



REPUBLIC OF ZAMBIA

Ministry of Chiefs and Traditional Affairs

NATIONAL POLICY ON CHIEFTAINCY AND TRADITIONAL AFFAIRS

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FOREWORD



The National Policy on Chieftaincy and Traditional Affairs has been put in place to define the direction for the development and implementation of programmes aimed to improve rural people's livelihoods and administration of chiefdoms. The Policy will be anchored on the vision 2030 and shall be implemented through successive National Development Plans as well as the National Chieftaincy and Traditional Affairs Strategic Plans.

Zambia comprises seventy three (73) ethnic groupings headed by traditional leaders. These ethnic groups have customs and traditions that have been practiced for a long time and have since defined rural people's way of life.

It is my earnest anticipation that this Policy will guide efforts to improve the management of Chieftaincy and Traditional Affairs through the development and implementation of various programmes in the country. In this regard, I am calling for action by all stakeholders within Government as well as the Chiefs and other Traditional Leaders, Cooperating Partners, Civil Society, Private Sector, and the Communities to support the effective implementation of this policy in our quest to augment their participation in matters of national governance and development.

A handwritten signature in black ink, reading "Lawrence J. Sichalwe". The signature is written in a cursive style with a horizontal line underneath.

Honourable Lawrence J. Sichalwe, MP.
MINISTER OF CHIEFS AND TRADITIONAL AFFAIRS

ACKNOWLEDGEMENT



The formulation of the National Policy on Chieftaincy and Traditional Affairs was accomplished through wide consultations with stakeholders at various levels. I, therefore, take cognisance of the valuable contributions made by the various stakeholders. In particular, I wish to take this opportunity to acknowledge the guidance and technical support from staff from Line Ministries and Policy Analysis and Coordination Division (PAC); the Chiefs; the Civil Society; the Cooperating Partners, the Private Sector and not forgetting the Staff at Ministry of Chiefs and Traditional Affairs.



Yande P. Mwape (Ms.)
PERMANENT SECRETARY

WORKING DEFINITIONS

Chief

A person bestowed as chief and who derives allegiance from the fact of birth or descent, in accordance with the customs, traditions, usage or consent of the people in a chiefdom.

Chiefdom

A geographical area under the traditional jurisdiction of a Chief.

Chiefdom Boundary

Is a border defining and limiting an area covered by the chiefdom.

Chieftaincy

The office of a Chief and all traditional administrative structures that administer a chiefdom.

Community Trust Fund

A fund established by the Traditional Authority for the management of grants, gifts, royalties, donations and fees from natural endowments accruing to the institution of chieftaincy for the benefit of the community.

Custom

Widely accepted way of behaving or doing something that is specific to a particular society, place and time.

Customary Law

Practices, norms, rules and customs that regulate conduct of people in traditional communities and is considered as law.

Good Governance

Practices that foster participation, transparency and accountability for development.

Headman/Headwoman

A person recognised under traditional authority to preside over the affairs of a village in a chiefdom.

Kapasu

A person appointed and attached to a Chief for the purpose of aiding and assisting in the discharge of functions of the office of the Chief as prescribed by law.

Official Symbols of Authority

A gown, national flag, date stamp and gazetted uniform of a Kapasu given to a chief at installation.

Royal Establishment

A traditional institution or group of members of the royal family that holds power or authority in a chiefdom's governance structure.

Tradition

A belief, custom, norm, myth or behavior passed down within a group or society with symbolic meaning or special significance with origin in the past.

Traditional Affairs

Matters relating to tradition.

Traditional Authority

Powers that are associated with and emanate from the institution of chieftaincy.

Traditional Council

A body established by the Chief to oversee development and other related matters in a Chiefdom.

Traditional Leader

Is a leader recognised as such in a traditional set up.

Village

A settlement under the jurisdiction of the headman/headwoman.

Village Council

A body comprising selected members of the village to oversee the affairs of a village.

Zonal Traditional Council

Refers to headmen in charge of zonal villages.

ACRONYMS

CPs	-	Cooperating Partners
CSOs	-	Civil Society Organisations
CTA	-	Chiefs and Traditional Affairs
EIA	-	Environmental Impact Assessment
GRZ	-	Government of the Republic of Zambia
NHCC	-	National Heritage Conservation Commission
HOC	-	House of Chiefs
IPCC	-	Inter-governmental Panel on Climate Change
MoCTA	-	Ministry of Chiefs and Traditional Affairs
M & E	-	Monitoring and Evaluation
UNDP	-	United Nations Development Plan
UNICEF	-	United Nations International Children's Fund
ZDHS	-	Zambia Demographic Health Survey



1.0 INTRODUCTION

The institution of chieftaincy dates back to pre-colonial times and its continued existence has been provided for under Article 165 of the Constitution of Zambia (Amendment) Act No. 2 of 2016. Further, the Chiefs Act, Cap 287 of 1965, the Registration and Development of Villages Act, Cap 289 and the House of Chiefs Regulations Statutory Instrument No. 41 of 1998 provide for a Chief to discharge the traditional functions under the Zambian Customary Law as long as the discharge of such functions is not in conflict with the Constitution, any other written law and natural justice or morality.

Zambia has seventy three (73) ethnic groupings and two hundred and eighty eight (288) chiefdoms. Chiefs are regarded as supreme Traditional Leaders of their respective ethnic communities and ascendance to the throne differs from one ethnic group to another.

Since independence, Traditional Leaders have played an influential role in fostering good governance, peace, security and national development. In addition, Traditional Leaders have assumed the role of change champions in the fight against child marriage, gender based violence, alcohol and substance abuse. The Traditional Leaders have also played an important role in the promotion of healthcare and education for all in the rural communities.

Traditional Leaders, being custodians of customs and traditions, have been instrumental in Government's initiatives to discard cultural practices which are detrimental to the welfare of communities. Further, Traditional Leaders have contributed to the preservation and promotion of our country's heritage through the hosting of traditional ceremonies in the various chiefdoms.

However, the institution of chieftaincy has had challenges in adequately discharging its functions. These challenges include but are not limited to:

- a) Lack of a comprehensive Government Policy to provide guidance on matters relating to chiefs and traditional affairs;
- b) Limited scope of authority which precludes them from resolving certain matters in the Chiefdoms;
- c) Dilution or diminishing customs and cultural identity;
- d) Limited financial resources for the administration of chiefdoms;
- e) Limited capacity of subjects to support the welfare of Chiefs;
- f) Perceived inappropriate behaviour by some Traditional Leaders; and
- g) Lack of capacity building for Traditional Leaders to enhance governance and development.

In view of the above, the Policy seeks to streamline and guide the operations of the institution of chieftaincy for enhanced participation of the institution towards national development. This National Policy on Chieftaincy and Traditional Affairs consists of eight chapters that provide guidelines for implementing programmes in chiefdoms.

Chapter one outlines the introduction while chapters two, three, four, five and six cover the situation analysis, vision, rationale, guiding principles, objectives and measures. Chapter seven outlines the implementation framework.

2.0 SITUATION ANALYSIS

2.1 GOVERNANCE

2.1.1 Administrative Structure of chiefdoms

To enhance the governance system, chiefdoms have over a period of time developed administrative structures. These structures may include but are not restricted to the following:

- a) the Chief;
- b) Royal Establishment;
- c) Traditional Council;
- d) Zonal Traditional Council;
- e) Village Headman/Headwoman; and
- f) Village Council.

In the rural setting, people who belong to ethnic groupings live in villages that constitute the chiefdom with its own system of administration. An ethnic grouping may have more than one Chief. Some ethnic groupings have Paramount or Senior Chiefs who were also referred to as Kings before colonial rule. Each village has a Headman or Headwoman who reports to a Chief. However, some communities are known to have existed without the centralised institution of chieftaincy.

