



**REPUBLIC OF ZAMBIA**

**REPORT**

**OF THE**

**COMMITTEE ON YOUTH, SPORT AND CHILD MATTERS, ON THE PETITION BY MS RUTH K KANGWA NDHLOVU FOR THE INITIATION OF THE REPEAL AND REPLACEMENT OF THE NATIONAL YOUTH DEVELOPMENT COUNCIL ACT, CHAPTER 144 OF THE LAWS OF ZAMBIA**

**FOR THE**

**FIRST SESSION OF THE THIRTEENTH NATIONAL ASSEMBLY**

*Published by the National Assembly of Zambia*

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# **REPORT OF THE COMMITTEE ON YOUTH, SPORT AND CHILD MATTERS ON THE PETITION BY MS RUTH K KANGWA NDHLOVU FOR THE INITIATION OF THE REPEAL AND REPLACEMENT OF THE NATIONAL YOUTH DEVELOPMENT COUNCIL ACT, CHAPTER 144 OF THE LAWS OF ZAMBIA FOR THE FIRST SESSION OF THE THIRTEENTH NATIONAL ASSEMBLY**

## **1.0 Membership of the Committee**

The Committee consisted of Mr Edgar Sing’ombe, MP (Chairperson); Mrs Chrizoster P Halwindi, MP (Vice Chairperson); Mr Chinga Miyutu, MP; Mr Pavyuma Kalobo, MP; Mr George K Kandafula, MP; Mr Sydney Mushanga, MP; Mr Misheck Mutelo, MP; Mr Micheal J Z Katambo, MP; Mr Allen Banda, MP; and Mr Golden Mwila, MP.

The Honourable Madam Speaker  
National Assembly of Zambia  
Parliament Buildings  
**LUSAKA**

Madam

The Committee has the honour to present its Report on the Petition by Ms Ruth K Kangwa Ndhlovu for the initiation of the repeal and replacement of the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* for the First Session of the Thirteenth National Assembly.

## **2.0 Functions of the Committee**

Pursuant to Standing Order No. 125(2) of *the National Assembly of Zambia Standing Orders, 2021*, a Petition that has been laid on the Table of the House shall be referred to an appropriate Committee for consideration. The Committee was tasked to consider the Petition for the initiation of the repeal and replacement of the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* (hereinafter referred to as “the Petition.”)

## **3.0 Meetings of the Committee**

The Committee held eight meetings to consider the Petition by Ms Ruth K Kangwa Ndhlovu.

## **4.0 Procedure Adopted by the Committee**

The Committee requested for written memoranda from stakeholders listed at Appendix II, and invited them to appear before it in order to clarify any issues arising from their written submissions.

## **5.0 Background**

The right to petition legislative authorities has existed since the emergence of political power. This was premised on the idea that political power was legitimate only if there was a direct correlation between the people and that power. Petitions were, therefore, a valued means of bringing public concerns to the attention of Parliament.

Article 88(1) of the Constitution of Zambia, as amended by Act No. 2 of 2016, provided for the right of all citizens to petition the National Assembly to initiate the enactment, amendment or repeal of legislation, as well as comment on a deliberation, statement or decision of the National Assembly. Article 88(3) further provided that the manner of petitioning and commenting referred to shall be prescribed.

It was noteworthy that the National Assembly Standing Orders, 2021, provided for the right of citizens to petition the National Assembly to initiate the enactment, amendment or repeal of legislation in accordance with Article 88(1) of the Constitution.

In view of the above, the petitioner, a Zambian citizen, was of the view that the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* was in its current form retrogressive in its entirety and hence needed to be repealed and replaced with new legislation that was suitable to address the plight of the youths in the present 21<sup>st</sup> Century.

## **6.0 SUBMISSIONS BY STAKEHOLDERS**

### **6.1 Overview of the Legal Framework**

The Committee was informed that the interpretation section of the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* was contained under Part I of the Act.

