

# CHAPTER I

## 1.0 INTRODUCTION

Zambia has a population of 9.9 million people according to Central Statistical Office (CSO) Census of Population and Housing for the year 2000. Of this, 65 percent reside in rural areas and 35 percent reside in urban areas. The country's average population density is 13 persons per square kilometer while Lusaka the capital city, has the highest average of 64 persons per square kilometer. The population has over the years remained youthful, with 29.6 percent of the population between the ages of 15 to 30 years according to the Central Statistical Office, 2000.

The Zambian Government attaches value to sport as a tool for social, economic and political development, hence its adoption and launch of the first comprehensive National Sports Policy in 1994. Its main objective was to holistically address the problems affecting sports development in the country and create an enabling environment in which sports organizations would perform at maximum efficiency. However, cognizant of the political, economic, social and technological advances since 1994, need has arisen to review and address the inadequacies of the 1994 policy in order to bring it in tandem with these developments and incorporate the emerging issues such as sport for development, HIV and AIDS, Gender, anti-doping in sport, involvement of people with disability in sport and poverty reduction. Furthermore, the revised policy outlines the roles of various stakeholders in the implementation of sport programmes. The policy is also driven by the need to attain the Millennium Development Goals, the realization of the Fifth National Development Plan and the Vision 2030.

The purpose of the National Sports Policy is to provide a practical framework for sport development in Zambia. It is a plan and statement of intent that offers guidance and advice on how to accomplish the development objectives, goals and priorities in order to raise the profile of sport. The Policy is an outcome of the consultative process conducted between December 2004 and December 2006 which brought together policy and decision makers in sports to discuss a wide range of issues on the development of sport.

The National Sports Policy document is divided into five (5) chapters. Chapter one is the introduction, which provides an overview of the significance of sport in society and national development in particular.

Chapter two deals with the Situation Analysis. This gives a critical review of the current situation regarding the development and status of the sports sector. To provide firm foundation required to inform policy formulation, the chapter has outlined the background to the policy updating and elucidating the causes and challenges to the issues concerning the development of Sport in Zambia.

The Vision, Rationale and Guiding Principles form Chapter Three. The Vision sets the desirable and improved status of the sports sector within the timeframe the policy is to be implemented and enables the implementers set targets that could be used as indicators for the success of the policy. The Rationale on the other hand justifies why the National Sports Policy is necessary whilst the Guiding Principles underpin the basis upon which

this policy has been founded. As such, the fundamental values of the Zambian society and the country at large are considered.

The broader goals and objectives of the National Sports Policy form Chapter Four and define what the policy ultimately intends to achieve. In the same chapter, the specific objectives and the measures or strategies to propel the successful implementation of the policy are also defined.

Chapter Five gives the Implementation Framework, which outlines the prescribed mechanisms that should ensure the implementation of the policy. These include the institutional arrangements, legal framework, resource mobilization and financing, monitoring and evaluation systems. Critical role players in the implementation of the various aspects of the policy are identified and assigned specific responsibilities.

## CHAPTER II

### 2.0 SITUATION ANALYSIS

The 1994 National Sports Policy was formulated and adopted in order to enhance sports development in the country. Prior to the 1994 policy, Physical Education and Sport were an integral part of the school system. Community welfare centers provided sports and recreation opportunities to all people in communities. However, the situation in schools and communities is no longer the same. Sports facilities in schools and communities have been vandalized and deteriorated to levels of disuse.

The growth of sport in Zambia draws its roots to the urban areas especially the Copperbelt province which was home to most sports personalities in Zambia. The Copperbelt had a good number of sport and recreation facilities, which were a breeding ground of most sports men and women. However, the privatization of the mines and companies resulted in neglect of sport and infrastructure by the investors who were not keen to fund this sector. The situation was compounded by Government's inability to fund the sector adequately due to the Structural Adjustment Programme (SAP) that was implemented following at the time. In addition, there is lack of adequate and effective training institutions, coaches and qualified sports administrators which has resulted in the country's inability to produce a good number of sportsmen and women of excellence.

The situation has been compounded by the high prevalence of HIV and AIDS epidemic which has contributed to the loss of thousands of lives and has not spared the sports men and women. A lot of promising, talented young men and women continue to be infected and die from the disease depriving Zambia of the much needed talent.

Further, gender inequality in the administration and management of sport in Zambia has negatively affected women participation in sport. Statistics show that out of the forty three national sports associations only six associations have 50% or more women representation in their national executive committees. The question of women participation in decision making processes in sport should be seen as a priority.

In addition, it has been discovered in the recent past that more sportsmen and women are increasingly using performance enhancing substances in sport and the sport policy shall endeavour to reduce the abuse of these drugs through awareness campaigns and promotion of random doping test on sports persons. Furthermore the participation of people with disability in sport has been hampered by poor sports infrastructure which is not user friendly. The disabled continue to be left out in major sporting activities also due to lack of appropriate sports equipment.

The cost of sports equipment still remains high and as such most sports persons and associations can not afford to import modern and appropriate sports equipment to prepare effectively for participation in international competitions. In spite of the international recognition of sport as an integral part of the development process, in Zambia sport is still rated low and not so much of a priority in development programmes. This is shown by the pattern of the allocation of national resources to sport development which has remained below 1% of the national budget over a period of time.

