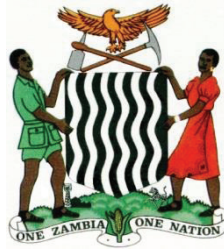




Republic of Zambia
Ministry of Youth and Sport

NATIONAL PLAN OF ACTION FOR THE 2015 YOUTH POLICY



REPUBLIC OF ZAMBIA

MINISTRY OF YOUTH AND SPORT

NATIONAL PLAN OF ACTION FOR THE 2015 YOUTH POLICY

Prepared by Ministry of Youth and Sport

LUSAKA

August, 2015

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FOREWORD

The Zambian Government has given priority to youth development. Sustainable socio-economic development of the country would only be realized if adequate investment is made in the youth who constitute the majority of the Country's population. To give substance to this commitment, the Zambian Government has revised the 2006 National Youth Policy in order to make it more responsive to the needs of the Youth and to bring it in tandem with new and emerging issues in youth development. The revision led to the preparation of the 2015 National Youth Policy.

To ensure the efficient and effective implementation of the 2015 National Youth Policy, the Ministry developed the National Plan of Action to guide stakeholder's participation in the youth sector.

Given the multi-sectoral approach to youth programming, the Plan offers guidance on how all stakeholders could mainstream youth development issues in their sectors as outlined in the Revised Sixth National Development Plan. The NPA provides mechanisms for effective collaboration among stakeholders in the implementation of youth development programmes in Zambia.

I would therefore call upon all stakeholders to fully participate in the implementation of the NPA for the Youth Policy in order to contribute the realisation of the dreams and aspirations of the Zambian Youth.



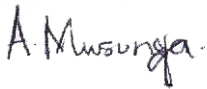
Honorable Vincent Mwale, MP
Minister of Youth and Sport

ACKNOWLEDGEMENTS

I would like to express our deepest appreciation to all our partners for their unconditional support rendered during the process of developing this National Action Plan for the implementation of the 2015 National Youth Policy. Special thanks go to the United Nations Population Fund (UNFPA), United Nations Educational Scientific and Cultural Organization (UNESCO) and the International Labour Organization (ILO) for providing technical and financial support without which this plan could not have been a reality. I thank the Policy Analysis and Coordination Division at the Cabinet Office for their policy guidance and other line ministries for their input to the development of the plan.

I give gratitude to staff in the Ministry of Youth and Sport for spearheading the preparation, review and facilitation of broader stakeholder consultations.

Sincere gratitude is also extended to the Zambian Youth and youth led organizations for their active participation during the process of developing this Action Plan.



Agnes M. Musunga (Ms.)
Permanent Secretary
Ministry of Youth and Sport

ACRONYMS

| | |
|----------------|---|
| ADH | Adolescent Health |
| AIDS | Acquired Immune Deficiency Syndrome |
| ARV | Anti-Retro Viral |
| CBOs | Community Based Organisations |
| CEDAW | Convention for Elimination of all Forms of Discrimination Against Women |
| CPD | Continuous Professional Development |
| CRC | Convention on the Rights of the Child |
| CRPD | Convention on the Rights of Persons with Disabilities |
| CSE | Comprehensive Sexuality Education |
| CSERH | Comprehensive Sexuality Education and Reproductive Health |
| CSO | Central Statistical Office |
| CYP | Commonwealth Youth Programme |
| DATF | District AIDS Task Force |
| FBOs | Faith Based Organisations |
| HIV | Human Immuno-Virus |
| HMIS | Health Management Information System |
| ICT | Information Communication Technology |
| IOM | International Organisation for Migration |
| ILO | International Labour Organization |
| MCDMCH | Ministry of Community Development Mother and Child Health |
| MDGs | Millennium Development Goals |
| MESVTEE | Ministry of Education Science Vocational Training and Early Education |
| MLSS | Ministry of Labour and Social Security |
| MOH | Ministry of Health |
| MYS | Ministry of Youth and Sport |
| M&E | Monitoring and Evaluation |
| NAC | National HIV/AIDS/STI/TB Council |
| NGOs | Non-Governmental Organizations |
| NHSP | National Health Strategic Plan |
| NYDC | National Youth Development Council |
| OSY | Out- of- School Youth |
| OVCs | Orphans and Vulnerable Children |
| SRH | Sexual Reproductive Health |
| STIs | Sexually Transmitted Infections |
| TEVET | Technical Education, Vocational and Entrepreneurship Training |
| TEVETA | Technical Education, Vocational and Entrepreneurship Training Authority |
| UN | United Nations |
| UNDP | United Nations Development Programme |
| UNESCO | United Nations Educational Scientific and Cultural Organization |
| UNFPA | United Nations Population Fund |
| UNZA | University of Zambia |
| ZYWA | Zambia Youth Workers Association |

GLOSSARY: WORKING DEFINITIONS AND TERMINOLOGIES

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

Advocacy: Public persuasion for a policy or course of action for advancing the empowerment of youth.

Business Incubator: A programme designed to accelerate the growth and success of entrepreneurs through an array of business support services.

Community: A group of people with common interests living in one place, district, province or country.

Culture: The ideas, customs, beliefs and social behaviour shared by a particular people in society.