The Committee heard that the composition and establishment of the National Youth Development Council were provided for under Part II of the Act. Sections 3 and 4 related directly to establishing the National Youth Development Council in the Act. Section 5 set out the composition of the Council as:

1. (a) *the Director of Youths;*  
(b) *twenty-two representative members appointed by the Minister, of whom-*
  - (i) *not more than four shall be public officers;*
  - (ii) *not more than twelve shall be persons from various youth organisations;*
  - (iii) *not more than three shall be persons from various organisations interested in youth development; and*
  - (iv) *not more than three shall be persons from amongst members of the public who have distinguished themselves in youth development.*
2. *There shall be a Chairman and a Vice-Chairman who shall be appointed by the Minister from amongst the members."*

The Committee was informed that the tenure of the members of the Council was stipulated by section 6 as three (3) years with the possibility of reappointment. If a position became vacant before the expiry of the term of three years, section 7 provided that the vacancy was filled by another member of the Council appointed by the Minister for the period of the term that was not served.

The Committee was informed that the mandate of the Council was set out through the stipulation of its functions outlined in section 8 of the Act as shown below:

- a) *"to advise the Minister on programmes relating to youth development;*

- b) *to coordinate youth activities;*
- c) *to evaluate and implement youth programmes*
- d) *to assist and encourage organisations interested in youth development in the initiation of youth training and development programmes;*
- e) *to initiate, operate and manage non-profit making or profit-making projects in support of youth development; and*
- f) *such other functions as the Minister may, from time to time direct."*

The Committee was informed that under section 8(4) of the Act, the Minister had discretion to give the Council such general or specific directions with respect to the discharge of its functions as he may consider necessary and the Council shall give effect to such directions.

According to section 9 of the Act, the Council may regulate its own proceedings. The Act did prescribe that the Council must meet at least twice every twelve months and that a meeting may also be called by the Chairman, if at least five members made such a request in writing. Under section 9(4) of the Act, eight members must be present in order for there to be a quorum. The Committee was informed that under the Act, a decision of the Council on any question shall be by a majority of the members present and voting at the meeting. In the event that there was a tie, the person presiding over the meeting shall be given a casting vote in addition to his or her deliberative vote. As such, the person presiding also acted as a tie-breaker.

The Committee was informed that the remainder of Part II set out the procedures to be followed by the Council to enable them to carry out their functions.

The Committee was informed that under Part III, the Act begun with section 15 which provided that there must be a register of youth organisations. It stated that the register shall contain all youth organisations. Any organisation not recorded in this register would not be deemed a youth organisation for purposes of the Act.

The Committee was informed that applications for registration were made pursuant to section 16, which required applications to be submitted to the Secretary of the Council. The application had to have the under listed accompanying documents, as required by section 16(3), which provides that:

*"Every application for registration as a youth organisation shall be accompanied by-*

- (a) *a registration fee to be prescribed by the Minister;*
- (b) *a copy of the constitution of the youth organisation and, unless the constitution itself contains such particulars, a memorandum containing the following particulars:*
  - (i) *the objectives and functions of the youth organisation;*
  - (ii) *the names and addresses of the office-bearers of the youth organisation;*
  - (iii) *the funds available and the sources of revenue; and*
  - (iv) *the place of operation."*

The Committee heard from the stakeholders that the successful registration of a youth organisation with the Council was evidenced by the issuance of a certificate of registration pursuant to section 15(4). Sections 16 and 17 of the Act discussed the grounds for refusal to grant registration and cancellation of a certificate of registration, respectively. The grounds upon which registration was denied, or cancellation was made must be communicated to the

applicant as per section 19 of the Act. The right to appeal a decision to cancel or refuse to grant registration of a youth organisation was granted by section 20 of the Act.