Over the years, sports organizations and other stakeholders have often expressed dissatisfaction regarding the development, promotion and performance of sports of various national teams representing the country in international competitions. Various factors have led to this unsatisfactory performance, some of which are the inability to fully implement the 1994 National Sports Policy, inadequate funding, low priority given to sport development, teaching of physical education and sport in schools, lack of capacity building, inadequate and dilapidated sports infrastructure privatization of companies, and general economic decline of the past three decades.

The Government will prioritize improving sports for children by re-enforcing the teaching of sports and physical education in schools and encouraging community sports. This will encourage participation and progression of talented young people in competitive sport and attainment of excellence.

Prior to this National Sports Policy, more resources were spent towards participation at international tournaments at the expense of grass-root sports. To realize positive performance both at regional and international competitions, this policy will ensure that more resources are allocated to strengthen the sport foundation.

Despite the many challenges affecting the development of sport in the country, there are opportunities and strengths which the country can capitalize on to redress the situation. Some of these include availability of human resource, land, talent, sports associations and organizations/ bilateral agreements and exchange programmes, goodwill from the public and private sector, international recognition of sport by the United Nations (UN) as a tool for peace and development, networking mechanisms among sports organizations and line ministries.

The National Sports Policy provides a framework for the development of an effective collaboration mechanism of all stakeholders in order to attain an active, healthy and productive society, in line with the National long term vision (Vision 2030), Fifth National Development Plan (FNDP) and the Millennium Development Goals (MDGs).

## **CHAPTER III**

### **3.0 THE VISION OF THE POLICY**

A Zambia where 80% of the population participate in a sport of their choice to enhance their health, socio-economic and political development by 2030.

#### **3.1 RATIONALE**

Sport has rapidly gained international recognition as a simple, low cost and effective means of achieving development goals. It also ensures significant levels of participation and coverage in programmes and initiatives that traditional development approaches cannot easily achieve thereby increasing the reach and effectiveness of critical development programmes. Further, sport for development programmes improve physical health and well being; teach essential values and life skills; and are a positive force in child development; bridge social, political and cultural divides through their convening powers; unite, motivate, inspire and educate through their enormous popularity; strengthen links between children and adults. Contribute to economic development of communities and mobilise communities around health; education and social and economic initiatives like environmental education and equity for women. The practice of physical education and sport is a fundamental human right for all as embodied in Article One of the Charter of Physical Education and Sport adopted by UNESCO in 1978 and also recognised in the 1989 Convention on the Rights of the Child and also recognised in the 1989 convention on the rights of the child. In addition many political, economical, social and technological developments have taken place in the environment rendering the 1994 National Sport Policy ineffective. For instance the 1994 National Sports policy did not take into account emerging issues such as HIV and AIDS, Gender, inclusiveness of people with disabilities, traditional sport, mass participation in sport, drug and substance abuse, juvenile delinquency, culture and tourism for sustainable socio- economic development and peace.

Therefore, the revised National Sports Policy has taken cognizant of local emerging issues and international developments in the field of sport. Thus the need to revise the 1994 sports policy was to assess the present position and highlight areas in need of development as well as outline how sport should be utilized as a tool of social transformation.

#### **3.2 GUIDING PRINCIPLES FOR THE NATIONAL SPORTS POLICY**

The National Sports Policy seeks to contribute towards the realization of the principles on which Zambia's philosophy of development has been based. The guiding national principles of government include peace and unity, self reliance, accountability and transparency. These are cardinal for socio-economic development.

The following key principles inspire the policy:-

**3.2.1 Equity**

The policy shall ensure equal opportunities to participation in sport at all levels from foundation to excellence;

**3.2.2 Gender Inclusiveness in Sport**

The policy shall ensure to promote participation of sports men and women to the development of sport and eliminate all forms of gender discrimination and violence;

**3.2.3 Inclusiveness of people with disabilities in Sport**

The policy shall promote the access and full participation of people with disability at all levels including international sport;

**3.2.4 Communication**

The policy shall ensure that the public is well informed about the role of sport in national development. It shall be translated in local languages and transcribed in Braille;

**3.2.5 Partnership and Networking**

The policy shall promote partnership and networking among all stakeholders by involving them in planning, implementation, monitoring and evaluation of sport development;

**3.2.6 HIV and AIDS**

The policy shall ensure mainstreaming of HIV and AIDS issues in sports programmes and activities;

**3.2.7 Transparency, accountability and good governance**

The policy shall ensure that sport is managed in a transparent, accountable and efficient manner.

**3.2.7 Peace and Unity**

The policy shall ensure that sport is used as a tool to promote peace and unity in the country through the spirit of fair play and competition to attain an environment of love and peaceful co-existence

## **CHAPTER IV**

### **4.0 OBJECTIVES AND MEASURES**

The policy shall focus on major priority areas, which include Infrastructure Development, Sports Equipment, Capacity Building, Community Sport, Commercialization of Sport, Anti Doping in Sports, Inclusiveness of People with Disability in Sport, HIV /AIDS and Sport, International Participation, Gender, Sports and Physical Education.