Cultural/Creative Industries: Defined by UNESCO as those industries which produce tangible or intangible artistic and creative outputs, and which have a potential for wealth creation and income generation through the exploitation of cultural assets and production of knowledge-based goods and services (both traditional and contemporary).

Decentralisation: Transfer of responsibilities, functions, authority and powers from central government to local government at district and sub district levels with matching resources.

Decent Jobs: work that is productive and delivers fair income, security in the workplace and social protection for families including internationally accepted standards.

Development: Progression from one state to an advanced one, aimed at improving the living standards of the Youth, Community and the Country as a whole.

Employability: Refers to a person's capability to get employed and maintain a job.

Employment: Is a state of having paid work

Entrepreneur: Someone who has the ability to see and evaluate business opportunities, mobilize the necessary resources, assume necessary risks, and initiate appropriate action to ensure success.

Entrepreneurship: Being able to identify opportunity and assume risks to obtain the necessary capital, labour and other inputs in order to explore the opportunity profitably.

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

Evaluation: A careful assessment of the extent to which a project is/not achieving its stated outcomes/goals in order to provide appropriate feedback.

Facilitation: Provision of various types of support to programme implementation, ranging from technical advice, material and financial to the creation of an enabling environment through advocacy and/or community mobilization.

Formal economy: Registered businesses and entities that are monitored by government, taxed and are included in the GDP

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

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

Informal economy: Part of an economy that is not taxed, monitored by any form of government, or included in any gross domestic product (GDP).

Employed Population: Is the total number of persons who are in a paid job, are in self employment, or are in unpaid family work.

Labour Force Participation: This refers to the economically active population above a specified minimum age who are either employed or unemployed during the Zambia Labour Force Survey.

Mode of Education: Different means through which education is conducted. These include child education, adult education, technical education, health, physical, formal and non formal education and so forth.

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

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

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

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

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

Reproductive Health: A state of complete physical, mental and social wellbeing and not merely the absence of disease or infirmity in all matters relating to the reproductive system, its functions and processes.

Stakeholders: Anyone or an organization with interest in youth development as a service provider or target group.

Socio Economic: Refers to promotion of the welfare of a community as measured in the satisfaction derived from the economic goods at the disposal of the community.

Social Services: Provision of an aggregate of utilities or needs of all individuals in the society.

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

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

Youth: A male or female aged between 15 to 35 years

Youth Development: A process which prepares young people to meet the challenges of adolescence and adulthood through a coordinated, progressive series of activities and experiences which help them to become socially, morally, emotionally, physically, and cognitively competent.

Youth Empowerment: Attitudinal, structural and cultural processes where by young people gain the ability, authority and urgency to make decisions and implement change in their own lives and the lives of others.

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

Youth Enterprise: Young people showing initiative and playing an active, independent role in shaping one's future, whether working alone or together with others.

Youth Volunteerism: Is developing active citizens, fostering national cohesion, creating opportunities for skills development and application and enhancing youth employability.

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

1.0 INTRODUCTION

1.1 BACKGROUND

This is Zambia's third National Plan of Action (NPA) for youth and is the implementation strategy for the 2015 National Youth Policy. The 2015 National Youth Policy and NPA are linked to the Revised Sixth National Development Plan (RSNDP), sector strategic plans and implementation frameworks from other ministries, as well as to regional and global commitments to which Zambia is a signatory. The NPA is a five year programme and sets out clear national priorities for youth development in the form of overall objectives, key strategies, activities, outputs and desired outcomes.

Prior to revising the 2006 National Youth Policy and 2006 National Plan of Action, a comprehensive policy review exercise was conducted. The review identified areas requiring major changes and strengthening in the 2006 NPA. The Ministry of Youth and Sport in partnership with line ministries, United Nations Educational Scientific and Cultural Organization (UNESCO), United Nations Population Fund (UNFPA), International Labour Organisation (ILO), Commonwealth Youth Programme (CYP) Africa Centre, National Youth Development Council (NYDC) and National and International Youth Civil Society Organizations supported meetings of key stakeholders in four provincial consultative meetings to discuss the review report and to make recommendations for policy revision. Experts guided and coordinated by a Technical Working Group (TWG)) further facilitated the process of national policy review, development and production of the plan of action. The TWG identified key thematic areas and cross-cutting areas to be prioritized in the NPA.

Changes in the NPA include re-focusing the target population from 18 -35 years to 15- 35 years, recognising that young people below the age of 18 years are considered to be children based on the Convention on the Rights of the Child (UNICEF, 1989).The definition of youth varies from culture to culture, community-to-community and country-to-country. The United Nations defines youth as a male or female aged between 15 and 24 years, whilst Commonwealth Youth Programme defines youth as a male or female aged between 15 and 29 years. The 2006 policy defined a youth as a male or female person aged between 18 and 35 years.

For the purpose of this NPA for the 2015 National Youth Policy, a youth is defined as a male or female person aged between 15 and 35 years, in line with African Youth Charter. The lower limit of youth definition addresses the programming challenges that exist for adolescents in the age bracket (15-17) and the upper limit ensures that the aspirations of the youth are taken into account. Further, the policy takes into consideration the cultural, socio- economic and political reality pertaining in Zambia. The Policy however emphasizes the need for youth programming to address the transition from adolescence to youth-hood and also puts in place effective exit strategies that prepare youth to be self-reliant. Defining the youth age group is important to ensure that resources and efforts are targeted at the youths as they go through the various levels of development. Additionally, it facilitates the identification of specific challenges that affect the target group to ensure responsive programming.

