard, implementation of this Policy will take a multi-sectoral approach involving all stakeholders with a view to enhancing coordination.

To ensure consistency, responsiveness to local context and accountability in implementation, vertical coordination at Policy, programme and administration levels will be pursued. Horizontal coordination will ensure that there is coherence among players at the same level. Youth development will be designed and implemented at national, provincial and district levels. The key players include, Non-Governmental Organisations, Cooperating Partners, Community-Based Organisations (CBOs), Faith-Based Organisations (FBOs), the private sector, youth organisations, organisations for persons with disabilities and communities.

5.1 Institutional Arrangements

The Government will collaborate with the National Council for Youth Development, Non-Governmental Organisations, Cooperating Partners, (CPs) Academia, Civil Society Organisations, (CSOs), Faith-Based Organisations (FBOs) and the Private Sector in the implementation of this Policy.

Coordination will be crucial to achieve the Policy objectives and measures outlined in this Policy. The Government, in its quest to deliver development to the youth of this country shall ride on the provision of the framework of the National Planning and Budgeting Act No. 1 of 2020. In this regard, at Policy level, the Presidency will oversee the process of youth development, with the Head of State as champion in providing overall leadership on achieving the vision.

Youth Development will be coordinated through an adhoc Cabinet Committee chaired by the Vice President who will provide Policy and strategic guidance on youth development. The National Development Coordinating Committee (NDCC) will provide strategic advice and decisions on youth development. This will enhance inter-cluster synthesis of youth issues and the effective allocation of resources or youth related interventions across the clusters, to ensure implementation, monitoring and evaluation of youth development.

The Cluster Advisory Groups (CAGs) are responsible for advising the NDCC on youth development. In this regard, an inter-Cluster Working Group on Youth Development as a sub-Committee of the NDCC will be constituted to provide technical guidance on a synthesis of issues requiring Policy and strategic direction. This inter-Cluster Working Group will draw its interventions from the various Clusters implementing Policy reforms, strategies, programmes, projects and activities supporting youth development. Further, the inter-Cluster Committee of the NDCC will harmonise plans for state and non-state actors on Youth development. It is further proposed that, from the Cooperating Partners, the Co-chair be the Resident Coordinator of the United Nations.

The CAG will identify the issues to be implemented to support youth empowerment as a broad theme of the 8NDP and ensure that the relevant institutions responsible for particular development outputs provide resources and implement, monitor and evaluate interventions for which the particular Cluster is responsible for.

Below is an outline of the roles, responsibilities and functions that each identified stakeholder will be expected to carry out in the successful implementation of the Policy.

5.1.1. The Office of the Vice President shall:

i. Facilitate youth access to land under the Resettlement Scheme; and
ii. Facilitate the development of the youth resettlement scheme.

5.1.2. The Ministry of Youth, Sport and Arts shall:

i. Coordinate the implementation of the National Youth Policy;
ii. Facilitate research and resource mobilisation for implementation;
iii. Lobby and advocate for the rehabilitation of existing skills training centers;
iv. Plan for the establishment of youth skills training centres in all districts;
v. Monitor and evaluate youth development programmes;
vi. Integrate and use the multi-sectoral approach to development planning;
vii. Facilitate markets for artefacts and ornaments produced by youth;
viii. Facilitate and support activities and opportunities for the youth in sport and arts;
ix. Collaborate with the Ministry resposible for Home Affairs and Internal Security to provide start-up kits for the youth leaving Correctional Services;

x. Collaborate with the Ministry resposible for Home Affairs and Internal Security to provide skills training for youth under Correctional Services;
xi. Collaborate with the Ministry resposible for Home Affairs and Internal Security to facilitate establishment of recreational facilities in refugee camps;
xii. Collaborate with the Ministry resposible for Home Affairs and Internal Security, UN Agencies in the provision of skills training facilities in refugee camps;
xiii. Provide policy guidance on youth development programmes; and
xiv. Utilise a clear management, implementation and accountability framework anchored on the existing development coordination structures.