#### **4.1 OVERALL OBJECTIVE**

To provide a comprehensive policy structure for excellence and the full participation of all in sports development to ensure an active, healthy and productive society,

#### **4.2 GOALS OF THE NATIONAL SPORTS POLICY**

The sports policy has been developed in order to achieve the following goals:

- a) To identify appropriate needs and opportunities for all Zambians to be involved in sport and physical activity to enable them realize their full potential;
- b) To identify strategies for development of sport within the context of Zambia's cultural and socio-economic set-up;
- c) To outline structures of sport and recreation system that will promote and encourage access and participation in sport for all, including the rural population, women and people with disabilities;
- d) To create the much – needed enabling environment conducive to the development of sport through improvement in infrastructure, legislation and government encouragement through specific incentives and motivation;
- e) To promote awareness on general fitness, health, recreational and leisure activities of individual citizens regardless of age, sex, occupation, location and status;
- f) To identify strategies and interventions that aim to encourage young people and sports persons in and out of school to progress up to the level of excellence (structured exit routes);
- g) To improve resource mobilization for sport and recreation by government, private sector and Non-Governmental Organizations;
- h) To spell out the role of different stakeholders in sport administration and management;
- i) To promote sport as a tool for national reconstruction, development, and international understanding and co-operation.

### **4.3 SPECIFIC OBJECTIVES AND MEASURES**

#### **4.3.1 INFRASTRUCTURE DEVELOPMENT**

Sports infrastructure plays a very important role in the development of sport. Currently the available infrastructure is inadequate, dilapidated and is not up to the acceptable international standards. Provision of modern and adequate sports infrastructure enhances the level and quality of participation in sport. The Government shall facilitate construction and maintenance of modern sports infrastructure and promote private sector participation in infrastructure development.

##### **(a) Objective**

To provide and maintain adequate and modern sports infrastructure accessible to all.

##### **(b) Measures**

- i. Provision of a wide range of facilities of appropriate standard throughout the country to support community participation and elite sport;
- ii. Ensure all communities provide accessible space for sport and recreation facilities;
- iii. Ensure that existing and new sporting and recreational facilities are user friendly to everybody including people with disability.
- iv. Facilitate the development of community owned appropriate sports and recreation facilities
- v. Encourage private sector participation in the construction and maintenance of sports infrastructure
- vi. Government to strengthen the existing law to ensure all sports infrastructure is protected and used for the intended purpose.
- vii. Facilitate construction of an accessible ultra modern sport complex with office accommodation for sport development

#### **4.3.2 SPORTS EQUIPMENT**

Provision of adequate sports equipment is cardinal to sports development. Currently most of the sports and recreation facilities have inadequate sports equipment; Furthermore, sportsmen and women cannot afford the high cost of sports equipment. The policy shall endeavor to ensure access to affordable equipment and also provide adequate modern sports equipment in sports and recreation facilities.

##### **(a) Objective**

To promote the provision of modern and affordable sports equipment and encourage the production and use of traditional equipment.



**(b) Measures**

- (i) Facilitate the acquisition of modern sports equipment for sportsmen and women.
- (ii) Facilitate for removal of customs duty on all imported sports equipment for a certain period of time to promote affordable sports equipment
- (iii) Encourage the production and use of traditional sport and recreation equipment

**4.3.3. SPORT TRAINING**

Sport training is an integral part of sports development in Zambia. In order to improve the standards of participation and performance in sport, it is necessary to provide systematic short, medium and long-term training programmes in sport. These programmes shall include Sport training of athletes, coaches, teachers, administrators, and technical officials in urban and rural areas including people with disabilities, youth and women. It is equally crucial that these individuals recognise that an essential and central part of successful promotion and development of their sport is the instilling of a sense of fair play in all participants.

The policy shall ensure that all sports personnel; administrators, leaders, officials' managers, coaches are appropriately trained and qualified by the national sports accreditation scheme to deliver a quality service.

**(a) Objective**

To strengthen the capacity of sports administrators and institutions dealing with sports development

**(b) Measures**

- (i) Undertake training programmes for sports personnel sport administration, management and coaching;
- (ii) Promote good governance, transparency and accountability in sports administration and management;
- (iii) Facilitate the mobilization of material and financial resources for capacity building programmes;
- (iv) Facilitate the training of sports administrators especially in the field sport for development.
- (v) Establish National Sports accreditation scheme

**4.3.4 COMMUNITY SPORT**

Sport enhances community spirit, equality of opportunity and personal development. It also promotes social integration, recreational and competitive sport in schools, clubs, towns and cities as it contributes to community confidence and a spirit of teamwork. Sport can and should provide a context within which everyone can come together on

equal terms to participate and reach his or her full potential, regardless of race, social class, gender, age, ability or religious belief.

The policy shall endeavour to promote community sport to ensure its contribution to national development.

**(a) Objective**

To promote and strengthen community based sports programmes for all throughout the country.