The Committee was informed that under Part IV of the Act were financial provisions. Section 21(1) stipulated what constituted the funds of the Council. Section 23 of the Act required that proper accounts and records of the Council were kept. The Committee was informed that the Secretary of the Council had power, assigned by section 23, to call for the accounts of any youth organisation registered with the Council. A youth organisation that failed to furnish their accounts or furnished inconsistent or irregular accounts was subject to the actions considered necessary by the Council as prescribed by section 24 of the Act. Section 25 related to the annual report of the activities of the Council which was submitted to the Minister not later than six (6) months after the end of the financial year. Further, section 25(3) required the Minister to present the report to the National Assembly not more than seven (7) days after the first sitting.

The Committee was informed that miscellaneous provisions were found in Part V of the Act. Under this part, provisions related to the independence of youth organisations, appeals to the Minister, dissolution of youth organisations, vesting of property in the Council and the regulations of the Act.

### **6.1.1 Adequacy of the Legal Framework**

The Committee was informed by stakeholders that the adequacy of the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* should be looked at within the context of the time when it was enacted. Stakeholders submitted that the Act had gone through changing political and economic climates from the time it was enacted. Notwithstanding its long life, nothing tangible had been done to renew it and align it with the demands of the epochs through which it had navigated. Some stakeholders, therefore, informed the Committee that a piece of legislation that was enacted in the aftermath of independence could not by any stretch of imagination be said to be adequate today. The Committee was informed that while it could not be denied that some of the principles embodied in the Act were as relevant today as they were then, and as such immutable, their detailed application, however, required extensive revisiting.

In light of the above, the Committee was informed by stakeholders that the National Youth Constitutional Assembly (NYCA) at its 6<sup>th</sup> National Youth Parliament held from 27<sup>th</sup> to 29<sup>th</sup> September 2009 considered the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia*. The NYCA observed that the Act did not answer the needs and aspirations of the youth and failed to govern the general affairs of the youth in Zambia. It was worth noting that two years prior to the holding of the aforementioned Parliament, the NYCA had already begun making calls for the revision of the Act.

Further, the Committee was informed by stakeholders that in November 2008, the National Youth Development Council (NYDC) through the Ministry of Youth, Sport and Child Development requested the Zambia Law Development Commission to facilitate the review of the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia*. In its request, the NYDC observed that having been in existence for more than two decades, the Act in question had become archaic and required review to make it responsive to the needs of the Youth. Accordingly, the main objective of the review was to make recommendations to enable the *National Youth Development Council Act* to respond to the current needs of society.

In view of the above, the Committee was informed that the specific objectives of the review were to identify archaic provisions in the Act which needed to be enhanced to make them responsive to society's needs, make clear the composition, appointment, functions and tenure of office of the National Youth Development Council, and provide clear guidance on the registration and coordination of youth organisations. The Commission completed the review in 2019 and handed over the review report and draft Bill to the Ministry of Youth, Sport and Child Development.

### **6.1.2 Gaps in the Legal Framework**

The Committee was informed that efforts of the Legislature to create an avenue for the inclusion of the youth in the economic development cannot go unnoticed. However, the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* left much room for improvement in advancing the agenda of youth participation in the national affairs of the country.

In light of the above, the Committee was informed of the under listed as some of the gaps that characterised the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia*.

#### **a) True spirit of the Act**

The purposive rule of interpretation is a rule used in the interpretation of statutes. Under the purposive rule, it supposes that all statutes are passed for the purpose of promoting some social good or purpose. The case of **Attorney General & Another v Lewanika & Others (1994) ZMSC 3** explains the purposive rule:

*"The Cardinal rule for the construction of Acts of Parliament is that they should be construed according to the intention expressed in the acts themselves. If the words of the statute are themselves precise and unambiguous, then no more can be necessary than to expand those words in their ordinary and natural sense. The words themselves alone also in such case best declare the intention of the Law giver."*