1.2 RATIONALE

This National Plan of Action has been designed to provide a framework for the 2015 National Youth Policy which aims at engaging the youth and stakeholders in meaningful partnership for the implementation of youth development programmes using a multi-sectoral approach.

The young people of the ages 15-35 years constitute about one-third (36.7%) of the total population of Zambia (CSO, 2010). This segment of the population represents a significant proportion that requires well targeted development programmes and policy interventions. For this reason, the Zambian Government has given priority to youth issues as sustainable socio-economic development would only be realized if adequate investment is made in youth development. Hence, the development of the National Plan of Action for the 2015 National Youth Policy which provides a roadmap on how to meet the socio-economic needs of youth in general. However, youth are not a homogeneous group, thus, some interventions are designed to meet specific needs of youth segmented by age, gender, locality and vulnerability.

2.0 VISION AND GOAL

2.1 Vision

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

2.2 Goal

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

3.0 IMPLEMENTATION FRAMEWORK

Youth development cuts across all sectors. In this regard, implementation of the 2015 National Youth Policy will take a multi sectoral approach involving all stakeholders in youth development at National, Provincial and District levels. These include, Non-Governmental Organizations, Cooperating Partners, Community Based Organisations (CBOs), Faith Based Organisations (FBOs), the Private Sector, Youth Organisations, Organisations working with people with disabilities, Churches, Youth and Communities. Therefore, the above and other institutions and organizations involved with youth development will implement programme areas contained in the National Plan of Action at different levels.

4.0 PROGRAMME MATRIX

The Matrix below outlines thematic areas, overall and specific objectives, key strategies, activities, outputs, desired outcomes responsible institutions and the estimated cost for implementing identified activities.

4.1 Youth Employment and Entrepreneurship Development

| Overall Objective: | | | | | | | | | | |
|--|--|-------------------------|--|---------------|------|------|------|---------------------------|--|-----------|
| To promote the economic participation of the youth in national development through employment creation and entrepreneurship development | | | | | | | | | | |
| Specific Objectives: | | | | | | | | | | |
| <ol style="list-style-type: none"> 1. To reduce poverty and vulnerability among the youth; 2. To enhance self-employment opportunities among the youth; 3. To promote entrepreneurial education all levels of education; and 4. To promote the expansion of sub-sectors that have relatively high employment multiplier. | | | | | | | | | | |
| Key Strategies | Activities | Outputs | Outcome | Annual Target | | | | Responsible Institution/s | Estimated Cost (ZMW) | |
| | | | | 2015 | 2016 | 2017 | 2018 | | | 2019 |
| 1. Expand employment opportunities for youth in urban & rural areas | i) Implement and monitor the a National Action Plan for youth Empowerment and Employment | Action Plan implemented | Conducive employment opportunities created | 1 | 1 | 1 | 1 | 1 | MYS Civil Society Organisations ILO, AfDB, UNESCO, UNFPA | 1,500,000 |

| | | | | | | | | | | |
|---|--|--|--|----|-----|-----|-----|-----|---|-----------|
| | (ix) Engage youth in labour-intensive public works projects | Number of Youth in labour intensive public works projects engaged | Increased participation of youth in national development | 50 | 100 | 200 | 250 | 100 | MYS, MLSS, MTWSC, MLGH, Cabinet Office, NCC, MoD, MoH, MCDMCH | 50,000 |
| 2. Enhance entrepreneurship development in rural & urban areas | i) Integrate entrepreneurship skills training into all levels of formal & informal education through curriculum review | Curriculum revised to Entrepreneurship skills training in formal and informal education integrated | Increase self-reliance and reduce dependency on government for white collar jobs | - | - | 1 | - | - | MESTVTEE, MYS, MCTI, ZDA, Cooperating Partners | 850,000 |
| | ii) Develop mechanisms for the formalization of youth led SMEs | Mechanisms for the formalization of youth led SMEs developed | Sustainable youth led enterprises | - | - | - | - | - | MCTI (ZDA), PACCCRA, ZRA), NTBC | 350,000 |
| | iii) Conduct training for Youth Led Enterprises in the use of ICT in-service delivery | Training in the use of ICT by youth Led Enterprises conducted | Improved service delivery in youth led enterprises | - | 5 | 5 | 3 | 2 | MYS, NYDC, MCTI, MTWSC, ZICTA | 2,500,000 |

| | | | | | | | | | | |
|--|---|--|--|---|-----|-----|-----|-----|--|------------|
| | iv) Develop programmes which facilitate access to financial support for youth-led enterprises | Programmes which facilitate access to financial support strengthened and new ones developed | Improved access to financial support services | - | 1 | 1 | 1 | 1 | MYS, MoF, MGCD, MCTI | 650,000 |
| | v) Facilitate the development of youth enterprises in all growth sectors | 1,000 Youth Enterprises in growth sectors facilitated | Enhanced livelihoods for the youth | - | 250 | 250 | 250 | 250 | MYS, MCTI, NYDC, UN Agencies & other Cooperating Partners | 60,000,000 |
| | vi) Establish one youth business and technological incubator in each of the ten (10) Province | One (1) youth business and technological incubator established in each of the ten (10) provinces | Improved success rate of youth led enterprises | - | 2 | 2 | 4 | 2 | MYS, NTBC, TEVETA, ZDA, CEEC | 10,000,000 |
| | vii) Allocate at least 30 percent preferential procurement to youth-led enterprises | 30 percent preferential procurement for youth led enterprises allocated | Sustainable youth led enterprises | | | | | | Cabinet Office, MYS, MTWSC, ZPPA | - |