**(b) Measures**

- (i) Conduct training for sports administrators and trainers in the communities;
- (ii) Revive and establish the Sport For All (SFA) Sectors in all communities;
- (iii) Encourage community participation in sports programmes and activities through community sport festivals;
- (iv) Facilitate the provision of sports equipment to communities
- (v) Sensitize the community leaders on the importance of volunteerism in sport development
- (vi) Recognize and protect the investment by the communities in the sports men and women
- (vii) Promote the practice of physical activity and sport at work place

#### **4.3.5 COMMERCIALIZATION OF SPORT**

A modern sport industry is vital to the Zambian economy as it contributes to employment, consumer spending, tourism and economic regeneration. In view of the diverse nature, investment opportunity and high cost involved in the implementation of sports programmes, the policy shall promote investment in sports as business ventures to generate income, increase employment opportunities and enhance financial positions of various sports associations and individuals.

**(a) Objective**

To facilitate and coordinate the commercialization of sport to make it self sustaining

**(b) Measures**

- (i) Promote private sector investment in sport through provision of tax rebate;
- (ii) Undertake public awareness campaigns on business opportunities in sport;
- (iii) Facilitate re-introduction of sports lotteries ;
- (iv) Train sports administrators and persons on sports marketing
- (v) Establish a National Sport Development Trust Fund
- (vi) Promote sale of television rights

- (vii) Advocate for the introduction of a tax regulatory policy on sport for companies supporting sports development

#### **4.3.6. ANTI-DOPING IN SPORTS**

The use of drugs and substance among sportsmen and women to enhance their performance has been on the increase leading to abuse of drugs and substance. The general effect has adversely affected sportspersons psychologically, socially and health wise and compromised the spirit of fair competition in sport.

In view of the professionalization and competitive nature in sport, coupled with high level of rewards and incentives derived from winning in sport, anti-doping in sport has become prominent. The policy has put in place measures to reduce, educate and rehabilitate sportsmen and women on the dangers of doping by working in collaboration with stakeholders such as Drug Enforcement Commission (DEC), Ministry of health and Ministry of Education.

##### **(a) Objective**

To prevent and eliminate doping in sport and establish rehabilitation centers

##### **(b) Measures**

- (i) Ratify and domesticate the International Convention Against Doping in Sport
- (ii) Establish a National Anti-Doping Organization (NADO)
- (iii) Sensitize the sports persons, administrators and officials on the dangers of doping
- (iv) Establishment of rehabilitation and counseling Anti Doping centers
- (v) Training of sports leaders at national, provincial, district and community levels in preventative strategies of anti-doping
- (vi) Training anti-doping control officers

#### **4.3.7 INCLUSIVENESS OF PEOPLE WITH DISABILITY IN SPORT**

People with disability have not fully participated in sport due to a number of factors which include lack of user friendly sports facilities, equipment, funding and specific policies targeting their involvement in sport. Consequently, this has led to rejection, isolation and discrimination hindering their psychological and emotional development.

The Policy shall endeavour to eliminate discrimination and stigma against people with disability in sport so that they fully participate. The policy shall also advocate for provision of user friendly, sports facilities and equipment.

**(a) Objective**

To promote the participation of people with disabilities in sport.

**(b) Measures**

- (i) Provide and maintain user friendly sports infrastructure and equipment for people with disabilities;
- (ii) Conduct awareness programmes in sports targeting people with disabilities in order for them to actively participate in sport ;
- (iii) Mainstream disability issues in all sports programmes;
- (iv) Strengthen the coordination of sport programmes for people with disabilities.
- (v) Sensitize the general public and stakeholders on need to engage people with disabilities in sport.

**4.3.8. HIV AND AIDS AND SPORT**

HIV and AIDS prevalence rate currently stands at 16% among those aged 15 to 49 years. The sportsmen and women fall within this age cohort and they have not being spared by the pandemic. The absence of specific HIV and AIDS interventions targeting sportsmen and women is another concern. Sport is able to make a positive contribution to enhance the health of both the affected and infected sportsmen and women.

The policy has put in place measures to use sport as a tool to create awareness to mitigate the impact of HIV and AIDS infections and reduce its prevalence among sportsmen and women.

**(a) Objective**

To mainstream the HIV and AIDS programmes in all sporting activities

**(b) Measures**

- (i) Use sport as a tool to help mitigate the impact of HIV and AIDS;
- (ii) Involve sports personalities of repute in awareness campaigns;
- (iii) Conduct sports tournaments, festivals as vehicle to sensitize the public on the dangers of HIV and AIDS;
- (iv) Build capacities of sports organizations in the management in HIV and AIDS related issues;
- (v) Ensure easy access of ARVs to infected sports men and women;
- (vi) Train sports administrators coaches and other technical officials in counseling sports personalities as peer educators in HIV and AIDS  
Encourage VCT among sports men and women

### **4.3.9 GENDER**

The Policy will provide a practical framework with emphasis on gender inclusiveness in sports programmes at all levels. The major driving force is equitable provision of services to the sports men and women to bridge the participation gap that perpetuate imbalances of the rural/urban, rich/poor, and abled /disabled men and women.

In this regard, the policy shall promote a gender inclusive approach to the development of sport. It will also promote gender equity and equality in the allocation of resources to sports men and women participating in sports programmes and competitions.