Paramount Chiefs are the supreme traditional authorities among the tribes where this level of seniority exists. All the senior chiefs, chiefs and headmen/headwomen under the Paramount Chief are supposed to recognise him as the supreme leader and receive instructions from this office. The Paramount Chief presides over traditional ceremonies and has final authority to give guidance on all other matters relating to customs and traditions. Further, he guides the selection process, appoints and installs subordinate chiefs and has the power to discipline or dethrone a chief in accordance with customs and traditions of that ethnic group. The Paramount Chief acts as the final arbitrator of all conflicts related to traditional and customary practice in all chiefdoms under him.

Historically, all Chiefs under a Paramount Chief or Senior Chief are children or members of his/her lineage and are therefore subject to the rule and control of their supreme leaders. In some instances, they are former workers rewarded by being given a portion of land to govern but still under the supreme leadership.

In some ethnic groupings that have no Paramount Chiefs, Senior Chiefs perform the supreme traditional role which include administering the chiefdom and the appointment of subordinate Chiefs and headmen and women who are answerable to them. Other ethnic groupings have Senior Chiefs with no subordinate Chiefs but have headmen and women who are directly supervised by them. Further, some ethnic groups have Chiefs who are not under any Paramount or Senior Chief and, therefore, administer their chiefdoms independently.

According to Article 169 (1) of the Constitution of Zambia, it is provided that there shall be established the House of Chiefs which shall consist of five Chiefs from each province elected by the Chiefs in a Province. According to the House of Chiefs Regulations, the Provincial Council of Chiefs elects Chiefs to represent the particular province in the House of Chiefs. The House of Chiefs is mandated to meet at least twice in a year. Prior to the meeting of the House, the Provincial Council of Chiefs are expected to meet to recommend issues to be discussed in the House.

However, the Provincial Council of Chiefs' meetings are not held as expected due to budgetary constraints.

The structure and governance systems described above have, however, faced challenges and resulted in many conflicts, which in some instances have ended up in the courts of law. Further, the other main drivers that are weakening traditional governance structures may be cited as:

I. Need to control and share resources equitably

Subordinate chiefs feel that their superiors benefit more from the resources under their custody than is given to them. Equally, during traditional ceremonies and visitations by dignitaries, the subordinate chiefs feel their superiors get more benefits than they get. This has resulted in many subordinate chiefs rebelling against their superiors by declaring themselves independent of their seniors and advocating for starting parallel or new traditional ceremonies.

In the same vein, there are instances where sub chiefs /headmen have declared themselves as Chiefs in order to get a fair share of benefits that accrue to chiefs. The increasing demand for land and the increased amount of subsidies and other benefits are among the factors that are attractive for people to aspire to be Paramount Chief, Senior Chief or a Chief. The Ministry has seen an increase in number of complaints from headmen and subjects indicating that families are being displaced on allegation that chiefs were paid by investors to acquire large tracks of land;

ii. Appointment of successors

During succession process, the Ministry has experienced rebellion and refusal of any involvement of superior Chiefs into the succession processes of subordinate Chiefs. Some families feel that certain royal families have produced heirs to the throne without giving chance to others. The situation has been exacerbated by the ever growing number of genealogies that produce possible heirs to the throne whose authenticity is difficult to prove due to non-availability of well documented records. The non-availability of well documented record has also led to some ethnic groupings who are under chiefs of another ethnic grouping claiming to be original owners of the land they occupy and therefore ought to have their own Chief.

Further, in some instances, external interference by individuals or organisations with self-serving interests in the succession has contributed to succession disputes as these have endeavoured to influence the selection in total disregard of the customs and traditions applicable to a particular ethnic group.

The effect of the breaking down of the traditional governance structures and many succession disputes is that it leaves a leadership vacuum in chiefdoms. This situation hinders development and leads to abuse of resources as well as infringement on the rights of the people.

While the House of Chiefs established a Committee on the Resolution of Conflicts to assist resolve conflicts, it has proved to be difficult to support this Committee due to financial constraints.

iii Absenteeism by Chiefs in chiefdoms

For several reasons, there is a growing trend by Chiefs and headmen/women to spend extended time away from their chiefdoms. This is due, to among other reasons, the properties they own in urban areas such as personal houses where they have always resided prior to being selected Chiefs. In addition, some Chiefs reside in urban areas for extended periods on

account of poor accessibility to chiefdoms due to poor road network especially during the rainy seasons. This has resulted in poor administration of chiefdom affairs leading, for example, to poor land administration.

2.1.2 Subsidies

Section 8 of the Chiefs Act, Cap 287 of the Laws of Zambia provides for the payment of subsidies to every Chief as the President may determine for the purpose of enabling the Chief to maintain the status of his or her office and to discharge the traditional functions of his or her office under Customary Law in a fit and proper manner. Further, according to Section 14 of the Act, the source of the subsidies shall be public funds as appropriated by Parliament. However, the Chiefs Act is silent on the frequency of payment of the subsidies and does not state that these subsidies are a grant. In view of this, the lack of guidelines to govern the frequency on the payment of subsidies to Chiefs has posed a challenge to Government as Chiefs claim for arrears whenever a month is not paid.

The amount of subsidy that Government pays to Paramount Chiefs is higher than that paid to Senior Chiefs whose subsidies are higher than that given to Chiefs while subordinate Chiefs, headmen and headwomen are not paid any subsidy.

Currently, the subsidies are paid directly to the person on the throne. The remuneration paid to the Chiefs are subsidies and not salaries. Consequently, Chiefs do not accrue terminal benefits such as pension or gratuity.

However, in light of the provisions of Article 165 (2) (a) in the Constitution of Zambia (Amendment) Act No. 2 of 2016, Government no longer issues Statutory Instruments of Recognition of Chiefs. To this effect, Government pays subsidies to newly enthroned Chiefs upon receipt of minutes of selection meeting from the respective royal establishment and if there are no succession wrangles in that particular chiefdom. In view of this, Government is currently receiving a number of newly selected Chiefs within the already existing chiefdoms. However, Government is paying subsidies only in respect of the chiefdoms that were recognised by Government as at 4th January, 2016, which is the date prior to the coming into effect of the Constitution of Zambia (Amendment) Act No. 2 of 2016.

2.1.3 Chiefs Palaces

Most Chiefs in Zambia live in dilapidated houses as palaces. The state of most of the palaces necessitate either construction of new palaces or rehabilitation of existing structures in order to accord Chiefs decent accommodation to enhance the status of office of Chief.

Government has made commitment through various pronouncements to construct and support the maintenance of Chiefs' palaces. To that effect, Cabinet in October 2014 approved the construction of Chiefs' palaces. The Chiefs' palaces will be institutional houses to be used by successive Chiefs. The palaces would also serve as administrative centres in the chiefdoms.

2.1.4 Chiefs Welfare

a) Provision of Motor Vehicles for Chiefs

Government in 2007 made a decision to buy and provide second hand motor vehicles for

Chiefs. However, there were no guidelines on –

- i) ownership of the vehicles;
- ii) maintenance of the vehicles; and
- iii) disposal of vehicles.

Currently, most of the vehicles are non-runners and parked at respective Chiefs' palaces.

b) Transport, Transport Allowance and Accommodation for Chiefs

When a Chief travels to Lusaka, Provincial or District Headquarters at the invitation of Government, he or she is provided with transport or transport allowance to return to his or her palace. When a Chief is on a private visit to Lusaka, Provincial or District Headquarters, the Chief is expected to travel at his/her own expense. However, on many instances and due to lack of clear guidelines, some Chiefs request that Government meets the cost of their travel and board and lodge even when they are on private visits.

c) Health and Funeral Expenses

Chiefs are currently granted medical services at the expense of Government. Given the fiscal challenges, it is becoming increasingly difficult to continue providing this service at Government expense.