| | | | | | | | | | | | |
|--|--|--|--|---|----|----|---|----|----|--|--------------------|
| | viii) Establish public-private partnership initiatives to support youth-led enterprises | Public Private Partnerships providing support to youth led enterprises established | Sustainable youth led enterprises | - | 1 | - | - | - | - | MYS, Cabinet Office, MoF, MCTI, ILO & other Cooperating Partners | 450,000 |
| | ix) Create Youth Resettlement Schemes | Youth Resettlement Schemes created | Increased access to land by the youth | 1 | 1 | 1 | 1 | 1 | 1 | MYS MLWD Local Authorities | 150,000,000 |
| 3. | Provide credit to youth engaged in arts and creative industry | Provision of linkages and credit facilities to youth engaged in arts and creative industry facilitated | Improved service delivery in youth led enterprises | - | 50 | 50 | - | 50 | 50 | MYS, MTA, MCTA, CPs | 3,200,000 |
| | ii) Hold meetings to sensitise local leaders to engage & support youth participation in local socio-economic development | Local Leaders sensitized in the 10 provinces | Increased youth participation local development | 2 | 2 | 4 | 1 | 1 | 1 | MYS, MTA, MCTA, Cabinet Office, CPs | 2,850,000 |
| Youth Employment and Entrepreneurship Development Sub-total | | | | | | | | | | | 233,170,000 |

4.2 Education and Skills Development

| Overall Objective: To increase access to quality and equitable education and skills development relevant to the aspirations of the youth and society | | | | | | | | | | | |
|---|--|--|---|---------|------|------|------|----------------|---------------------------|----------------------|-------------|
| Specific Objectives: | | | | | | | | | | | |
| 1. To increase access to education through formal and alternative modes of delivery in partnership with key stakeholders; | | | | | | | | | | | |
| 2. To promote equity in the provision of education skills training; | | | | | | | | | | | |
| 3. To improve efficiency and effectiveness in the delivery of education services; and | | | | | | | | | | | |
| 4. To enhance teacher training and education to meet national demand and the needs of pupils. | | | | | | | | | | | |
| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) | |
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | | |
| 1. Promote equitable access to education through enhanced formal and alternative modes of delivery in partnership with key stakeholders | i) Construct schools and youth skills training centres | 25 Youth Skills training centres constructed | Increased access to education and skills training | 5 | 5 | 5 | 5 | 5 | MYS, MESVTEE, MTWSC, MoF | 174,703,302 | |
| | | 3000 primary schools constructed | | 1,500 | - | - | - | MESVTEE, MTWSC | | | 139,235,000 |
| | | 50 Junior Secondary school constructed | | 25 | - | - | - | MESVTEE, MTWSC | | | 186,423,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|----------------|--|--|---|---------|------|------|------|------|----------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| | | 40 Secondary schools constructed | | 20 | - | - | - | - | MESVTEE, MTWSC | 430,773,000 |
| | ii) Rehabilitate and expand existing youth skills training centres | youth skills training centres rehabilitated | Increased access to education and skills training | 2 | 2 | 2 | 3 | 2 | MYS, MTWSC, MoF | 81,103,600 |
| | iii) Construction of TEVET Training institutions | 4 TEVET Institution constructed | Increased access to education and skills training | 2 | 2 | - | - | - | MESTVTEE, MTWSC, MoF | 145,091,000 |
| | iv) Develop different modes of delivery for education and skills development | 2 Different modes of delivery for education and skills development developed | Increased access to education and skills training | - | 1 | - | 1 | - | MESTVTEE, MYS, TEVETA, MoF | 2,082,000 |
| | v) Establish Public Private Partnerships for the construction, | Public Private Partnerships established | Increased access to education and | - | 1 | 1 | 1 | 1 | MYS, MESTVTEE, MTWSC, MoF, | 10,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|----------------|---|--|--|---------|------|------|------|------|--------------------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| | rehabilitation and management of schools and youth skills training centres | | skills training | | | | | | Cabinet Office | |
| | vi) Identify education & training needs of youth living with disability, particularly those in rural areas. | Education and training needs for rural youth living with disability identified | Increased access to appropriate training by the Youth living with disabilities | - | 1 | 1 | 1 | 1 | MCDMCH, (ZAPD,) MYS, MESTVEE, | 1,800,000 |
| | vii) Provide bursary support to vulnerable youth | 350 vulnerable youth provided with bursary scheme | Increased access to skills training by the vulnerable youth | 50 | 50 | 50 | 100 | 100 | MCDMCH,MYS, MESTVEE | 4,500,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|--|--|--|---|---------|------|------|------|------|-------------------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| | viii) Sensitise Traditional and Civic leaders on socio-cultural practices that hinder access to & progression in education | Traditional and Civic leaders sensitized in the 10 provinces | Increased access to education and skills training | 2 | 2 | 2 | 2 | 2 | MOCTA, MLGH, MCDMCH | 1,850,000 |
| 2. Equip Schools and Skills Training Centres with appropriate human resource and, learning and teaching materials | i) Provide adequate and up-to-date learning and teaching materials | Adequate and up-to-date learning materials provided | Improved quality of education and skills training | - | - | - | - | - | MESTVTEE, MYS, Cooperating Partners | 9,570,000 |
| | ii) Recruit and deploy adequately trained human resource | Adequate human resource recruited and deployed | Improved quality of education and skills training | - | 60 | 120 | 120 | 120 | MESTVTEE, MYS, Cabinet Office | 12,500,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) | | |
|---|---|--|---|---------|------|------|------|------|---|----------------------|------------------|---------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | | | |
| 3. Improve the quality of skills training curriculum to respond to current labour market needs | i) Conduct Skills Audit in partnership with other key stakeholders | Skills Audit conducted annually | Improved skills training curriculum responsive to labour market needs | 1 | 1 | 1 | 1 | 1 | MYS, MLSS, MESTVEE, TEVETA, MCTI | 2,620,000 | | |
| | ii) Establish links with the Ministry of Labour and employer agencies to monitor & evaluate skills needs. | Monitoring and evaluation links established. | Improved skills training curriculum responsive to labour market needs | - | 1 | - | - | - | | | MYS, MLSS | 920,000 |
| | iii) Incorporate life skills in all youth skills training programmes | Life skills in all youth skills training programmes incorporated | Improved employability of Students leave school & skills training centres | 2 | 3 | 5 | 5 | 5 | | | | |
| Education and Skills Development Sub-total | | | | | | | | | | 1,194,261,942 | | |