The mischief rule of interpretation is similar to the purposive and differs on the fact that the former is narrower in scope than the latter. The rule requires the adjudicating authority to rely on the mischief that the Legislature sought to cure in enacting the statute into law. To further elucidate reference can be made to the Zambian landmark case of **The People v Edward Jack Shamwana & Others 1982 Z.R.122** where Mr. Justice Chirwa citing Lord Justice Fletcher Moulton, stated:

*"In interpreting an Act of Parliament, you are entitled, and in many cases bound to look at the state of the law at the date of passing of the Act, not only the common law, but the law as it then stood under the previous statutes in order to properly interpret the statute in question."*

The Committee was informed that it was against the above background, that there was a conclusion that the Act lacked the true spirit that it was intended for. Stakeholders informed the Committee that while the preamble of the Act stated its intention, the provisions themselves did not speak to what the Act was remedying, whether in mischief or purpose.



**b) Definition Section**

The Committee was informed that under the definition section, that is section 2, there were only contained six (6) definitions, all of which referred to offices in the Council. Furthermore, the definitions merely stated the sections to which the terms were found. The definitions under the Act offered little to no explanation as to how the terms should be interpreted under the Act.

Additionally, the Committee was informed that key terms that related to the Act were not included under section 2. For example, terms like ‘youth’, ‘youth organisation’, ‘development’, and ‘empowerment’ were not elaborated on, despite their use throughout the Act. The Act makes mention of the ‘Minister’ as one of the key persons responsible for the operations of the Council, and yet the Act does not stipulate which Minister is being referred to. It could be assumed that the Minister in question was the Minister responsible for the youth; however, an Act of Parliament need not be ambiguous.

**c) Concentration of Power**

The Committee was informed that as the Act currently existed, the power and significant decisions/tasks fell with the Minister. In this vein, section 20 mandated the Minister to hear appeals. However, this could cause undue delay in the hearing of the appeal due to the well-known busy nature of the office of the Minister. Stakeholders informed the Committee that while it was not in dispute that the Minister could hear the appeal, the argument lay in the time frame within which it would be heard. Further, the Committee was informed that delays in the procedure could disadvantage the youth organisations under the authority of the Council.

Further, the Committee was informed that the power to appoint all members of the Council lay with the Minister of Youth as stipulated in section 5 of the Act. This gave the Minister too much power and may lead to the appointment of politically inclined persons and those loyal to the Minister or the ruling Political Party. The Committee was informed that this kind of appointment was flawed and made it difficult for members of the Council to challenge or offer objective, fearless and unbiased submissions to the Minister as their allegiance may lay with the Minister and not the youths, whose interest they were mandated to serve and represent.

**d) Lack of Internal Structures**

The Committee was informed that building on the preceding point, the Act lacked provisions that created supporting internal structures that could be used to increase the efficacy and reach of the Council. The work of running the Council was primarily carried out by the Minister who the Council aided. However, it would be more effective if the Council was the superior authority to subordinate structures such as Committees or Departments. These would then be organised according to themes, functions or both. To exemplify, there could be a Technology Committee tasked to work with technological youth organisations. There could also be the introduction of an Accounts Committee to deal with both the accounts of the Council, as well as oversee the accounts of the youth organisations.

**e) Unclear Procedures**

The Committee was informed that procedures under the Act were not clearly stipulated. The effect of this was that the institution's transparency was reduced and persons subject to the procedures were not privy to the procedures prior to using them. The inclusion of procedures

also afforded the basis upon which the Council could be held accountable. By way of example, the Committee was informed that if the Act provided that decisions from appeals were given by the Secretary of the Council, a person awaiting their appeal would be able to hold that particular office accountable.

**f) Tenure of Office**

The Committee was informed that section 6 (1) of the Act, only established that a member, other than an *ex-officio* member, shall hold office for a period of three years from the date of his appointment and may be re-appointed upon the expiration of the term. It had not given nor stipulated the number of terms that such a member could hold.