Government provides funds for the transportation of the deceased Chief's body to the area of burial if a Chief dies in Lusaka, Provincial or District Headquarters. Government further contributes funds towards the funeral expenses. However, there have been instances where Government has been requested to assume expenses towards the funeral of other family members of a Chief. This situation arises due to, among other factors, lack of guidelines on the welfare of Chiefs as well as Chiefs entitlements.

d) Office of the Kapasu

The office of the Kapasu has existed since pre-colonial times. The Chiefs Act, Cap 287 of the Laws of Zambia states that the attachment of a Kapasu to a Chief is for the purpose of aiding and assisting him/her in the discharge of the functions of this office. The power to make appointments to hold or act in the office of the Kapasu; to exercise discipline; control over persons holding or acting in such offices; to remove such persons from office; and to determine the salaries and allowances payable to; the uniform or badge of office to be worn by; and the other conditions of service of persons holding or acting in such offices is vested in the President.

However, in 1992 powers to hire and fire the Kapasu were delegated to Chiefs. The Ministry responsible for Chiefs Affairs is just informed about the decision to include or remove such a person from the pay roll. This measure has led to a situation where the Kapasu is fired at will by Their Royal Highnesses. Further, the Ministry has received numerous concerns where the (Kapasu) has been made to perform household/ domestic chores or other duties not related to their office.

Each of the office of the Chief is aided and assisted by the following number of Kapasu:

<u>Category of Chief</u>	<u>Number of Kapasu</u>
1. Paramount Chief	4
2. Senior Chief	3
3. Chief	2

2.1.5 Succession

Succession to the chieftaincy in Zambia is either through the female (matrilineal) or male (patrilineal) genealogies. The Chief usually reigns for life and is only succeeded at death. The decision to determine who ascends to the throne is purely a matter for the Royal Establishment and Traditional Council. The selection process is guided by respective traditions and customs of an ethnic grouping. Succession to the chieftaincy is often fraught with disagreements among the members of the royal family. The reasons for disagreements are varied and include the following:

- a) Lack of defined succession plans;
- b) Distorted family trees;
- c) Lack of confidence in the heir - apparent;
- d) Perceived benefits associated with being a Chief; and
- e) External/political interference.

2.1.6 Conflict Management and Traditional Courts

Decision making in a chiefdom is undertaken by the Chief in consultation with his Traditional Council. The other stages of decision making are made at individual, family and village levels. The decisions made in the chiefdoms may give rise to misunderstandings and conflicts.

Conflicts in chiefdoms are resolved mostly by traditional courts. Although these traditional courts serve an important role in dispensing justice, they are not part of the country's judiciary. The traditional courts are presided over by the Chief, members of the traditional council and headmen/headwomen who handle civil matters while criminal matters are left to the formal Courts under the Judiciary. It is, however, important to note that the traditional courts are recognised within the traditional set up.

One advantage of using traditional courts is that there is no requirement for people appearing before such a court to have legal representation. This form of conflict resolution is cheaper than litigation in the formal courts of law. However, in as much as traditional courts offer a cheaper method of conflict resolution, miscarriage of justice may occur in certain cases. This could be due to the conflict between statutory and customary law and also inadequate skills and knowledge on the part of the persons that preside over such courts. Conflicts in chiefdoms may also be handled by various Government Agencies such as the Ministry responsible for Chiefs' affairs or any other relevant organ of Government where a particular conflict falls.

2.1.7 Chiefdom Disputes

Chiefdoms in Zambia are affected by both intra and inter chiefdom disputes. The most common of these include boundary and succession disputes. These have plagued chiefdoms since pre-colonial times. The situation has been compounded even further by the lack of guidelines to resolve them. Currently, there is no law that prescribes the manner in which succession and boundary disputes in chiefdoms can be resolved. The royal families and chiefdoms have not always succeeded in resolving succession and boundary disputes which in many cases take several years to be disposed-off. The lengthy court proceedings result into leadership vacuum that leaves the chiefdom vulnerable to instability. Further, some of the succession and boundary disputes that have been decided through the Courts of law have not only caused divisions, but in many instances have failed to amicably resolve matters. The negative effects of disputes in/or among chiefdoms boarder on development as communities

in such chiefdoms fail to engage in productive activities.

2.1.8 Ethics of Chieftaincy

The institution of chieftaincy and its regulatory framework, though not written, has stood the test of time. Over the years, norms that govern particular chiefdoms have been at the centre of each chiefdom's sustained existence and are the preserve of the elders of that particular chiefdom. The ethics that govern the institution of chieftaincy in Zambia vary from one chiefdom to the other. This is largely due to the difference in ethnic and ethical values. The traditional ethics that govern individual chieftainships largely regulate the way of life of the office of the Chief. Their sphere of influence borders on the dos and don'ts of each ethnic group.

There is a growing call to develop and implement the code of ethics to guide Chiefs as they discharge their functions. This arises from the need to harmonise the levels of interaction and behaviour in Government, the traditional authorities and the members of the public. Even though this appears to be a necessary task, it is equally challenging as it calls for bridging many ethnic and ethical differences into one agreed mode of ethical social existence on such norms as behaviour, adherence to the law and general interaction with public institutions. This momentous task involves wide consultations with all the stakeholders. The benefit of unanimous ethical code among others includes:

- a) Uniform adherence and application to laid down procedures;
- b) Legally backed mode of conduct and understanding of agreed traditional etiquette; and
- c) Simplified levels of interaction with traditional authorities.

2.2 SUSTAINABLE DEVELOPMENT

2.2.1 Poverty

According to the 2013-2014 Zambia Demographic and Health Survey (ZDHS) Report, poverty in Zambia is widespread affecting mainly the rural communities or chiefdoms at 60 percent prevalence. The Zambia Millennium Development Goals Progress Report (2013) reveals that the proportion of people living in extreme poverty in Zambia is 42.3 percent, with the majority (57 percent) being in the rural areas.

Poverty in the chiefdoms manifests itself in many ways and is as a result of several factors including low economic productivity, limited access to physical and social infrastructure such as roads, electricity, and medical facilities which are vital for development. Other factors contributing to rural poverty include child marriage, limited access to affordable finance, low literacy levels, disease burden as well as wide income inequalities.

However, there are a number of national interventions that are premised on ending rural poverty. The National Development Plans emphasise reduction of poverty as a national prioritised agenda through infrastructure development, improved agricultural production, as well as promotion of investments in the rural areas.

2.2.2 Education

Education is an important factor in development both as a human right and as a factor in ending the cycle of poverty among families. The National Policy on Education provides for

increased access to education and life skills development as one of its goals. Despite Government's efforts in providing universal access to education, the country is yet to realise this goal especially in rural areas where the chiefdoms are based.

According to the Zambia Demographic Health Survey 2007 and *Educating our Future*, 1996, the major factors militating against attaining universal access to education include; long distance to schools, lack of appreciation of benefits of education by the communities, teenage pregnancies and some parents opting to marry off their children as opposed to promoting their education.

2.2.3 Health

Health challenges in chiefdoms continue to affect households by inhibiting their development and quality of life. Access to health services in rural communities is still limited with people dying from preventable diseases. According to the ZDHS 2014, Malaria still remains a leading cause of mortality and morbidity especially in rural areas while maternal deaths accounted for 10 percent of all deaths among women aged 15 – 49 years.

Limited access to water and sanitation is another challenge in most parts of the rural areas. Although the ZDHS 2013-14 presents a notable increase in the percentage of households with access to an improved source of drinking water from 24 to 65 percent in 2007 and 2013-14 respectively, households in urban areas have greater access to an improved source of drinking water (90 percent) than households in rural areas (47 percent). Further, sixteen percent (16%) of households especially in rural areas still use a bush or open field for defecation.