4.3 Health

| Overall Objective: To increase access to comprehensive youth friendly health services and promote healthy living including responsible behavior among the youth | | | | | | | | | |
|--|--|---|----------------------------------|--------|------|------|------|--------------------------------|----------------------|
| Specific Objectives: | | | | | | | | | |
| 1. Strengthen commitment to and support for the sexual and reproductive health and rights, and needs of adolescents and youth; | | | | | | | | | |
| 2. To increase access to a broad range of youth friendly health services; | | | | | | | | | |
| 3. To increase access to comprehensive, youth-friendly, gender-sensitive sexuality (family life) education; and | | | | | | | | | |
| 4. To promote healthy living and responsible behavior amongst the youth. | | | | | | | | | |
| Key Strategies | Activities | Outputs | Outcome | Target | | | | Responsible Institution/s | Estimated Cost (ZMW) |
| | | | | 2015 | 2016 | 2017 | 2018 | | |
| 1. Advocate for the strengthening and scaling up of the provision of Comprehensive Sexuality Education that is culturally appropriate | i) Develop and implement advocacy communication strategy | Advocacy communication strategy developed and implemented | Increased awareness on sexuality | - | 1 | - | - | MYS, MESTVEE, MoH, NAC, MCDMCH | 1,050,000 |

| Key Strategies | Activities | Outputs | Outcome | Target | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|---|---|--|---|--------|------|------|------|------|---------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| 2. Promote a comprehensive network of partnerships including youth in Sexual and Reproductive Health with relevant stakeholders | ii) Identify areas of common interest and support for partnerships. | Common areas of interest and support for partnership identified | Improved stakeholder collaboration | | | | | | | 10,000 |
| | iii) Monitor Adolescent Health (ADH) activities | ADH services monitored quarterly | Improved service delivery | 4 | 4 | 4 | 4 | 4 | MoH, MYS, NAC, MCDMCH | 3,200,000 |
| 3. Strengthen and improve visibility of Adolescent Reproductive Health Services. | i) Advertise the availability of ADH Service Centres | ADH services advertised | Increased knowledge on availability of ADH Services | 1 | 1 | 1 | 1 | 1 | MoH, MYS, NAC, MCDMCH | 1,000,000 |
| | ii) Disseminate Information, Education and Communication ADH availability | Information, Education and Communication on ADH available disseminated | increased access to reproductive health services | 1 | - | 1 | - | 1 | MoH, MCDMCH, NAC | 960,000 |

| Key Strategies | Activities | Outputs | Outcome | Target | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|--|---|--|---|--------|------|------|------|------|---------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| 4. Scale up and expand the coverage for Reproductive Health (RH) Services | i) Establish more SRH Service Centres. | Increased New youth-friendly Reproductive Health Service Centres established in YRCs | Increased access to Youth Reproductive Health Services | 4 | 6 | 10 | - | 6 | MoH, MYS, NAC, MCDMCH | 9,100,000 |
| | | | | 1 | 1 | 1 | 1 | 1 | | |
| 5. Promote a healthy lifestyle among the youth | i) Develop and disseminate IEC on materials that promote a healthy lifestyle | IEC materials developed and disseminated | Increased access to information by the Youth | 1 | 1 | 1 | 1 | 1 | MoH, NAC, MCDMCH | 2,250,000 |
| | | | | 1 | 1 | 1 | 1 | 1 | | |
| | ii) Progressively establish one (1) Rehabilitation Centre for youth abusing and addicted to drugs and substance abuse | Rehabilitation Centres for youth abusing drug and substance abuse established. | Increased access to Rehabilitation Centres and reduction to devious behaviour | 1 | 1 | 1 | 1 | 1 | MoH, MCDMCH, MHA | 6,250,000 |
| Health Sub-total | | | | | | | | | 23,820,000 | |