#### **(a) Objective**

To mainstream Gender in all sports programmes and activities

#### **(b) Measures**

- (i) Create awareness to promote gender equity in sport
- (ii) Domesticate the UN/AU/SADC declaration on involvement of women's participation in sport administration, management and coaching levels
- (iii) To promote gender equity and equality in the allocation of resources to sport programmes and activities
- (iv) Promote specific programmes targeting women and girls' participation in sport

### **4.3.10 PHYSICAL EDUCATION AND SPORT**

Physical Education and sport are inter-dependant. Teaching of Physical Education and sport in learning Institutions should be mandatory. This shall be achieved through curriculum activities, regular sports competitions and festivals at various levels in order to maximize talent identification and to encourage youths to develop their talent for future employment opportunities. There is also need to motivate and encourage Physical Education teachers to ensure its sustainability.

The policy shall ensure that physical education is taught in basic and high schools and students in high institutions of learning take part in Physical activity and sport for recreation competition for health purposes.

#### **(a) Objective**

To promote the teaching of physical education, sport and recreation in learning institutions

#### **(b) Measures**

- (i) Revive Inter-ministerial steering committee on the development of sports;
- (ii) Ensure that Physical Education is taught of as compulsory subject in all schools;

- (iii) Promote the training of physical education teachers and instructors in learning institutions
- (iv) Provide incentives for teachers of physical education;
- (v) Encourage and lobby for establishment of faculty of physical education in higher institutions of learning.
- (vi) Ensure that Physical Education becomes examinable subject in schools.

#### **4.3.11. INTERNATIONAL PARTICIPATION IN SPORT**

Sport is truly an international language. It has a powerful appeal to enhance a country's prestige and reputation. It is an instrument for peace and unity. Furthermore, sport has also transformed into a major industry all over the world capable of creating wealth and employment opportunities.

This policy shall ensure that the country participates in international sports to enhance the country image and generate foreign earning for economic and social development

##### **(a) Objective**

To develop a National strategy that will increase the standard of performance in sports in Zambia at international level.

##### **(b) Measures**

- (i) Promote and support programmes that identify, nurture and develop talent;
- (ii) Provide specialized services to support the development of high performance sport at district, provincial and national levels;
- (iii) Establish appropriate interventions to ensure adequate preparation of athletes for international competitions;
- (iv) Identify some schools as centers of excellence for training super achievers in sport;
- (v) Ensure that all strategies and programmes are athlete centered;
- (vi) Promote exchange programmes with international organizations.
- (vii) Promote regular participation at international tournaments

## **CHAPTER V**

### **5.0 IMPLEMENTATION FRAMEWORK**

#### **5.1 INSTITUTIONAL FRAMEWORK FOR POLICY IMPLEMENTATION**

The 1994 policy highlighted most of the problems affecting the development of sport in Zambia. However, the previous policy lacked effective institutional framework to implement the various strategies. It is clear that organizational structures responsible for providing services to sport and recreation have continued to exhibit occasional duplication of services, competition and lack of coherence in the programmes and strategies leading to wastage of resources.

In this regard, there is need to establish structured linkages between agencies charged with the responsibility for sport development, and ensure that all agencies act in accordance with a common set of strategies towards common goals.

Therefore, this policy provides a focus for the provision and delivery on sport and recreation. In this respect, there is need for an appropriate institutional framework, which will effectively coordinate, promote and ensure implementation of the approved government policies and strategies for sport and recreation.

#### **5.2 INSTITUTIONAL ARRANGEMENTS**

##### **5.2.1 Role of Government**

Through the Ministry of Sport, Youth and Child Development and other line Ministries involved in sports development and physical education, the Government will assume its responsibility of resource mobilization, coordination and providing the necessary services to the public. It will evolve institutional and organizational framework that will ensure effective implementation of sport programmes.

In this regard the Department of Sport Development, working closely with Line Ministries, institutions, private sectors and NGOS, Will be strengthened in terms of capacity building through staff training, recruitment and fostering partnerships between Ministries and Government with cooperating partners, NGOS and community.

As regards to funding of sport, the government will continue giving grants to sports associations to enable them implement their strategic plans and sport development needs. However priority shall be on funding rural and community sport development, capacity building programmes, equipment provision, sports infrastructure development and addressing cross cutting issues.

Furthermore, the government will continue to create an enabling environment to support participation of the private sector in sponsorship of sport development.

## **5.2.2 ROLE OF THE MINISTRY OF SPORTS, YOUTH AND CHILD DEVELOPMENT**

The Ministry of Sport Youth and Child Development will be the lead Ministry in implementation of sport policy. Its major functions shall be as follows:

### **(a) Policy Coordination, Networking and Leadership**

- (i) Ensure that the primary delivery of sport is implemented at all levels in collaboration with all stakeholders to enable citizens participate in sport and recreation.
- (ii) Initiate, coordinate and facilitate implementation of sport development programmes
- (iii) Monitor and evaluate use of Government funding through grants to sports associations.
- (iv) Support grassroots sport and recreation programmes aimed at encouraging increased rates of participation of people with disabilities, women and other marginalized groups in sport and recreation
- (v) Encourage inter-linkages and Networking between the various sports organization.
- (vi) Revive and strengthen the sector, district and provincial sports advisory committees

### **(b) Sports Infrastructure Development**

- (i) Facilitate the provision and maintenance of sports facilities of appropriate standards throughout the country to enable mass and elite participation in sport.
- (ii) Facilitate the acquisition of land for sport development and recreation.
- (iii) Coordinate and manage the sports facilities.