Traditional leaders are key in the attainment of Universal Health Coverage as they contribute to good health of subjects in their respective chiefdoms through their involvement in primary health care which includes promotion, preventive and rehabilitative activities. This Policy thus, seeks to strengthen the role of traditional leaders in promoting good health practices in chiefdoms.

2.2.4 Fight against Early Child Marriage

According to UNICEF 2014, more than 700 million women alive in the world today, were married before their 18th birth day. Of this number, 250 million entered into union before 15 years. Boys are also married as children, but girls are disproportionately affected. Furthermore, girls are often married to considerably older men.

Child marriage in Zambia occurs more frequently among girls who are the least educated and poorest with the prevalence being higher in the rural areas than in urban areas. According to the Zambia Demographic Health Survey (ZDHS 2013 - 2014) "Marriage occurs relatively early in Zambia among women age 25-49 with 45 percent marrying by age 18, and 65 percent marrying by age 20. However, teenage marriage (age 15-19) is more common among girls (17 percent) than boys (1 percent)". Child marriage is a manifestation of gender inequality, reflecting social norms that perpetuate discrimination against girls.

Ending child marriage will help break the intergenerational cycle of poverty by allowing girls to grow into women and participate more fully in society. Empowered and educated girls are better able to nourish and care for their children, leading to healthier smaller families. When girls are allowed to be girls, everybody wins.

Most of the cases occur in rural areas whose administrative domain falls under the Chiefs. It is, thus imperative that the traditional leaders' role in the fight against child marriage is strengthened.

2.2.5 Agriculture, Livestock and Fisheries

The majority of the rural population in chiefdoms engage mostly in subsistence farming, livestock keeping and fishing. Productivity in some parts of the country have remained low due to the use of traditional farming methods, cost of farming inputs, access to markets and poor management as well as lack of value addition to the agricultural produce. Despite the occasional surpluses the country records, droughts, floods and storms in some parts of the country have had adverse effects on agricultural performance. The impacts of these hazards have included crop failure, outbreaks of animal diseases (such as foot and mouth disease, swine fever and Newcastle among others), dislocation of human populations and destruction of property and infrastructure in chiefdoms.

In order to enhance agricultural production and sustainable development among people in chiefdoms, this Policy seeks to address the highlighted challenges in chiefdoms.

2.2.6 Indigenous Knowledge Systems

Communities in Zambia generally showcase indigenous knowledge that remains important to local lifestyles. Almost all households in the rural communities can attest to this knowledge in one way or another through the use of traditional medicines, agricultural, hunting and fishing techniques and knowledge on animal migration patterns. However, the fact that indigenous knowledge has not been commercially exploited has resulted in chiefdoms not significantly benefitting from that knowledge.

Indigenous knowledge has not benefitted the locals due to a number of factors that include: lack of documentation, patenting, commercialisation and lack of resources to conduct scientific research and improvement of the knowledge. Further, most chiefdoms lack appropriate platforms such as museums where traditional knowledge, genetic resources, and expressions of folklore could be documented, preserved and exhibited.

In addition, indigenous knowledge and resources on treatment of diseases would add social-economic value to the country if subjected to processes of science and technology. This might ultimately result in the emergence of a pharmaceutical sector that would be able to create employment and revenue for the country.

2.2.7 Environment and Natural Resources

The 2014 revelations by the Inter-governmental Panel on Climate Change (IPCC), reviews glaring global warming levels that threaten future global economic growth and productivity in general. The report reviews that carbon dioxide emissions have increased from 1.3 per cent gas emissions per year for the 1970 - 2000 period to 2.2 per cent gas emissions per year for the period 2000 - 2010. Accordingly, carbon dioxide emissions from fossil fuel combustion and industrial processes accounted for about 78 per cent of total emissions for the period in issue.

Despite Zambia being in a generally pristine state, global climatic changes coupled with increased industrialisation in the country poses a threat on the environment.

Zambia has a total land area of 49.97 million hectares. 66 percent of this land is covered by forests. Most of this land which is under forest cover is found in chiefdoms. There is however, evidence of continued forest destruction through poor farming methods, indiscriminate harvesting of timber, industrial activities and unplanned human settlements. The net effect of these activities has resulted in droughts, floods, soil erosion, loss of biodiversity, dwindling of water and agricultural productivity, environmental degradation and negative impacts on micro-climate, food security, national energy supply and social welfare.

Therefore, in order to foster sustainable development, there is need to engage rural communities to intensify their participation in the management of natural resources.

It is therefore paramount to involve the communities in matters of forest management of their respective chiefdoms to ensure adequate protection and management of forests.

2.2.8 Communication

Most of the chiefdoms in Zambia experience communication challenges which can be attributed to poor road infrastructure, electronic and print media, and the lack of communication towers among others. In this regard, Government embarked on a programme to install communication towers in chiefdoms under the universal access fund. However, the towers have proved not to have a wide coverage due to, among other factors, tower heights being lower than the required height. Additionally, Government has a programme to build television and radio stations in all provincial centres. This programme will provide chiefdoms with access to electronic media. Further, in its quest to improve accessibility to rural areas, Government launched the Link Zambia 8000 road project. The project aims at opening the rural areas for investment and development.

2.3 CULTURE

2.3.1 Traditional Ceremonies

In Zambia, traditional ceremonies manifest customs, social life, rituals, culture and oral history. There are ninety six (96) registered Cultural Associations that host traditional ceremonies. Traditional ceremonies are commemorated for many purposes and occasions that include praising the ancestors for good harvest, asking the ancestors for good rainfall, celebrating conquest and coronation of a Chief among others. The role of traditional ceremonies in the country has since evolved from merely being means of preserving the cultural and traditional identity of the host communities to major public events on the national calendar attracting the interests of various players in our society.

Ceremonies have brought about a boom in trade and commerce as entrepreneurs have seen an opportunity to sell merchandise to audiences. However, the booming of trade has also led to the indiscriminate sale and consumption of alcohol and other unhealthy behaviours which pose a risk to the health and wellbeing of both host communities and visitors. Further, there has been a growing concern that private sector involvement distorts the ceremonies' true identity because of branding. The result of this growth has put pressure on the Government and stakeholders as they endeavour to meet the expectations of a society with growing interests to participate in various aspects of the ceremonies.

The mushrooming of traditional ceremonies in almost all chiefdoms coupled with the uncoordinated approach in organising these ceremonies have proved to be costly to

Government. In view of the complexity of organising and hosting of traditional ceremonies, it is inevitable that the Government takes a proactive role and provide guidelines to safeguard the interests of stakeholders.

2.3.2 Initiation Ceremonies

In Zambia, initiation ceremonies are conducted when boys and girls become of age. The initiates are taught, among other things, how to behave in society and maintain personal hygiene. However, initiation ceremonies have remained largely undocumented.

2.3.3 Installation and Burial Rites

Installation of a Chief takes place when the incumbent dies and the heir has been selected. It takes place when all stakeholders are satisfied with the selection process and also the person selected to succeed. During these ceremonies, Government officials are invited to officiate and also hand over the official symbols of authority.

Further, burial rites are processes that the remains of a departed Chief go through at the time of their burial. Different tribes bury their Chiefs differently according to their customs and traditions. Currently, both installation and burial rites are not documented. Therefore, there is need for documentation for preservation of heritage.

2.3.4 Witchcraft

It is an undisputed fact that many Zambians turn to traditional healers, herbalists and witchdoctors when confronted with strange or unexplainable occurrences in their lives. Witchcraft is defined as an act of magic that results in harming a person or aspects of the material world on which he or she depends. It is a belief in the perpetration of harm by persons through mystical means.