**g) Functions of the Council**

The Committee was informed that the functions of the Council were provided for under section 8 of the Act. It was interesting to note that the functions as itemised under this part were still relevant today as they were at the time of the enactment of this Act. What stood out, however, was that the functions were too lean. In other words, considering the indisputable fact that the Council was the nucleus and the hub of the National Youth Development Council, its roles must reflect a multifaceted approach in tackling youth welfare and development. What one would notice, however, was that this part was silent on critical aspects such as skills development among the youths aimed at integrating them into the economy and political spaces; promotion of national values such as transparency, integrity, national unity across tribal and political lines; fostering advocacy on gender equality; advocacy on inclusivity of people living with disabilities in all spheres of life; promotion and preservation of culture as a means to address moral decay; initiate and design programmes with specific focus on behavioral change, combating crime and substance abuse among the youths, among other issues. These and other central issues to the welfare of youths should form part of the mandate around which Council's functions evolved.

**h) Discretion to create branches by the Council**

The Committee was informed that the Act in section 8(2) stated that the Council "may" establish branches of the Council in the provinces. The use of "may" implied that the establishment of these branches was not guaranteed. It was suggested that the word 'may' ought to be replaced with the word 'shall'.

**i) Establishment of Committees**

The Committee was informed that section 10 of the Act gave the Council power to establish committees, however, these committees had not been adequately defined. In order to cure this lacuna, it was suggested that the *Zambian Act* should be enacted in line with section 12 of the *National Youth Development Agency of South Africa* which has adequately defined the committees.

**j) Bloated Council**

The Committee was informed that section 5 of the *National Youth Development Council Act* provided for the current composition of twenty-three Members of the Council including Director of Youth. Stakeholders submitted that this was too large for any meaningful deliberations and too costly to maintain and, therefore, unsustainable.

### **k) Quorum and Decision-Making**

The Committee was informed that from the Act under section 9(4), it was clear that a mere eight members formed a quorum. This was out of a potential membership of up to twenty-two representatives. A decision was deemed to be made by a majority of those present at a meeting. The difficulty with this provision was that decisions would potentially be made by the minority of the wider membership. This contradicted the basic tenets of a functional democracy. In any case, the norm was that fifty percent of the membership was what constituted a quorum.

### **l) Registration of Youth Organisations**

The Committee was informed that section 16 of the Act gave authority to NYDC to enable it to register organisations. However, the Act was not in conformity with the other registration Acts such as the Companies Act, Registrar of Societies Act and Cooperatives Act. Further, the NYDC Act lacked provisions for regulating the organisations established through this Act which created room for ambiguity in the operations and regulations of organisations registered under the Act.

### **m) Gender Biased Terminology**

The Committee was informed that some terms used in the *National Youth Development Council Act* were not gender neutral. The Act did not seem to serve the interests of both female and male youth. This could be noticed in the continuous use of the word “Chairman” instead of “Chairperson” in section 2 of the Act. The continuous use of the word “Chairman” is gender biased and did not speak to the possibility that the Chairperson of the Council could be male or female. The current Act contravened Article 23 of the Constitution and section 4 of the *Gender Equity and Equality Act no 22 of 2015*.

## **6.1.3 INTERNATIONAL BEST PRACTICE (SOUTH AFRICA)**

The Committee was informed that the *National Youth Development Agency Act No 54 of 2008, of South Africa* brought to light that which the Act sought to address. This was through the inclusion of objectives or principles as seen in sections 3 and 4, respectively of the Act, which provides:

- "3. (1) *The objects of the Agency are to-*
- (a) develop an Integrated Youth Development Plan and Strategy for South Africa;*
  - (b) develop guidelines for the implementation of an integrated national youth development policy and make recommendations to the President;*
  - (c) initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general;*
  - (d) guide efforts and facilitate economic participation and empowerment. and achievement of education and training;*
  - (e) partner and assist organs of state, the private sector and non-governmental organisations and community-based organisations on initiatives directed at attainment of employment and skills development;*
  - (f) initiate programmes directed at poverty alleviation, urban and rural development and the combating of crime, substance abuse and social decay amongst youth;*
  - (g) establish annual national priority programmes in respect of youth development;*

