



REPUBLIC OF ZAMBIA

MINISTRY OF YOUTH AND SPORT

NATIONAL PLAN OF ACTION FOR THE 2015 YOUTH POLICY

Prepared by Ministry of Youth and Sport

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August, 2015

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FOREWORD

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

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

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

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

Honorable Vincent Mwale, MP
Minister of Youth and Sport

ACKNOWLEDGEMENTS

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

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

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

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

ACRONYMS

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

GLOSSARY: WORKING DEFINITIONS AND TERMINOLOGIES

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

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

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

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

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

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

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

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

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

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

Employment: Is a state of having paid work

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1.0 INTRODUCTION

1.1 BACKGROUND

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

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

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

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

1.2 RATIONALE

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

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

2.0 VISION AND GOAL

2.1 Vision

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

2.2 Goal

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

3.0 IMPLEMENTATION FRAMEWORK

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

4.0 PROGRAMME MATRIX

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

4.1 Youth Employment and Entrepreneurship Development

Overall Objective:

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

Specific Objectives:

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

Key Strategies	Activities	Outputs	Outcome	Annual Target					Responsible Institution/s	Estimated Cost (ZMW)
				2015	2016	2017	2018	2019		
1. Expand employment opportunities for youth in urban & rural areas	i) Implement and monitor the a National Action Plan for youth Empowerment and Employment	Action Plan implemented	Conducive employment opportunities created	1	1	1	1	1	MYS Civil Society Organisations ILO, AfDB, UNESCO, UNFPA	1,500,000

	ii) Conduct mid review on the Action Plan for Youth Empowerment and Employment	Mid Term Review conducted-		-	-	1	-	-	MYS,MLSS,MoF,CPs	
	iii) Review labour market policies, legal & regulatory framework	Labour market policies and legislation reviewed	Employment laws & policies are responsive to the needs of youth	-	-	-	-	1	MLSS, MYS, ZNUF, ILO	-
	iv) Identify and engage institutions to certify skills gained outside the formal sector	Institutions certifying different skills identified and engaged	Recognition of youth with different skills	-	2	3	3	2	MESTVTEE (TEVETA) MYS	10,000
	v) Develop national guidelines for apprenticeship and internship in the public and private sectors	National Standards developed and disseminated	Interest of young people in apprenticeship and internship protected	-	1	-	-	-	MLSS,MESVTEE,MCT I,MYS	95,000.00

	vi) Establish a Comprehensive Labour Market Information System	Comprehensive Database on Labour Information established	Information on available skills and job easily accessible	-	-	1	-	-	MLSS, MYS & Cooperating Partners	160,000
	vii) Establish a national coordination mechanism to monitor & regulate youth employment programme	A National Coordinating mechanism to regulate and monitor youth employment programmes established	Improved monitoring & coordination of youth labour practices.	1	-	-	-	-		320,000
	(viii) Facilitate the creation of more access points for trades test to improve accessibility to skills certification	Access points for trade tests created	Increased access to trade test	-	2	4	2	2	MESTVTEE, MYS ,	185,000

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

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

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

4.2 Education and Skills Development

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

Specific Objectives:

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

Key Strategies	Activities	Outputs	Outcome	Targets					Responsible Institution/s	Estimated Cost (ZMW)
				2015	2016	2017	2018	2019		
1.Promote equitable access to education through enhanced formal and alternative modes of delivery in partnership with key stakeholders	i) Construct schools and youth skills training centres	25 Youth Skills training centres constructed	Increased access to education and skills training	5	5	5	5	5	MYS, MESVTEE, MTWSC, MoF	174,703,302
		3000 primary schools constructed		1,500	1,500	-	-	-	MESVTEE, MTWSC	139,235,000
		50 Junior Secondary school constructed		25	25	-	-	-	MESVTEE, MTWSC	186,423,000

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

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

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

Key Strategies	Activities	Outputs	Outcome	Targets					Responsible Institution/s	Estimated Cost (ZMW)
				2015	2016	2017	2018	2019		
3. Improve the quality of skills training curriculum to respond to current labour market needs	i) Conduct Skills Audit in partnership with other key stakeholders	Skills Audit conducted annually	Improved skills training curriculum responsive to labour market needs	1	1	1	1	1	MYS, MLSS, MESTVEE, TEVETA, MCTI	2,620,000
	ii) Establish links with the Ministry of Labour and employer agencies to monitor & evaluate skills needs.	Monitoring and evaluation links established.	Improved skills training curriculum responsive to labour market needs	-	1	-	-	-	MYS, MLSS	920,000
	iii) Incorporate life skills in all youth skills training programmes	Life skills in all youth skills training programmes incorporated	Improved employability of Students leave school & skills training centres	2	3	5	5	5	MYS, MESTVEE TEVETA	2,120,000
Education and Skills Development Sub-total										1,194,261,942