In the recent past, cases related to witchcraft have been prominent in the media and have become a matter of public interest. In most communities, it is the elderly people who have been associated with the act of practicing witchcraft and this has made them vulnerable to gruesome murders as members of the society have taken it upon themselves to deal with such suspects.

The laws of the Republic of Zambia do not recognise the reality of practicing witchcraft as it cannot be proved scientifically. However, the law provides for penalties to whoever names or makes an input to the act of witchcraft; it also provides penalties on professional witchdoctors for professing knowledge of witchcraft.

3.0 VISION

A nation with sustainable chieftaincy, heritage and cultural diversity for national development.

4.0 RATIONALE

The management of affairs relating to the institution of chieftaincy, custom and tradition has been without a specific policy framework. The absence of a Policy resulted into inconsistencies in the administration and implementation of programmes related to the institution of chieftaincy, custom and traditions. This Policy, once put in place will promote and encourage a micro approach to development at village level which will stimulate local community-based and led developmental activities intended to ultimately uplift people's living standards in chiefdoms. It will also provide guidelines for the resolution of disputes which will ensure peace, order and good governance in chiefdoms. Further, the Policy will provide guidelines which will enhance the management of traditional ceremonies through provision of technical support in the form of best practices training for organising traditional ceremonies so as to effectively contribute to the development of chiefdoms, promote traditional ceremonies for national unity and maintain the authenticity of traditional ceremonies. The Policy will therefore, improve the management of chieftaincy and traditional affairs through the development and implementation of various programmes.

5.0 GUIDING PRINCIPLES

The Policy shall be guided by the following principles:

- a) Rule of Law: This Policy shall ensure that all programmes relating to chiefs and traditional affairs are implemented within the confines of the Law;
- b) Cultural Diversity: The Policy shall ensure the promotion and respect of diverse cultural practices among different ethnic groups;
- c) Transparency and accountability: The Policy shall ensure that the implementation of the chiefs and traditional affairs programmes are undertaken in a transparent and accountable manner;
- d) Partnership and networking: The Policy will promote and strengthen partnerships and networking with stakeholders in the implementation of programmes in chiefdoms;
- e) Participation: This Policy will ensure local community participation in the implementation of programmes in chiefdoms;
- f) Gender mainstreaming: This Policy will ensure that both men and women are given equal opportunities to participate in the implementation of programmes in chiefdoms;
- g) Governance: The Policy will contribute to the promotion of good governance in chiefdoms; and
- h) Equity: The Policy will ensure that there is fair and equitable access to natural and cultural resource benefits as well as equitable distribution of resources in chiefdoms.

6.0 OBJECTIVES AND MEASURES

- i) To promote local community participation in matters of development at chiefdom level

Measure:

- a) Promote the establishment of village and traditional councils that will facilitate community participation in social and economic activities aimed at improving the welfare of the local people.
- ii) To ensure accountable, efficient and transparent management systems and structures at chiefdom level

Measures:

- a) Establish and strengthen Community Trust Funds; and
 - b) Provide regulations for the operation of Community Trust Funds.
- iii) To promote harmony, unity and stability in the chiefdoms

Measures:

- a) Formulate comprehensive guidelines and/or legislation on resolutions of disputes in chiefdoms;
 - b) Promote chiefdom exchange visits;
 - c) Continually update and make available all maps, narrative descriptions and ancillary data for clear physical interpretation of chiefdom administrative boundaries;
 - d) Promote documentation of royal family trees and succession procedures; and
 - e) Repeal and amend legislation relating to witchcraft.
- iv) To strengthen the participation of the institution of chieftaincy in national development

Measures:

- a) Facilitate capacity building of traditional leaders;
 - b) Facilitate the holding of House of Chiefs Sessions; and
 - c) Facilitate the holding of Provincial Council of Chiefs' meetings;
- v) To promote entrepreneurial activities in chiefdoms for sustainable development

Measures:

- a) Promote income generating ventures in chiefdoms;
 - b) Enhance synergies with relevant ministries/stakeholders for programme implementation in the chiefdoms;
 - c) Promote good management and use of effective farming methods;
 - d) Promote the identification and development of market access to products from chiefdoms; and
 - e) Promote the development and adoption of standards that enhance produce and product quality.
- vi) To promote and strengthen the institution of chieftaincy

Measures:

- a) Facilitate the construction and rehabilitation of Chiefs' palaces;
- b) Outline and reinforce the functions of traditional leaders;
- c) Formulate and enforce the code of ethics for Chiefs;
- d) Provide for an accountable and transparent traditional leadership;
- e) Provide a subsidy for the maintenance of the office of a Chief;

- f) Improve and strengthen the operations of Kapasu;
 - g) Provide symbols of authority to the office of the Chief; and
 - h) Provide guidelines on health and funeral entitlements to Chiefs;
- vii) To promote the participation of traditional leaders in the management, control and sharing of natural and other resources in chiefdoms

Measures:

- a) Facilitate the review of legislation for the participation of Traditional Leaders, in consultation with local communities, in decision making processes relating to natural and other resources in their chiefdoms;
- b) Develop and implement the resource mapping framework for documenting natural and other resources in the chiefdoms;
- c) Create awareness among traditional leaders and communities on their role in the management and control/administration of natural and other resources;
- d) Strengthen linkages with other Government Ministries dealing with the diverse natural resources found in the chiefdoms;
- e) Facilitate the undertaking of consultation of traditional leaders by Government in matters relating to investment in natural and other resources;
- f) Facilitate the undertaking of capacity building among traditional leaders in matters relating to management, control/administration of natural and other resources; and
- g) Facilitate the retention of a percentage of royalties for the benefit of the host chiefdom and the incumbent Chief.

- viii) To enhance the management of traditional ceremonies in chiefdoms

Measures:

- a) Develop and implement guidelines on the management of traditional ceremonies;
- b) Provide support to registered Cultural Associations; and
- c) Documentation of traditional ceremonies.

- ix) To promote and facilitate documentation and research in chiefdoms

Measures:

- a) Promote and strengthen capacity to undertake research and documentation;
- b) Promote establishment of museums in chiefdoms;
- c) Create chiefdom Information Management Systems;
- d) Create and maintain a website;
- e) Promote the maintenance of village registers; and
- f) Promote and strengthen linkages and synergies with stakeholders.

- x) To eradicate child marriage in chiefdoms

Measures:

- a) Promote the establishment of champions among traditional leaders and multi-sectoral responses to reduce child marriage;
- b) Facilitate the provision of accessible and affordable educational facilities in chiefdoms;
- c) Facilitate the creation and strengthening of safe havens for abused girls and boys in chiefdoms; and
- d) Facilitate sensitisation of the provisions of the Marriage Act and the Penal Code.

xi) To administer and manage chiefs' subsidies

Measure:

- a) Formulate legislation on administration and management of Chiefs' subsidies

7.0 IMPLEMENTATION FRAMEWORK

The attainment of the vision and objectives defined in this Policy document will fundamentally depend on the institutional arrangements, legal framework, resource mobilisation and financing, and monitoring and evaluation of the Policy measures. The implementation framework for this Policy is as follows:

7.1 Institutional Arrangements

7.1.1 Ministry responsible for Chiefs and Traditional Affairs

The Ministry of Chiefs and Traditional Affairs (MoCTA) is charged with the responsibility of the overall policy formulation, planning, coordination and implementation of programmes of chiefs and traditional affairs, heritage and chiefdom development. The Ministry is represented at national, provincial and district levels.