- (h) *promote a uniform approach by all organs of state, the private sector and non-governmental organisations. to matters relating to or involving youth development; and*
  - (i) *endeavour to promote the interest generally of the youth, particularly young people with disabilities.*
- (2) *Nothing contained in this Act precludes the Agency from directly implementing any programme or intervention aimed at advancing its objects in terms of this Act."*

*"4. Youth development interventions and programmes must be guided by the following principles:*

- (a) *recognition of the manner in which youth has been affected by the imbalances of the past and the need to redress these imbalances through more equitable policies, programmes and the allocation of resources;*
- (b) *promotion of equal opportunity and equal treatment of youth and the promotion of a gender-inclusive approach to the development of youth. where the social influences of gender, disability, the impact of sexism and the particular circumstances of young women are recognised;*
- (c) *creation of an environment which supports the continued development and learning of youth;*
- (d) *promotion of youth's participation in*
  - (i) *democratic processes;*
  - (ii) *community and civic decision-making; and*
  - (iii) *development at all levels;*
- (e) *recognition of youth development as an important mandate;*
- (f) *responsiveness to the needs, aspirations and challenges of youth in a realistic and participatory manner;*
- (g) *recognition of the importance of cultural and spiritual diversity as a basis for youth development;*
- (h) *promotion of the value of sustainability in order to ensure that the needs of youth are met without compromising the ability of future generations to meet their own needs;*
- (i) *recognition in youth development initiatives of the peculiar needs of rural youth; and*
- (j) *transparency, accountability and accessibility."*

The Committee was informed that from the preamble of the Act, it was clear on the purpose it sought to fulfil. The South African Act brought out its spirit not only through sections 3 and 4 (cited above) but also throughout the Act. Each provision under the Act complements others in bringing out the purpose of the legislation to govern the Agency tasked with the responsibility of empowering the youth of South Africa. It was for this reason that the Zambian legislation should follow this example because it would make the Act more progressive by having it embody the purpose of the Act throughout its provisions.

The Committee was informed that under the National Youth Development Agency Act, the law provided for interactions between the Agency and other stakeholders as captured by section 7:

- "7. (1) Organs of state must*
- (a) *take national priorities in respect of youth development into account in planning their activities; and*

(b) *submit, in the prescribed manner, annual reports to the Agency regarding their implementation of youth development priorities.*

(2) *The Agency must publish a report after it has been tabled in Parliament.*

(3) *The Agency must lobby companies and close corporations which employ more than twenty (20) employees, and civil society organisations to implement youth development priorities established by it."*

The Committee was informed that the above section should be emulated in the Zambian legislation because the Council would not operate in a vacuum and thus the interactions with other organisations must be clearly stipulated to carry out the purpose of the Act. This would ensure that the collaborating organisations aid in the achievement of the Council's mission.

The Committee was informed that under section 1 of the South African National Youth Development Agency Act, 'youth' referred to persons between the age of 14 and 35. It also defined the financial year of the National Youth Development Agency (the '**Agency**') as being 'the period from 1<sup>st</sup> April in any year to 31<sup>st</sup> March in the next year'. Therefore, the definition of 'youth' by the South African Act ensured that the citizens to whom the Act related was clearly stipulated. Another example would be in relation to the term, 'financial year.' A person reading the South African Act who came across the term 'financial year' would understand the period being referred to. This should be incorporated in the Zambia Act.