5.1.3 The National Youth Development Council shall:

i. Ensure coordination and maintain effective communication between Government and youth organisations;
ii. Register and grant affiliation to youth organisations;
iii. Initiate, operate and manage non-profit making or profit-making projects to support youth development;
iv. Provide advice to the Minister on the mechanism of mainstreaming issues concerning the youth across all sectors of national development; and
v. Mobilise resources to implement and monitor youth development programmes.

5.1.4 The Ministry responsible for Education shall:

i. Facilitate the review of the curriculum to match the demands of the labour market;
ii. Develop a curriculum based on emerging job market needs;
iii. Provide loans and bursaries to the youth to enhance their access to education and skills development;
iv. Collaborate with the Ministry resposible for Home Affairs and Internal Security on the facilitation of Skills training for incarcerated youth in Correctional Services; and
v. Collaborate with the Ministry resposible for Home Affairs and Internal Security on the facilitation of Skills Training for Youth in refugee camps.

5.1.5 The Ministry responsible for Health shall:

i. Provide quality and accessible health services for the youth;

ii. Promote good health among the youth;

iii. Promote mental health education amongst youth;

iv. Establish wellness centres/services/programmes for youth;

v. Collaborate with the Ministry resposible for Home Affairs and Internal Security on the provision of improved health services targeting the youth in refugee camps;

vi. Integrate mental health awareness on various platforms such as social media, workplaces to overcome stigma related to the condition among the youth;

vii. Provide psychosocial interventions and initiatives to address social problems such as substance abuse and anxiety among the youth;

viii. Promote menstrual hygiene management among female youth; and

ix. Collaborate with the Ministry responsible for education to distribute menstrual hygiene products to all girls in schools.

5.1.6 Ministry responsible for Small and Medium Enterprise Development shall:

i. Support youth through the CEEC to provide empowerment funds and access to preferential treatment;

ii. Facilitate the participation of youth in various value addition courses;

iii. Support the growth of youth owned and controlled MSMEs;

iv. Provide business development support services such as financing, mentoring, incubation and development of business plans; and

v. Training youths on the formation and management of cooperatives.

5.1.7 The Ministry responsible for Technology and Science shall:

i. Offer training to the youth in technology, science and research;

ii. Sensitise the youth on new technologies; and

iii. Promote youth innovations in science and technology.

5.1.8 The Ministry responsible for Community Development and Social Services shall:

i. Ensure that the youth access the various social protection programmes;

ii. Lobby and advocate for the rehabilitation of existing skills training centres;

iii. Promote volunteerism among the youth;

iv. Plan for the establishment of skills training centres;

v. Collaborate with TEVET to periodically review and ensure skills being offered are matching with industry demands;

vi. Facilitate the integration of juvenile and youth ex-convicts; and

vii. Offer psychosocial counselling in collaboration with other service providers and line ministries.

5.1.9 The Ministry responsible for Commerce, Trade and Industry shall:

i. Promote the growth of youth owned and controlled MSMEs;

ii. Facilitate and ease the cost of doing business for youths;

iii. Facilitate youth access to both local and international markets for various products; and

iv. Facilitate value chain industrial clusters.

5.1.10 The Ministry responsible for Home Affairs and Internal Security shall:

i. Facilitate data provision regarding the number of incarcerated youth;

ii. Facilitate skills training for youth in Correctional Services;

iii. Facilitate integration of refugee youth;

iv. Provide recreational facilities in refugee camps; and

v. Facilitate security clearance for youth refugees.

5.1.11 The Ministry responsible for Finance and National Planning shall:

i. Facilitate financial resource allocation for effective implementation of programmes for Youth development at all levels; and

ii. Integrate Youth development in the National Development Plans.

5.1.12 The Ministry responsible for Justice shall:

i. Facilitate the ratification and domestication of international conventions pertaining to Youth development; and

ii. Facilitate the amendment of existing laws and enactment of appropriate legislation pertaining to youth development.

5.1.13 The Ministry responsible for Agriculture shall:

i. Coordinate with the Ministry responsible for youth development on increasing youth participation in agriculture; and

ii. Provide extension support services to youth-led agricultural groups.