4.4 Creative Industries (Arts, Culture and Recreation)

| Overall Objective: To promote youth participation in the creative industry as a major source of livelihood | | | | | | | | | | | |
|---|--|---|--|---------|------|------|------|---------------------------|----------------------|-----------------------------------|-------------|
| Specific Objectives: | | | | | | | | | | | |
| 1. To increase community participation in sport, arts and recreation activities; and | | | | | | | | | | | |
| 2. To promote and protect positive local arts and cultural practices among the youth. | | | | | | | | | | | |
| Key Strategies | Activities | Outputs | Outcome | Targets | | | | Responsible Institution/s | Estimated Cost (ZMW) | | |
| | | | | 2015 | 2016 | 2017 | 2018 | | | 2019 | |
| 1. Promote the development of community-based Sport, Arts and Creative Industry infrastructure | i) Establish and Construct community based sport, Art and Creative Industry Infrastructure | 40 Community based sport art and creative industry infrastructure established and rehabilitated | Enhanced community participation in sport, art and recreation activities | - | 10 | 10 | 10 | 10 | 10 | MYS, MW/TSC, MESTVEE, MCTA, MOCTA | 111,400,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|----------------|--|--|---|---------|------|------|------|------|--|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| | ii) Rehabilitate, expand, and create physical infrastructure for art and creative industry | Physical infrastructure for arts and creative industry rehabilitated, expanded and created | Improved community access to sport, arts and creative industry infrastructure | - | 3 | 2 | 3 | 2 | MTWSC, MCDCMH, MYS, MTA, MCTA, MESTVEE | 13,720,000 |
| | iii) Mobilize communities to support arts & creative industry | Communities support to art and creative industry mobilised | Increased community participation in the creative industry | 1 | 1 | 1 | 1 | 1 | MCDCMH, MYS, MTA, MCTA, MESTVEE | 1,430,000 |
| | iv) Conduct capacity building for administrators & managers in arts & creative industries | Two (2) Capacity building training for Administrators and managers in the art and creative industry conducted annually | Improved quality of arts and artifacts | - | 2 | 2 | 2 | 2 | MCDCMH, MYS, MTA, MCTA, MESTVEE | 7,720,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|---|--|---|--|---------|------|------|------|------|--------------------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| 2. Support integration of arts & creative industry into the curricula at all levels of formal education including universities & training centres | i) Advocate for integration of arts and creative industry into the curricula and programmes at all levels of education | Arts and creative industry into the curricula and programmes at all levels integrated | Increased employment opportunities and livelihoods for the youth | - | 1 | - | - | - | MESTVEE, MYS, MTA, MoCTA, | 580,000 |
| | ii) Conduct district, provincial and national cultural arts and sports festivals | District, provincial and national cultural arts and sports festivals conducted | Enhanced youth participation in cultural, arts and sports activities | 11 | 11 | 11 | 11 | 11 | MESTVEE, MYS, MTA, MoCTA, | 10,310,000 |
| 3. Support commercial production of traditional arts & crafts | i) Strengthen business & marketing services linkages for traditional arts & crafts | Business and market service linkages for traditional arts and crafts strengthened | Improvement of livelihood for the youth | - | 1 | 1 | 1 | 1 | MCTA, MTA, MYS, MoF, MIBS, MLGH, CPs | 500,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|---|---|--|---|---------|------|------|------|------|-------------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| 4. Advocate for up-scaling of implementation for the protection of intellectual property | i) Campaign for the full implementation of Intellectual Property Rights | Intellectual Property Rights law implemented | Encouragement of creativity and reduction of infringement of Intellectual Property Rights | - | 1 | 1 | 1 | 1 | MCTI, MoHA, MoF, PACRA, MTA | 150,000 |
| 5. Advocate for protection of designated multi-purpose recreation facilities | i) Establish partnerships with the private sector and communities to protect & maintain multi-purpose recreation facilities | Partnership with Private sector and community in the protection and maintenance of Recreation facilities established | Reduction in risky behaviour | - | 1 | 1 | 1 | 1 | MLGH, MYS, MGCD, MCTA, MCDMCH | 120,000 |
| Creative Industries (Arts, Culture and Recreation) Sub-total | | | | | | | | | | |
| | | | | | | | | | 145,930,000 | |