7.1.2 House of Chiefs

The House of Chiefs will be responsible for performing the following functions as provided for under Article 169(5) of the Constitution of Zambia (Amendment) Act, No. 2 of 2016; to consider and discuss a Bill relating to custom or tradition referred to it by the President, before the Bill is introduced into the National Assembly, initiate, discuss and make recommendations to the National Assembly regarding socio-economic development and initiate, discuss and decide on matters relating to customary law and practice. Further, the House will make proposals on areas in customary law that require codification, advise the Government on traditional and customary matters also well as perform other functions as prescribed.

7.1.3 Line Ministries

In its quest to promote a more stable and vibrant chieftaincy system and also contribute to chiefdom development, the Ministry will continue to collaborate with all line Ministries in particular:

- a) Office of the Vice President (Disaster Management and Mitigation Unit -DMMU)**
DMMU shall coordinate resettlement of internally displaced and mitigating any disasters that may occur in chiefdoms;
- b) Ministry responsible for finance**
The Ministry shall facilitate the mobilisation of financial resources;
- c) Ministry responsible for justice**
The Ministry shall provide legal advice and will be pivotal in reviewing relevant pieces of legislation;

- d) Ministry responsible for local government**
The Ministry shall facilitate the participation of Chiefs in local authorities as per Article 153 of the Constitution of Zambia (Amendment) Act No. 2 of 2016;
- e) Ministry responsible for community development and social services**
The Ministry shall provide social welfare services and facilitate implantation of developmental programmes in chiefdoms;
- f) Ministry responsible for agriculture**
The Ministry shall facilitate the attainment of household food security in chiefdoms where the majority of the people depend on agriculture for their livelihood through the provision of extension services;
- g) Ministry responsible for livestock and fisheries**
The Ministry shall facilitate the attainment of increased livestock, fisheries and veterinary services through improved extension services which will contribute to food security in the chiefdoms;
- h) Ministry responsible for gender**
The Ministry will ensure that gender dynamics in chiefdoms are addressed so that women and men can equitably participate in development. Further, the Ministry will work closely with the institution of chieftaincy in promoting the rights of women and girls especially in the programme of ending child marriage and reducing gender based violence in chiefdoms;
- i) Ministry responsible for youth, sport and child development**
The Ministry shall facilitate for the youth to be empowered in order to promote sustainable development;
- j) Ministry responsible for home affairs**
The Ministry shall provide necessary security to maintain law and order in chiefdoms;
- k) Ministry responsible for commerce, trade and industry**
The Ministry shall facilitate the setting up of industries in chiefdoms. In addition, the Ministry shall be responsible for the trade of services, issuance of company registration certificates, investment licences and empowerment of citizens;
- l) Ministry responsible for higher education**
The Ministry shall facilitate the establishment of skills development facilities and provision of higher education loans to the vulnerable in chiefdoms.
- m) Ministry responsible for general education**
The Ministry shall be responsible for the provision or maintenance of school infrastructure, teachers and educational materials in chiefdoms;
- n) Ministry responsible for tourism and arts**
The Ministry shall identify and market tourism opportunities and products in the chiefdoms;

- o) *Ministry responsible for information and broadcasting services***
The Ministry shall disseminate information on the implementation of this Policy in chiefdoms;
- p) *Ministry responsible for housing and infrastructure development***
The Ministry shall facilitate the infrastructure development in chiefdoms;
- q) *Ministry responsible for communication***
The Ministry shall facilitate installations of mobile communication towers in chiefdoms.
- r) *Ministry responsible for lands and natural resources***
The Ministry shall administer land and manage natural resources for sustainable use in chiefdoms;
- s) *Ministry responsible for water development, sanitation and environmental protection***
The Ministry shall provide guidelines on land alienation procedures, facilitate the resolution of land disputes and sustainable utilisation of natural resources in chiefdoms; and
- t) *Ministry responsible for health***
The Ministry shall facilitate the provision of health services in chiefdoms.

7.1.4 Civil Society Organisations

The civil society, both local and international, will supplement Government effort in the implementation of the Policy. The Government through the Ministry of Chiefs and Traditional Affairs will work towards promoting stronger coordination between the Ministry and civil society; and

7.1.5 Cooperating Partners (Cps)

The CPs are expected to play an important role in the implementation of the Policy, through the provision of financial and technical support to the sector. The support will be in different forms, including general budget support, sector and earmarked budget support, and project support.

7.2 Legal Framework

The Constitution recognises the institution of chieftaincy and creates the House of Chiefs. It also sets out the functions and roles of the institution of chieftaincy. However, in order to implement the Policy the following laws will need to be repealed or amended:

Enabling Act	Essence/Purpose /Role	Remarks
Chiefs Act, Cap 287	The Act sets out the recognition of Chiefs as well as their functions	The Act needs to be repealed and replaced so that it conforms to the provisions in the Constitution of Zambia (Amendment) Act No. 2 of 2016. In addition, it is necessary that the institution of chieftaincy is not only safeguarded but also strengthened.
Villages Registration & Development Act, Cap 289	The Act provides for the registration of villages and the inhabitants thereof, the establishment of Village Development Committees as well as Village Productivity Committees.	The Act also requires to be repealed so that the issues covered therein are incorporated in the Traditional Leadership law.
Witchcraft Act, Cap 90	The Act prescribes allegation of use of charms to harm others.	The Act needs to be reviewed to ascertain its validity.
National Heritage Conservation Commission Act, Cap 173	The Act is responsible for the protection and management of cultural and natural heritage in the country.	The NHCC Act needs to be reviewed in order to allow traditional leaders to be involved in the management and protection of heritage.
Environmental Management Act No. 12 of 2011	It is the principal Act on environmental protection and management through enforcement of EIAs and monitoring and control of pollution.	Developmental projects taking place in chiefdoms ought to take issues of environmental protection seriously. Matters of environmental pollution affecting local communities must be adequately checked to avoid harm, now and in future, to local people.
Local Government Act, No. 6 of 2010	Provides for the governance and administration of local authorities.	There is need for effective representation of the local communities in the Council.
House of Chiefs Regulations, Statutory Instrument No. 41 of 1998	The SI sets out the Regulation, Rules and Procedure that guide all proceedings related to the House of Chiefs.	The SI needs to be reviewed so that it takes into account the constitutional requirements.

7.3 RESOURCE MOBILISATION

The successful implementation of this Policy will require resource mobilisation through budgetary provisions and private sector contributions. This will be done through National Annual Budget, community contributions, Private Sector contributions, Non-Governmental Organisations and Cooperating Partners participation.

7.4 MONITORING AND EVALUATION

In order to ensure effective implementation of the Policy, the monitoring and evaluation function will be performed at all levels to enhance accountability and effectiveness. The Ministry will put in place a comprehensive monitoring and evaluation system that will track the activities for outcomes and impacts. In this regard, MoCTA will build capacity of officers in monitoring and evaluation.