### **(c) Sport For All**

- (i) Promote an awareness campaign of general fitness, health, recreational and leisure activities for all individuals regardless of age, sex, occupation or status.



- (ii) Encourage development and promotion of traditional sport
- (iii) Encourage regular sport and recreational festivals at sector, District, Provincial and National levels in collaboration with national sport associations and other stakeholders.
- (iv) Encourage integration of HIV and AIDS awareness programmes in all sporting activities.

**(d) Resource Mobilization**

- (i) Coordinate and process requests for funding for sport development.
- (ii) Develop a mechanism that will determine priority areas for funding.
- (iii) Establish and monitor in collaboration with international agencies funding and technical assistance for sport development.
- (iv) Mobilize private sector assistance and support for sport development programmes.
- (v) Establish a Sport Development Trust Fund to act as a vehicle for resource mobilization

**(e) Education, Research and Training**

- (i) Liaise with the Ministry of Education and other relevant agencies to establish and guide implementation of appropriate sport and recreation education programmes.
- (ii) Mobilize and coordinate bilateral and multilateral technical assistance programmes, including those from locally based international agencies.
- (iii) Establish a central database on sport in order to strengthen the effectiveness and relevance of sport programmes and encourage regular review of the sports policy and other Acts related to sport.
- (iv) Facilitate the establishment of a National Sports Academy to undertake human resource development.
- (v) Facilitate the establishment of the National Education and Coaching Scheme for national sport associations to regulate the standards of sport coaches and administrators;
- (vi) Establish Centers of Excellence to improve athlete performers.
- (vii) Facilitate in the training of specialized public media personnel in sport Reporting.

## **INTER-MINISTERIAL COLLABORATION**

The Ministry of Sport, Youth and Child Development through the Department of Sports Development shall endeavor to create administrative implementation linkages with key stakeholders and line Ministries whose roles impact on sport development.

### **5.3.1 Ministry of Education Shall;**

- (i) Provide initial training and in-service training for teachers in Physical Education and sport.
- (ii) Provide facilities for, and instruction in Physical Education in schools.
- (iii) Offer scholarships and training for deserving sports men and women and sport administrators with outstanding performance, upon recommendation by the Ministry of Sport, Youth and Child Development.
- (iv) Offer training and support to sport administrators, coaches and technical personnel upon recommendations by the Ministry of Sport, Youth and Child Development.
- (v) Working in collaboration with the Ministry of Sport, Youth and Child Development to identify, establish and support Centres of Excellence.
- (vi) Encourage dual usage of school sports facilities by the communities within the schools catchment's area.
- (vii) Encourage schools to prepare and release students to participate in representative sports events taking into account school schedules and educational priorities.
- (viii) Participate in the inter-ministerial committee in sport.

### **5.3.2 Ministry of Local Government and Housing Shall:**

- (i) Ensure that local authorities provide sport and recreational facilities for their communities;.
- (ii) Provide space for sport and recreational facilities in primary and secondary schools and other learning institutions;
- (iii) Maintain and manage sports facilities entrusted to their care and use;
- (iv) Establish, in collaboration with other departments and local authorities, district sports committees responsible for sport development at grassroots level.

- (v) Ensure that sport and recreation facilities are preserved and used for intended purposes.

**5.3.3 Ministry of Health Shall:**

- (i) Promote sport as a means of enhancing preventative and curative health measures;
- (ii) Encourage sport and recreation programmes for the aged, people with disabilities, people inflicted with chronic illness such as HIV and AIDS.
- (iii) Develop capacity to provide sport medicine to national teams and advise on their nutritional needs.
- (iv) Provide anti-doping services and facilitate training for anti-doping personnel.

**5.3.4 Ministry of Community Development and Social Services shall:**

- (i) Act as a facilitator for community participation in sports activities including traditional ceremonies
- (ii) participate in the inter-Ministerial Committee at Permanent Secretary level for policy implementation.
- (iii) Incorporate sports activities into community programmes
- (vi) Encourage vulnerable people to participate in sport
- (v) Provide guidance in sports participation of people with disabilities

**5.3.5 Ministry of Defence shall:**

- (i) Provide technical and logistical support in training of sports personnel and facilitate sports activities in communities
- (ii) Partner with the Ministry responsible for sport in resource mobilization for sport development;
- (iii) Provide Sports facilities and equipment to sports organizations and communities

**5.3.6 Ministry of Tourism and Natural Resources shall:**

- (i) Promote and integrate sport activities into tourism programmes as a way of marketing sport on the international scene
- (ii) Participate in the inter-Ministerial Committee at Permanent Secretary level for policy implementation.

## **5.4 OTHER COLLABORATIVE INTER LINKAGES**

### **5.4.1 NATIONAL SPORTS COUNCIL OF ZAMBIA (NSCZ):**

To ensure effective implementation of the sports policy, the National Sports Council of Zambia which was created through an Act of Parliament 1977 will continue to work closely with the Ministry Sports, Youth and Child Development to promote, coordinate, monitor, evaluate research and register all sports associations. In particular the National Sports Council of Zambia shall:-

#### **(a) Coordination and implementation**

- (i) Coordinate development of strategic planning on sport development in all the sports associations.
- (ii) Adopt approved standards of coaching, administration, and management in all aspects of sport delivery in line with international practice in sports.
- (iii) Carryout a supervisory role to ensure that the primary delivery of sport takes place at and through the national sport and recreation associations.
- (iv) Monitor and ensure that national sports associations decentralize up to district level, their management structures in order to facilitate sport development.
- (v) Establish links with international sport bodies and technical cooperation assistance bodies.