4.5 Youth Mainstreaming

| Overall Objective: To ensure that youth issues are mainstreamed in all government and private sector programmes at all levels for effective youth responsive programmes | | | | | | | | | | |
|--|---|------------------------|--|---------|------|------|------|------|---|----------------------|
| Specific Objectives | | | | | | | | | | |
| 1. To promote public and private sector participation in youth development programmes; and | | | | | | | | | | |
| 2. To promote a multi sectoral and coordinated approach to youth development programming and implementation. | | | | | | | | | | |
| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| 1. Strengthen the institutional and legal framework for youth development | i) Undertake a youth audit in all sectors | Youth audit undertaken | Enhanced programming of youth development issues | - | 1 | - | - | - | MYS, Provincial Administration, MLGH, Cabinet Office, Civil Society, MoF, CPs | 1,500,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|----------------|--|--|---|---------|------|------|------|------|--------------------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| | ii) Develop a Zambia Youth Development Index | Zambia Youth Development Index developed | Enhanced programming of youth development issues | - | - | 1 | - | - | MYS, MLSS, MoF (CSO), ILO, MLGH, CPs | 1,200,000 |
| | iii) Establish inter-ministerial youth committee | Inter-ministerial youth committee established | Enhanced coordination of youth development programmes | 1 | - | - | - | - | MYS, NYDC, MoF, Cabinet Office | 150,000 |
| | iv) Develop a national youth mainstreaming and monitoring and evaluation framework | National Youth mainstreaming and monitoring and evaluation framework developed | Enhanced programming and coordination of youth development issues | 1 | - | - | - | - | MYS, MGCD, CPs | 300,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|------------------|------------|---------|---------|---------|------|------|------|------|---------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| Total | | | | | | | | | | |
| 3,150,000 | | | | | | | | | | |

4.6 Youth Work

Overall Objective: To regulate youth work practice

Specific Objectives:

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

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|---|---|---|--------------------------------|---------|------|------|------|------|---------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| 1. Profession alise and regulate youth work practice | i) Develop a Bill for regulation of youth work practice | Bill for regulation of youth work developed | Enhanced quality of youth work | - | - | 1 | - | - | MYS, MoJ, Cabinet Office | 1,600,000 |

| | | | | | | | | | | |
|--------------------------------------|---|---|--------------------------------|---|---|---|---|---|---|-------------------|
| | ii) Develop the Code of Ethics for youth workers | Code of Ethics for youth practice developed | Enhanced quality of youth work | - | - | 1 | - | - | MYS, ZYWA, MLSS, MESVTEE, UNZA, Civil Society | 350,000 |
| | iii) Develop the capacity of King George collage to offer advanced training in youth work | Advanced training in youth work offered at King George VI collage | Enhance quality of youth work | - | 1 | - | - | - | MYS, MLSS, MESVTEE, UNZA | 12,750,000 |
| Youth Mainstreaming Sub-total | | | | | | | | | | 14,700,000 |

4.7 Cross Cutting Issues

Overall Objective: To integrate cross cutting issues into youth development

Specific Objectives:

1. To promote sustainable use of natural resources and protection of the environment;
2. To reduce social, cultural, religious and economic factors that makes people vulnerable to HIV and AIDS;
3. To reduce gender related barriers and practices which affect the rights of female and male youth;

4. To promote volunteerism as a tool for fostering active participation of young people in national development;
5. To develop strategies that encourage the participation of youth in the diaspora in national development;
6. To encourage observance and respect of rights of juveniles and youth in conflict with the law; and
7. To promote the participation of the differently abled youths in national development.