8. IMPLEMENTATION PLAN

8. 1 Specific Objective (SO) 1: To promote local community participation in matters of development at chiefdom level

Strategies	Activities	Out-put Indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW
			2017	2018	2019	2020	2021		
Promote the establishment of village and traditional councils that will facilitate community participation in social and economic activities aimed at improving the welfare of the local people	1. Establish village and traditional councils in chiefdoms	1. Village and traditional councils established	500	500	500	500	500	MLG, MoCTA	16,000,000.00
	3. Provide technical support to village and traditional councils	3. Technical support to village and traditional councils provided	12	12	12	12	12	MoCTA, MCDSW, MLG	12,000,000.00

8. 2 Specific Objective (SO) 2: To ensure accountable, efficient and transparent management systems and structures at chiefdom level

Strategies	Activities	Out-put Indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW
			2017	2018	2019	2020	2021		
Establish and strengthen Community Trust Funds	1. Develop and disseminate Community Trust Fund management guidelines	1. Guidelines developed and disseminated	1					MoCTA, Traditional Councils/Royal Establishments	2,000,000.00
	2. Create and scale up on Community Trust Funds	2. Community Trust Funds created	72	72	72	72	72	MoCTA, Traditional Councils/Royal Establishments	6,000,000.00

	3. Provide technical support to Development Committees on the management of Community Trust Funds	3. Technical support provided to Development Committees quarterly	4	4	4	4	4	MoCTA, Traditional Councils/Royal Establishments	12,000,000.00
Provide regulations for the operation of Community Trust Funds	1. Develop regulations	1. Regulations developed	1					MoCTA MoF MoJ MoHA	1,000,000.00

8.3 Specific Objective (SO) 3: To promote harmony, unity and stability in the chiefdoms

Strategies	Activities	Out-put Indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW
			2017	2018	2019	2020	2021		
Formulate comprehensive guidelines and/or legislation on resolutions of disputes in chiefdoms	1. Formulate guidelines on dispute resolutions	1. Guidelines formulated			1			MoCTA	300,000.00
	2. Formulate legislation on resolution of disputes in chiefdoms	2. Legislation formulated			1			MoCTA	500,000.00
	3. Hold consultative meetings with stakeholders	3. Consultative meetings held			3			MoCTA MNDP, CPs, MoJ, MLNR	500,000.00
	4. Dissemination of guidelines	4. Guidelines disseminated			500 copies			MoCTA	800,000.00

Promote chiefdom exchange visits	1. Conduct chiefdom exchange visits among Chiefs	1. Chiefdom exchange visits conducted	1	1	1	1	1	1	Traditional Councils/Royal Establishments, MoCTA	200,000.00
Continually update and make available all maps, narrative descriptions and ancillary data for clear physical interpretation of chiefdom administrative boundaries	1. Provide the 1958 Chiefdom Boundary Topographic Maps	1. Topographic maps printed and distributed	1						MoCTA, MLNR	800,000.00
Promote documentation of royal family trees	1. Document royal family trees and succession procedures	1. 288 royal family trees and succession procedures documented	100	100	88				Traditional Councils/Royal Establishments, MoCTA	500,000.00
Repeal and amend legislation relating to witchcraft	1. Repeal/amend pieces of legislation relating to witchcraft	1. Legislation reviewed	1						MoCTA, MoJ	1,200,000

8.4 Specific Objective (SO) 4: To strengthen the participation of the institution of chieftaincy in national development

Strategies	Activities	Out-put Indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW
			2017	2018	2019	2020	2021		
Facilitate capacity building of traditional leaders	1. Conduct trainings for Chiefs	1. 288 Chiefs trained in national development	72	72	72	72	72	MoCTA, MCTI, MLG	6,000,000.00

Facilitate the holding of House of Chiefs Sessions	1. Conduct House of Chiefs Sessions	1. House of Chiefs conducted	2	2	2	2	2	2	MoCTA	30,000,000.00
	2. Construct new House of Chiefs Chamber and offices for the Ministry	2. House of Chiefs Chamber and ministerial offices constructed			1				MoCTA, MoF, MWS, MHID	100,000,000.00
Facilitate the holding of Provincial Council of Chiefs' meetings	1. Conduct Provincial Council of Chiefs' meetings	1. Provincial Council of Chiefs' meetings held		20	20	20	20	20	MoCTA	32,000,000.00

8.5 Specific Objective (SO) 5: To promote entrepreneurial activities in chiefdoms for sustainable development

Strategies	Activities	Out-put Indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW	
			2017	2018	2019	2020	2021			
Promote income generating ventures in chiefdoms	1. Train Zone Development Committees in chiefdom development	1. Development Committees trained		500	500	500	500	500	MCTI MLG MCDWS MoCTA	48,000,000.00
	2. Identify products for value addition in chiefdoms	2. Products for value addition in chiefdoms identified		5	5	5	5	5	MCTI CEEC MoCTA	2,000,000.00
Enhance synergies with relevant ministries/stakeholders for programme implementation in the chiefdoms	1. Establish collaborative mechanisms for programme implementation	1. Collaborative mechanisms established	1						MoCTA	

	2. Hold quarterly review meetings with stakeholders on chiefdom development programmes	2. Review meetings held		4	4	4	4	4	4	MoCTA, CPs	800,000.00
Promote good management and use of effective farming methods	1. Design programmes for upgrading farming methods in chiefdoms 2. Provide capacity building for local communities in good management and use of effective farming methods	1. Programmes for upgrading farming methods designed 2. Capacity building for local communities provided		1	10	10	10	10	10	MoA MFLS MoCTA MoA MCDSS MoCTA	500,000.00 10,000,000.00
Promote the identification and development of market access to products from chiefdoms	1. Train Development Committees in the identification and development of market access to produce and products from chiefdoms	1. Training conducted		4	4	4	4	4	4	MCTI MCDSS ZDA MoCTA	4,000,000.00
Promote the development and adoption of standards that enhance produce and product quality	1. Train Development Committees on the development and adoption of standards that enhance produce and product quality	1. Training conducted		4	4	4	4	4	4	MoA MLSF MCDSS MCTI MoCTA ZABS	4,000,000.00

8.6 Specific Objective (SO) 6: To promote and strengthen the institution of chieftaincy

Strategies	Activities	Out-put Indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW
			2017	2018	2019	2020	2021		
Facilitate the construction and rehabilitation of Chiefs' palaces	1. Construct Chiefs palaces	1. Chiefs palaces constructed	30	30	30	30	30	MoCTA, MoF, MWS, MHID, MLG	240,000,000.00
	2. Rehabilitate Chiefs palaces	2. Chiefs palaces rehabilitated	10	10	10	10	10	MoCTA, MoF, MWS, MHID, MLG	25,000,000.00
Outline and reinforce the functions of traditional leaders	1. Review of Legislation	1. Legislation reviewed	2	1				MoCTA, MoJ	1,000,000.00
Formulate and enforce the code of ethics for Chiefs	1. Develop code of ethics for Chiefs	1. Code of ethics developed		1				MoCTA	1,000,000.00
	2. Disseminate code of ethics	2. Code of ethics disseminated		500 copies	500 copies	500 copies	500 copies	MoCTA	2,000,000.00
Provide for an accountable and transparent traditional leadership	1. Sensitise traditional leadership on accountability and transparency	1. Sensitisation conducted		2	2	2	2	MoCTA	500,000.00
Provide a subsidy for the maintenance of office of a Chief	1. Develop comprehensive guidelines on administration and management of chiefs' subsidies	1. Guidelines developed		1				MoCTA	500,000.00
	2. Disseminate guidelines	2. Guidelines disseminated		500 copies			500 copies	MoCTA	1,000,000.00

Improve and strengthen the operations of Chief's retainer (Kapasu)	1. Formulate guidelines on operations of Chief's retainer (Kapasu)	1. Guidelines formulated	1							MoCTA	250,000.00
	2. Disseminate guidelines	2. Guidelines disseminated		700 copies			700 copies			MoCTA	1,000,000.00
	3. Procure uniforms for Chief's retainer (Kapasu)	3. Chief's retainer (Kapasu) uniforms procured		1			1		1	MoCTA	4,500,000.00
Provide symbols of authority to the office of the Chief	1. Procure Zambian flags, Stamps and gowns for Chiefs	1. Flags, Stamps and gowns procured		288			288			MoCTA	500,000.00
Provide guidelines on health and funeral entitlements to Chiefs	1. Formulate guidelines on health and funeral entitlements to Chiefs	1. Guidelines formulated		1						MoCTA	0
	2. Disseminate guidelines	2. Guidelines disseminated		500 copies				500 copies		MoCTA	2,000,000.00

8.7 Specific Objective (SO) 7: To promote the participation of traditional leaders in the management, control and sharing of natural and other resources in chiefdoms