5.1.14 The Ministry responsible for Fisheries and Livestock shall:

i. Coordinate with the Ministry responsible for youth development on to increasing youth participation in livestock and fisheries development;
ii. Ensure that youth seeking to venture into fisheries and livestock are adequately provided with technical support; and
iii. Provide extension support services to youth led groups.

5.1.15 The Ministry responsible for Local Government and Rural Development shall:

i. Ensure that institutional structures in Local Government are funded to facilitate youth empowerment;

ii. Collaborate with other service organisations and line ministries to capacitate marginalised youth with basic skills;

iii. facilitate capacity building for youth at local level to create employment opportunities within communities;

iv. Create awareness on the services available in the various local authorities; and

v. Incorporate the youth in structures of Ward Development Committees to be able to coordinate youth development.

5.1.16 The Ministry responsible for Information and Media shall:

i. Facilitate dissemination of information on youth programmes through the print and electronic media;

ii. Enhance platforms meant for fact check to dispel/counter disinformation;

iii. Sensitise youth on the dangers of disinformation; and

iv. Promote the use of other channels of communication such as public address systems for marginalised youth.

5.1.17 The Ministry responsible for Lands shall:

i. Coordinate with the ministry responsible for Youth development in the allocation of land; and

ii. Create awareness on land acquisition procedures more especially to marginalised youth such as female and YwD.

5.1.18 The Ministry responsible for Labour and Social Security shall:

i. Provide guidance on labour-related matters affecting the youth;
ii. Promote accessibility of youth to social security benefits in times of unemployment, pensions and work injury;
iii. Facilitate development and coordination of skills Anticipation system for the country;
iv. Strengthen labour inspection (Labour Administration) systems with a view to ensuring labour law compliance through the promotion of relevant International Labour Standards.
v. Enforce Occupational Safety and Health to ensure that the youth work in conditions that promote decent work; and
vi. Promote labour rights for youth.

5.1.19 The Division responsible for Gender shall:

i. Take the lead on the promotion of gender equality and equity among the youth;
ii. Collaborate with the Ministry responsible for youth development on the patriarchal inherent gender issues affecting youth development;
iii. Facilitate gender mainstreaming in youth development issues; and
iv. Facilitate domestication and ratification of key conventions and instruments that promote youth in workplaces e.g. Convention No. 190 on ending Violence and Harassment in the world of work.

5.1.20 Zambia Agency for Persons with Disabilities shall:

i. Advocate for mainstreaming of disability issues in youth development;

ii. Support Organisations for disabilities responsible for youth to participate and access empowerment resources;

iii. Advocate for affirmative action in the allocation of resources and participation in decision making for youth with disabilities;

iv. Provide empowerment for YwDs;

v. Identify talented YwDs and nurture them with a view of linking them to relevant institutions; and

vi. Advocate for the National Youth Policy and other related documents to be transcribed in formats that are accessible to YwDs.

5.1.21 Academia and Research Institutes shall:

i. Provide evidence to inform policy and youth programmes;

ii. Train and provide human capital for youth development;

iii. Promote innovative research in youth development;

iv. Facilitate internships, apprenticeship, work-based learning and other learning opportunities for youth;

v. Provide inputs in curriculum development and review processes to facilitate smooth transition from school-to-work for youth;

vi. Participate in monitoring and evaluation of youth development programmes; and

vii. Participate in youth development.

5.1.22 UN Agencies shall:

Provide technical, financial and logistical support for the implementation, monitoring and evaluation of the National Youth Policy.

5.1.23 Cooperating Partners shall:

Provide technical, financial and logistical support for the implementation, monitoring and evaluation of the National Youth Policy.

5.1.24 Private Sector shall:

Play a vital role in the successful implementation of the National Youth Policy through the provision of employment opportunities, work-based learning, financial services, training, internship and apprenticeship for entrepreneurship development. Further, the private sector will offer skills and partnerships to marginalised Youth groups.

5.1.25 Civil Society Organizations shall:

Play a critical role in the rationalisation of interventions to focus on the needs of the Youth. The interventions will include provision of financial and business services, training and advocacy. Additionally, the civil society will monitor the performance of Government on matters affecting the Youth.