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|--|--|---|-------------------------------------|---------|------|------|------|------|---|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| 1. Facilitate & promote youth engagement in environment management programmes | i) Sensitise the youth on issues of environmental degradation and protection | 10 Environmental degradation and protection sensitization meetings conducted annually | Sustainable use of natural resource | 10 | 10 | 10 | 10 | 10 | MLNR, MYS MESVTEE, MCDMCH, Civil Society Organisation | 1,500,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|----------------|--|---|---|---------|------|------|------|------|-------------------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| | ii) Develop projects to engage the youth in environmental protection | Projects to engage youth in environmental protection developed | Sustained use of natural resources | - | 2 | - | 2 | - | MLENR, MYS, MLGH, MCTA, MCTI | 900,000 |
| | iii) Promote youth participation in the green economy | 10% of the YDF allocated to the development of enterprises in the green economy annually Partnerships with key stakeholders on promotion of enterprises in the green economy established by December, 2016 | Sustainable management of the environment | 10% | 10% | 10% | 10% | 10% | MLENR, MYS, MLGH, MCTA, MCTI | 12,000,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|--|---|--|---|---------|------|------|------|------|--|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| | iv) Advocate for the introduction of environmental management courses in the school curriculum | Environmental Management courses incorporated into the curriculum | Enhanced appreciation of environmental management issues | - | - | 1 | - | - | MESTVTEE MYS MLENR MLGH, | 1,340,000 |
| Support the implementation of Convention on the rights for people with disabilities and its incorporation into the Youth multi-sectoral response | i) Sensitize the youth and stakeholders on the Convention on the Rights of People with Disability | 20 Sensitization meetings conducted annually | Increased awareness on convention on the Rights of People with Disabilities | 4 | 4 | 4 | 4 | 4 | MYS, MLGH, Local Authorities, MCDMCH Civil Society Organization | 1,250,000 |
| | i) Engage key stakeholders on the equitable access of the differently abled youth to social and economic services | Enhanced access to social and economic services by the differently abled youth | Improved Welfare of the differently abled youth | - | - | - | - | - | MYS MCDMCH MESTVTEE MoH | 175,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|---|---|---|---|---------|------|------|------|------|--|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| 3. Strengthen youth community-based multi-sectoral response within the national HIV response | i) Expand and strengthen community-based multi-sectoral response | Community based multi sectoral response expanded and strengthened | Improved response to treatment and general well-being among the youth | 1 | 1 | 1 | 1 | 1 | MoH MCDMCH | 7,210,000 |
| 4. Mainstream gender issues into all youth activities | i) Promote 50 – 50 percent enrolment for male and female youth in skills training centres | Equality at enrolment in skills training centres promoted | Gender parity achieved | 50% | 50% | 50% | 50% | 50% | MYS MGCD, MESVTEE, MCDMCH, Civil Society Organisations, CPs | 820,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) | |
|--|---|--|--|---------|------|------|------|------|---------------------------|----------------------|-----------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | | |
| | ii) Promote 50 percent access of males and females to empowerment and Resettlement Programmes | Equality in empowerment and resettlement programmes promoted | | 50% | 50% | 50% | 50% | 50% | | 1,020,000 | |
| | | | | 10 | 10 | 10 | 10 | 10 | | | |
| | iii) Sensitization of the youth on GBV | Youth sensitized on GBV matters | | | - | 10 | 10 | 10 | 10 | | 1,700,000 |
| | | | | | 10 | - | 10 | - | 10 | | |
| 1. Promote the active engagement of the youth in the socio-economic development of the nation | i) Sensitize the youth and stakeholders on importance of youth participation | Stakeholders on youth participation sensitised | Enhanced contribution by the youth to national development | 10 | 10 | 5 | 3 | 2 | MYS CPs | 2,000,000 | |
| | | | | 10 | - | 10 | - | 10 | | | |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|----------------|---|--|--|---------|------|------|------|------|--|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| | ii) Implement youth leadership development programme | Youth leadership development programme implemented | Enhanced youth participation in decision-making processes | 1 | 1 | 1 | 1 | 1 | MYS, CPs, Civil Society Organisation, NYDC, CYP | 2,840,000 |
| | iii) Conduct training to build capacity of the youth and youth organizations to constructively participate in the political process | Capacity of youth and youth organisations to constructively participate in the political process built | Increased youth participation in the political & electoral process | 10 | 10 | 5 | 2 | 2 | MYS Civil Society Organisation, NYDC, CYP MYS Civil Society Organisation, NYDC, CYP | 4,750,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|---|---|---|--|---------|------|------|------|------|--|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| | iv) Train the youth in good governance, human rights and democratic practices | Youth trained in good governance, human rights and democratic practices | Increased youth participation in the political & electoral process | - | 10 | - | 5 | 2 | MYS Civil Society Organisation, NYDC, CYP | 3,000,000 |
| | v) Establish the National Youth Volunteer Corp | National Youth Volunteer Corp established | Increased youth participation in national service | - | 1 | - | - | - | MYS Civil Society Organisation, NYDC, | 18,500,000 |
| 6. Develop mechanism for the liaison and collaboration with Zambian youth in the | i) Develop a database of Zambian youths in the Diaspora | Database on Zambian youth in the Diaspora developed | Improved coordination between Zambian youth in the Diaspora and Zambian youth organization | - | 1 | - | - | - | MYS UN Agencies NYDC MFA, MoJ | 450,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|-----------------|---|--|---|--|------|------|------|------|---|---|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| Diaspora | ii) Conduct youth exchange programmes | Youth exchange programmes conducted | Enhance cooperation and networking | 2 | 2 | 1 | 1 | 2 | MYS UN Agencies NYDC MFA MoJ | 1,500,000 |
| | 7. Advocate for the respect and observance of rights for the youth and juveniles | i) Conduct meetings to sensitise the youth on the rights, obligations and challenges of migrants | Sensitisation meetings conducted | Increased awareness by the youth on rights, obligations and challenges of migrants | 4 | 4 | 2 | 2 | 2 | MYS UN Agencies MCDMCH MFA MoJ |
| | ii) Conduct sensitisation on the rights and obligations of juveniles and youth on the law | Sensitization on the rights and obligations of juveniles on the law conducted | Enhanced awareness on the rights of juveniles and youth | - | 5 | 5 | 3 | 2 | MHA, MYS, CPs | 1,395,000 |

| Key Strategies | Activities | Outputs | Outcome | Targets | | | | | Responsible Institution/s | Estimated Cost (ZMW) |
|---------------------------------------|---|--|--|---------|------|------|------|------|-----------------------------|----------------------|
| | | | | 2015 | 2016 | 2017 | 2018 | 2019 | | |
| | iii) Sensitize the community against the stigmatization of ex-prisoners | Community sensitized on the effects of stigmatizing ex-prisoners | Enhanced awareness and acceptance of ex-prisoners in the community | 1 | 4 | 4 | 2 | 2 | MHA MCDMCH MYS CPs | 2,600,000 |
| | iv) Rehabilitate and reintegrate ex juveniles and youth offenders into families and the community | Ex juvenile and youth offenders rehabilitated and reintegrated | Reduced juvenile and youth offenders | 185 | 350 | 400 | 380 | 200 | MCDMCH MHA MYS | 14,820,000 |
| Cross Cutting Issues Sub-total | | | | | | | | | | 90,580,000 |
| NPA Grand Total | | | | | | | | | | 1,464,980,902 |

Ministry of Youth and Sport
P. O. Box 50195
Lusaka

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