4.3 Health

Overall Objective: To increase access to comprehensive youth friendly health services and promote healthy living including responsible behavior among the youth										
Specific Objectives: 1. Strengthen commitment to and support for the sexual and reproductive health and rights, and needs of adolescents and youth; 2. To increase access to a broad range of youth friendly health services; 3. To increase access to comprehensive, youth-friendly, gender-sensitive sexuality (family life) education; and 4. To promote healthy living and responsible behavior amongst the youth.										
Key Strategies	Activities	Outputs	Outcome	Target					Responsible Institution/s	Estimated Cost (ZMW)
				2015	2016	2017	2018	2019		
1. Advocate for the strengthening and scaling up of the provision of Comprehensive Sexuality Education that is culturally appropriate	i) i) Develop and implement advocacy communication strategy	Advocacy communication strategy developed and implemented	Increased awareness on sexuality	-	1	-	-	-	MYS, MESTVEE, MoH, NAC, MCDMCH	1,050,000

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

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

4.4 Creative Industries (Arts, Culture and Recreation)

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

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

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

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

4.5 Youth Mainstreaming

Overall Objective: To ensure that youth issues are mainstreamed in all government and private sector programmes at all levels for effective youth responsive programmes

Specific Objectives

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

Key Strategies	Activities	Outputs	Outcome	Targets					Responsible Institution/s	Estimated Cost (ZMW)
				2015	2016	2017	2018	2019		
1. Strengthen the institutional and legal framework for youth development	i) Undertake a youth audit in all sectors	Youth audit undertaken	Enhanced programming of youth development issues	-	1	-	-	-	MYS, Provincial Administration, MLGH, Cabinet Office, Civil Society, MoF, CPs	1,500,000

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

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

4.6 Youth Work

Overall Objective: To regulate youth work practice										
Specific Objectives: 1. To regulate youth work practice in Zambia; and 2. To enhance the capacity of institutions offering training in youth work.										
Key Strategies	Activities	Outputs	Outcome	Targets					Responsible Institution/s	Estimated Cost (ZMW)
				2015	2016	2017	2018	2019		
1. Professionalise and regulate youth work practice	i) Develop a Bill for regulation of youth work practice	Bill for regulation of youth work developed	Enhanced quality of youth work	-	-	1	-	-	MYS, MoJ, Cabinet Office	1,600,000

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

4.7 Cross Cutting Issues

Overall Objective: To integrate cross cutting issues into youth development
Specific Objectives: 1. To promote sustainable use of natural resources and protection of the environment; 2. To reduce social, cultural, religious and economic factors that makes people vulnerable to HIV and AIDS; 3. To reduce gender related barriers and practices which affect the rights of female and male youth;

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

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

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

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

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

Key Strategies	Activities	Outputs	Outcome	Targets					Responsible Institution/s	Estimated Cost (ZMW)
				2015	2016	2017	2018	2019		
	ii) Promote 50-50 percent access of males and females to empowerment and Resettlement Programmes	Equality in empowerment and resettlement programmes promoted	Reduced cases of GBV in communities	50%	50%	50%	50%	50%		1,020,000
	iii) Sensitization of the youth on GBV	Youth sensitized on GBV matters		-	10	10	10	10		1,700,000
	iv) Sensitization of the traditional leaders on harmful traditional practices.	Traditional leaders sensitized on effects of traditional practices		10	-	10	-	10		1,360,000
1. Promote the active engagement of the youth in the socio-economic development of the nation	i) Sensitise the youth and stakeholders on importance of youth participation	Stakeholders on youth participation sensitised	Enhanced contribution by the youth to national development	10	10	5	3	2	MYS CPs	2,000,000

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

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

Key Strategies	Activities	Outputs	Outcome	Targets					Responsible Institution/s	Estimated Cost (ZMW)
				2015	2016	2017	2018	2019		
Diaspora	ii) Conduct youth exchange programmes	Youth exchange programmes conducted	Enhance cooperation and networking	2	2	1	1	2	MYS UN Agencies NYDC MFA MoJ	1,500,000
7. Advocate for the respect and observance of rights for the youth and juveniles	i) Conduct meetings to sensitise the youth on the rights, obligations and challenges of migrants	Sensitisation meetings conducted	Increased awareness by the youth on rights, obligations and challenges of migrants	4	4	2	2	2	MYS UN Agencies MCDMCH MFA MoJ	950,000
	ii) Conduct sensitisation on the rights and obligations of juveniles and youth on the law	Sensitization on the rights and obligations of juveniles on the law conducted	Enhanced awareness on the rights of juveniles and youth	-	5	5	3	2	MHA, MYS, CPs	1,395,000

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

Ministry of Youth and Sport

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Lusaka

Printed with support from UNFPA