#### **(b) Resource Mobilization**

- (i) Coordinate requests for budget for sport and recreation development from the National Sports Association.
- (ii) Monitor disbursement and account for the Government grants through an effective internal system.
- (iii) Assist the National Sports Associations with strategic approach towards resource mobilization.
- (iv) Create linkages with the media, sponsors, private sector and other stakeholders in the promotion of sport.
- (v) Determine criteria for participation in regional, Continental and international competitions by Zambian teams.

**(c) National Sport Awards and Incentives**

- (i) Facilitate the establishment of a National Sports Awards and incentives Committee and organize awards on annual basis to deserving individuals, national sports associations and companies supporting sports development.

**5.4.2 NATIONAL OLYMPIC COMMITTEE OF ZAMBIA**

The National Olympic Committee of Zambia operates under the International Olympic Committee Charter and is responsible for facilitating Zambia's participation at the Commonwealth, Olympic and All Africa Games. To ensure effective implementation of the sports policy, National Olympic Committee of Zambia (NOCZ) will continue to work closely with the Ministry of Sport Youth and Child development. In particular National Olympic Committee will be responsible for the following: -

- (i) Facilitate Zambia's participation in the International Olympic Committee (IOC) organized meetings competitions and activities.
- (ii) Solicit regular international Olympic solidarity programmes;
- (iii) Help in the training of sports coaches, technical staff and administrators by organizing courses that will contribute to the enhancement of the fundamental principles of olympism.
- (iv) Assist to improve performance of Zambia team in preparation for the Olympic and Commonwealth Games or any other games for which they are chartered.

**5.4.3 NATIONAL PARALYMPIC COMMITTEE OF ZAMBIA**

The National Paralympic Committee of Zambia (NPCZ) operates under the International Paralympic Committee (IPC) Charter and is responsible for facilitating Zambia's participation at Commonwealth Games, Paralympic Games, All Africa Games, SADC Games and other international games for the disabled. To ensure effective implementation of the sports policy, National Paralympic Committee of Zambia will continue to work closely with the Ministry responsible for sport development. The Ministry responsible for sport development will support sports development programmes of NPCZ. In particular National Paralympic Committee of Zambia will be responsible for the following:

- (i) Facilitate Zambia's participation in the International Paralympic Games (IPC) organised meetings, competitions and activities
- (ii) Solicit regular International Paralympic solidarity programmes
- (iii) Help in the training of sports coaches, classifiers, technical staffs, administrators and athletes by organising courses that will contribute to the enhancement of the fundamental principles of paralympism
- (iv) Endeavour to improve performance

- (v) Act as an advisory body on sport for the disables or disability issues.

#### **5.4.4 NATIONAL SPORTS ASSOCIATIONS**

The National Sports Associations are the umbrella organizations for the individual sport disciplines and shall be the key agencies responsible for the implementation of the National Sports Policy. The National Sports Policy therefore, mandates the National Sports Associations to decentralize their administrative structures to provincial and district levels in order for them to contribute positively and effectively to the development of sport throughout the country. In particular the National sports Association shall be responsible for:

##### **(a) Sport development, programme planning and implementation**

- (i) Develop and implement short, medium and long term strategic plan for sport development programmes and ensure professional administration and effective modern management systems;
- (ii) Promote and facilitate formation of clubs and devise strategies for their capacity building at all levels;
- (iii) Develop and implement grassroots and mass participation programmes aimed at increasing participation rates within their sports disciplines.

##### **(b) Establish Talent identification, programmes and promote development of Sports Competitions.**

- (i) Work closely with learning institutions to establish talent identification programmes and offer specialized services;
- (ii) Create linkages with regional, continental and international sport authorities to enhance standard of their sport;
- (iii) Enhance the establishment of centres of Excellence in selected schools.
- (iv) Mobilize resources for sports programmes and tournaments.

##### **(c) Human Resource Development**

- (i) Develop and implement human resource development programmes.
- (ii) Collaborate with regional, continental and international sports bodies as well as other sport specialists with respect to coaching, administration and management, refereeing and other training needs.
- (iii) Develop and implement a national accreditation scheme for coaches.
- (iv) Coordinate volunteer training programmes and develop strategies for recognition and retention of volunteers.

**(d) Sport Promotion**

- (i) Create linkages with the media, sponsors, private sector and general citizenry to enable them support and appreciate the value of sport as a tool for socio-economic development of the country.
- (ii) Encourage participation of women and other traditionally disadvantaged groups in society.
- (iii) Ensure that all sports programmes, activities and functions include HIV AND AIDS awareness campaign and also anti-doping in sport.

**5.4.5 PRIVATE SECTOR**

In view of the changing nature of sport globally it has become imperative that governments and other stakeholders should cooperate with the private sector to support sports development. This National sports policy shall promote Public, Private sector partnership considering the vibrant role of the private sector in sports development.