Strategies	Activities	Out-put Indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW	
			2017	2018	2019	2020	2021			
Facilitate the review of legislation for the participation of Traditional Leaders, in consultation with local	1. Review Legislation	1. Legislation reviewed		1					MLNR MLG MCTI MMMD MoJ MoCTA	1,000,000.00

communities, in decision making processes relating to natural and other resources in their chiefdoms	2.Orient traditional leaders on the importance of community participation in decision making processes relating to natural and other resources in their chiefdoms	2	2	2	2	2	2	2	2	2	MoF MNDP	2,000,000.00
Develop and implement the resource mapping framework for documenting natural and other resources in the chiefdoms	1. Formulate resource mapping framework	1									MoCTA MNDP MoTA MLNR MoA MFLS MMMD	1,000,000.00
Create awareness among traditional leaders and communities on their role in the management and control/administration of natural and other resources	2.Undertake resource mapping in chiefdoms 1. Undertake Radio and TV programmes on the role of traditional leaders and their communities in resource management/administration	100	88	50	50						MoCTA	5,000,000.00
	1. Radio and TV programmes on resource management/administration undertaken	1	1	1	1						MoCTA MIBS CPs	1,800,000.00

	2. Hold community meetings with Traditional Councils on resource management/administration	2. Community meetings held	10	10	10	10	10	10	10	1,000,000.00	MoCTA MNDP MLNR MWSEP MMMD CPs
Strengthen linkages with other Government Ministries dealing with the diverse natural resources found in the chiefdoms	1. Hold quarterly collaborative meetings with line Ministries	1. Meetings held	2	2	2	2	2	2	2	1,000,000.00	MoCTA MNDP MLNR MWSEP MMMD CPs
Facilitate the undertaking of consultation of traditional leaders by Government in matters relating to investment in natural and other resources	1. Hold consultation meetings with traditional leaders and Government in matters relating to investment in natural and other resources	1. Consultation meetings held	1	1	1	1	1	1	1	4,000,000.00	MoCTA MNDP MLNR MWSEP MMMD CPs
Facilitate the undertaking of capacity building among Traditional leaders in matters relating to management, control/administration of natural and other resources.	1. Conduct trainings for Traditional leaders in matters relating to management, control/administration of natural and other resources	288 Traditional leaders trained	188	100						5,000,000.00	MoCTA MLNR MWSEP CPs

Facilitate the retention of a percentage of royalties for the benefit of the host chiefdom and the incumbent Chief	1. Review Legislation	1. Legislation reviewed	1						MCTI MoJ MLNR MLG MMMD MoCTA	1,000,000.00
	2. Orient traditional leaders on the retention of percentages from royalties	2. Orientation conducted	2	2	2	2	2	2	MCTI MoJ MLNR MLG MMMD MoCTA	500,000.00

8.8 Specific Objective (SO) 8: To enhance the management of traditional ceremonies in chiefdoms

Strategies	Activities	Out-put Indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW	
			2017	2018	2019	2020	2021			
Develop and implement guidelines on the management of traditional ceremonies	1. Formulate guidelines on Traditional ceremonies	1. Guidelines formulated	1						MoCTA	300,000.00
	2. Disseminate guidelines	2. Guidelines disseminated		375 copies	375 copies	375 copies	375 copies		MoCTA	2,000,000.00
	3. Orient MoCTA officers in the management of traditional ceremonies	3. Orientations conducted		1					MoCTA	1,200,000.00
	4. Orient Cultural Associations in the management of traditional ceremonies	4. Orientations conducted		1					MoCTA	1,500,000.00

Provide support to registered Cultural Associations	1. Provide logistical and financial support to traditional ceremonies	96	96	96	96	96	96	96	MoCTA MoF	10,000,000.00
Documentation of traditional ceremonies	1. Formulate the documentation framework on traditional ceremonies	1							MoCTA	1,000,000.00
	2. Collect information on traditional ceremonies	24	24	24	24	24	24	24	MoCTA	10,500,000.00
	3. Orient Cultural Associations in the management of traditional ceremonies	1							MoCTA	1,500,000.00
	4. Provide Technical Support to Cultural Associations	1	1	1	1	1	1	1	MoCTA	800,000.00

8.9 Specific Objective (SO) 9: To promote and facilitate documentation and research in chiefdoms

Strategies	Activities	Out-put indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW
			2017	2018	2019	2020	2021		
Develop and strengthen capacity to undertake research and documentation	1. Impart research and documentation skills in MoCTA officers	1. Trainings conducted	1			1		MoCTA	1,200,000.00
Promote establishment of museums in chiefdoms	1. Mobilisation of local communities	1. Community mobilised				1	1	MTA MoCTA	100,000.00
	2. Hold stakeholder meetings	2. Stakeholder meetings held				1	1	MTA MoCTA	50,000.00
	3. Conduct research	3. Researched conducted				1	1	MTA MoCTA	500,000.00
	4. Collect artefacts	4. Artefacts collected				1	1	MTA	100,000.00

MoCTA												
	5. Procure display cabinets	5. Display Cabinets procured								1		800,000.00
	6. Commissioning of the museum	6. Museum commissioned								2		100,000.00
Create chiefdom Information Management Systems	1. Develop a chiefdom information management system	1. Chiefdom information management system developed and operationalised	1									500,000.00
	1. Create and maintain MoCTA website	1. MoCTA website created and maintained	1									200,000.00
Promote the maintenance of village registers	1. Provide village registers	1. Village registers provided to 90,000 villages		22,500	22,500	22,500	22,500	22,500	22,500	22,500		11,500,000.00

8.10 Specific Objective (SO) 10: To eradicate child marriages in chiefdoms

Strategies	Activities	Out-put Indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW
			2017	2018	2019	2020	2021		
Promote the establishment of champions among traditional leaders and multi-sectoral responses to reduce child marriage	1. Train traditional leaders in the promotion of social change and reduction of negative behaviours linked to child marriage	1. Traditional leaders trained	50	70	70	70	70	MoCTA	2,000,000.00
Strategies	Activities	Out-put Indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW
			2017	2018	2019	2020	2021		

Facilitate the provision of accessible and affordable educational facilities in chiefdoms	1. Lobby relevant institutions	1. Meetings held with all relevant stakeholders	1	1	1	1	1	1	1	MoCTA MoG MHE MNDP MoF	400,000.00
Facilitate the creation and strengthening of safe havens for abused girls and boys in chiefdoms	1. Lobby relevant institutions	1. Meetings held with all relevant stakeholders	1	1	1	1	1	1	1	MoCTA MoG MCDSS MoYS MoHA MoLG CSOs FBOs CPs	400,000.00
Facilitate sensitisation of the provisions of the Marriage Act and the Penal Code	1. Lobby, coordinate, and collaborate with relevant stakeholders	2. Tangible support programmes developed and implemented 1. Meetings held with all relevant stakeholders	5	4	5	4	5	4	5	MoCTA	1,000,000.00
		2. Sensitisation programmes conducted in collaboration with stakeholders	4	4	4	4	4	4	4	MoCTA MoJ MoG MCDSS MoHA MIBS CPs	500,000.00

8. 11 Specific Objective (SO) 11: To administer and manage chiefs' subsidies

Strategies	Activities	Out-put Indicators	Annual targets					Responsible Institution (Lead & Partner)	Estimated Cost in ZMW
			2017	2018	2019	2020	2021		
Formulate legislation on administration and management of Chiefs subsidies	1. Formulate legislation on administration and management of Chiefs subsidies	1. Legislation formulated			1			MoCTA	300,000.00
	2. Disseminate legislation	2. Legislation disseminated				2000 copies	2000 copies	MoCTA	500,000.00