5.1.26 Cluster Advisory Groups (CAG) Economic Transformation and Job Creation, and Human on Social Development and the shall:

Coordinate and monitor implementation of the National Youth Policy.

5.1.27 Provincial Development Coordinating Committee (PDCC) shall:

Provide programme implementation oversight to the districts on Youth development. In addition, the PDCC will monitor all the Youth development related activities implemented at the district level and ensure effective reporting of progress.

5.1.28 District Development Coordinating Committee (DDCC) shall:

Coordinate and monitor interventions implemented at the sub-district level on Youth development. At the sub-district level, Youth development interventions will be implemented through Ward Development Committees.

5.2 Legal Framework

The National Constitution is the overarching legal framework for youth development. Other key pieces of legislation in which the youth development in Zambia will operate include the following:

a) The National Planning and budgeting Act No. 1 of 2020;

b) TEVET (Amendment) ACT No. II of 2005;

c) The Education Act No. 23 of 2011;

d) The Employment Code Act No. 3 of 2019;

e) Citizenship Economic Empowerment Act No. 9 of 2006 (CEEC Act No. 43 of 2010);

f) Local Government Act No. 1 of 2019;

g) Constituency Development Fund (CDF) Act No.11 of 2018;

h) Constituency Development Fund (CDF) Guidelines of 2022; and

i) The National Youth Development Council Act CAP 144 Act No. 13 of 1994.

5.3 Resource Mobilisation and Financing

Resources and support required for implementation of this Policy shall be mobilised from both internal and external sources. Government shall mobilise financial and technical resources through annual budgets and cooperating partners to support institutionalisation of the Policy. The Policy will provide for allocation of adequate resources for youth related programmes in the national budget at all levels. Foreign sources will mainly be in the form of grants and loans from bilateral and multilateral partners. Resources will also be mobilised from the private sector, Non-Government Organisations (NGOs), Faith Based Organizations (FBOs), communities and individuals. All funding sources and strategies will be required to strike a balance between the short- and long-term goals.

5.4 Monitoring and Evaluation

The successful implementation of this Policy requires an effective Monitoring and Evaluation (M&E) framework. In this regard, the Ministry responsible for youth development, in partnership with key stakeholders shall put in place a robust M&E Framework to monitor the Policy and conduct periodic monitoring and evaluation of the Youth projects and programmes. The main thrust for developing the M&E System is to enhance and strengthen existing M&E systems to improve Youth development service delivery. The main objective of the M&E system is to facilitate evidence-based decision-making and help stakeholders make informed Policy decisions on resource allocation, programme implementation including targeting, case management, payments, coordination, graduation and exit.

The M&E framework will comprise of two components which are the supply side and the demand side. The key building blocks of the supply side are the indicators, data sources and institutional arrangements. Indicators

will be developed following a participatory approach to make sure that the identified indicators fulfil the SMART criteria (specific, measurable, attainable, relevant and time-bound) or CREAM (clear, relevant, economic, adequate and monitorable) criteria.

Indicators developed will cover the inputs, processes, outputs, outcomes and impact levels. Efforts will be made to strike the supply demand balance to ensure that there is production of quality and timely information and that the data is utilised by the data users for decision making. The framework will be result-based and will go beyond just measuring inputs and outputs, but will measure outcomes and impacts. This is important because the youth and the country at large want real positive change in the welfare of the youth.

An M&E framework will be developed and will outline the indicators, baseline, targets, means of verification and data collection frequency. The operationalisation of the monitoring framework will be based on consistent and timely collection and analysis of data thereby facilitating timely reporting on the progress regarding the selected indicators outlined in the indicator library.

The main data sources will be the routine administrative processes, Management Information Systems, specially designed adhoc studies and periodic national surveys such as the LCMS and the LFS.

The Policy shall be reviewed annually through the Joint Annual Review. Further, the Policy shall undergo a mid-term review after 5 years. The review will focus on progress made in the implementation of the Policy and assess the appropriateness of the overall strategic direction. It shall therefore, be designed to inform the remaining period of the Policy and recommend adjustments where need be. The final evaluation shall be undertaken after 10 years and focus on impacts of the Policy.

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