In particular the private sector shall be encouraged to:-

- (i) Contribute towards Sports Infrastructure development;
- (ii) Develop and avail their sporting facilities to all their employees and the general public use for free or nominal affordable charge;
- (iii) Release players/athletes for national sport activities as and when requested by the National Sport Associations on agreed terms and conditions;
- (v) Consider Sport as a business opportunity for investment by sponsoring development of social/sport clubs, gyms and aerobic centres;
- (vi) Promote workers participation in sport for their health, physical fitness and general well being to maximize their productivity.
- (vii) Contribute towards establishment of schools of Excellence.
- (viii) Support schools and community sports programmes.

**5.4.6 THE MEDIA**

The media both public and private shall be encouraged to play a positive role in promoting sport and recreation and ensure that the general public is sensitized and informed on the role of sport as tool for socio-economic development.

**5.4.7 SPORTS ASSOCIATIONS IN SCHOOLS**

All institutional Sports Associations shall be encouraged to:

- (i) Provide regular sport and recreation activities for their students;
- (ii) Promote ethics and fair play in sport and recreation;
- (iii) Provide opportunities for junior sport administrators to participate in accreditation courses in coaching, refereeing and administration.
- (iv) Encourage school management to develop and upgrade sport and recreation facilities;
- (v) Work closely with national sports associations to establish talent identification programmes by establishing junior sport divisions within established sporting disciplines.

#### **5.4.8 UNIVERSITIES AND OTHER HIGHER LEARNING INSTITUTIONS**

Shall be encouraged to:

- (i) Play a leading role in research and evaluation of matters relating to sport and recreation in the country;
- (ii) Provide support services for the training, accreditation and certification of sports administration, coaches and technical officials;
- (iii) Provide training in Physical Education as a major subject.
- (iv) Facilitate establishment of a Physical Education faculty at Universities and Colleges.

#### **6.0 LEGAL FRAMEWORK**

The Ministry of Sport, Youth and Child Development shall spearhead the implementation of the National Sports Policy in accordance with the mandate given to it as stipulated in the government Gazette Notice No 547 of 2004. The contents therein shall be the guiding legal framework towards the implementation of the National Sports Policy. The Provision of Gazette Notice No 547 of 2004 will also guide the review of various pieces of legislation relating to sport development.

There is need to review the Zambia Professional Boxing and Wrestling Control Board and The National Sports Council of Zambia Acts in order to incorporate emerging issues.

#### **7.0 RESOURCE MOBILISATION**

The Implementation of the National Sport Policy will require mobilization of both local and external resources through collaboration with line ministries the private sector, faith



based organizations, international agencies and other cooperating partners in line with national priorities contained in the fifth National Development Plan

## **8.0 MONITORING AND EVALUATION**

The implementation of the National Sports Policy requires effective monitoring and evaluation. There will be need to have appropriate feedback mechanisms amongst all stakeholders in order to ensure proper service delivery, capacity building, and community sport, advocacy and communication. In this regard, the Ministry for Sport, youth and child Development in partnership with the Sector Advisory Group will conduct regular monitoring of the sport projects and programmes in addition to yearly evaluations. Monitoring and evaluation will be done on the basis of the key performance indicators in the FNDP.

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

Periodic survey and research on the status of sport will be undertaken from time to time to generate information for policy development and planning of sector development programmes.

## **9.0 RISKS AND ASSUMPTIONS**

### **9.1 RISKS**

In the process of implementing the Sports Policy there shall be factors that may have negative impact in the development of sport. These include:

- (a) Political interference affects the implementation of sport development programmes
- (b) High turn over of leadership, frequent change of leadership derail the implementation of the policy
- (c) The impact of HIV and AIDS has a negative effect on the performance of many institutions including government, therefore the implementation of the sports policy might be affected if many sports men and women are infected and or affected;
- (d) Absence of an establishment structure at District level within the Ministry of Sport, Youth and Child Development. This entails that the Ministry depends on volunteers to implement sports programmes at the grassroots level and may hinder implementation of programmes.
- (e) Low priority accorded to sport in resource allocation, which impacts negatively on the implementation of the sports policy.

- (f) Negative reporting may affect sport development.

## **9.2 ASSUMPTIONS**

In order to effectively implement the National Sports Policy, it is assumed that:

- a. There shall be political will from the highest office in the land
- b. There shall be adequate funding to meeting sport development needs at all levels
- c. There shall be adequate human resource in terms of quality and quantity at all levels
- d. There shall be continued support and partnership from clients and stakeholders.
- e. There shall be continued peace and stability in the nation
- f. There shall be cure for HIV and AIDS

## **10.0 CONCLUSION**

The National Sports Policy aspires to take a radical holistic approach to sport development. A number of identified factors are critical to the successful achievement of the policy objective of increasing people's participation in sport. Policy success will depend on programme / project formulation, implementation, coordination, monitoring, and evaluation.

In order to maximize institutional capacity, emphasis in this policy is placed on human resource development, grassroots sport, funding, and sports infrastructure development and sports equipment. In addition, there is need for the operations of the Ministry of Sport, Youth and Child Development to be decentralized to the District in order for the policy to have a significant and meaningful impact at the grassroots level.

There will therefore be need to address all the identified critical areas through comprehensive programming in liaison with all the key stakeholders.

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