The Committee was informed that unlike in Chapter 144 of the Laws of Zambia, where power was concentrated in the Minister, this was not the case under the South African Act. Section 13 of the South African Act created the office of the Chief Executive Officer of the Agency:

*"13. (1) The Board must appoint a suitably qualified person as the Chief Executive Officer.*

*(2) The Chief Executive Officer is an employee of the Agency and is accountable to the Board.*

*(3) The Chief Executive Officer must*

*(a) ensure that the functions of the Agency in terms of this Act are performed;*

*(b) report to the Board on the proper functioning of the Agency; and*

*(c) complete a report on the activities of the Agency for each financial year in accordance with the Public Finance Management Act and submit the report to the Board for approval.*

*(4) The Chief Executive Officer holds office for an agreed term not exceeding five years and may be reappointed upon the expiry of that term of office.*

*(5) If the Chief Executive Officer is unable to fulfill his or her functions, the Board must appoint an acting Chief Executive Officer to perform the functions of the Chief Executive Officer until the Chief Executive Officer resumes his or her duties or a new Chief Executive Officer is appointed."*

The Committee was informed that the South African Act also provided for the delegation of power under section 17, which prescribed that power reserved for the Board may be delegated or

assigned to the Chief Executive Officer or any employee of the Agency, while the powers of the Chief Executive Officer may be assigned to another employee of the Agency or any other person. It reads:

- "17. (1) The Board may delegate any of its powers or assign any of its duties to the Chief Executive Officer or any employee of the Agency.*
- (2) The Chief Executive Officer may delegate any power or assign any duty conferred or imposed upon the Chief Executive Officer by or under this Act to*
- (a) any other employee of the Agency with appropriate knowledge and experience;*  
*or*  
*(b) any other person, after consulting the Board.*
- (3) A delegation or assignment under subsections (1) and (2) must be in writing and*
- (a) may be subject to any conditions determined by the Board or the Chief Executive Officer;*  
*(b) does not prevent the exercise of that power or the performance of that duty by the Board or the Chief Executive Officer; and*  
*(c) may be withdrawn or amended by the Board or the Chief Executive Officer.*
- (4) A delegation by the Board of any of the powers entrusted or delegated to it in terms of the Public Finance Management Act must be in accordance with section 56 of that Act."*

The Committee was informed that in the case of Zambia, the Council Secretary was responsible for the day-to-day administration of the Council. In addition, the Council Secretary was supported by other public officers to carry out the functions of the Council. The National Youth Development Council Board reports to the Minister responsible for youth on operational and policy matters of the Council. Unlike Zambia, the Agency's day-to-day activities were the responsibility of the Chief Executive Officer. The Chief Executive's Officer's widespread duties were found in section 15 of the South African Act, which read:

- "15. The Chief Executive Officer is responsible for, amongst others:*
- (a) exercising an appropriate level of leadership for the organisation;*
- (b) effectively communicating a vision, management philosophy and business strategy to the Agency's employees;*
- (c) the general and active management of the business affairs of the Agency;*
- (d) the general supervision and direction of all other officials of the Agency;*
- (e) developing and recommending to the Board a sound long-term strategy for the Agency that meets the needs of the Agency, government, communities, employees, and other stakeholders;*
- (f) ensuring that the strategies of the Agency are effectively implemented with timely progress towards strategic objectives;*
- (g) obtaining and allocating resources consistent with strategic objectives and making timely adjustments in strategies when market conditions and other forces demand a change;*
- (h) carrying out a comprehensive budgeting process and monitoring the Agency's financial performance against the budget;*

- (i) submitting annual reports, financial statements and financial position of the Agency to the Board; and (j) developing an annual strategic plan and budget in accordance with the Public Finance Management Act."*

The Committee was informed that by including the duties of the position in charge of the Council as a whole, there was a criterion upon which the Council and its officers may be evaluated. The above provision exhibited a form of dilution of the powers as the power was distributed among the different leaders of the Council. The functions of leadership must be clearly stipulated, and power must be divided so that it was not concentrated in one individual. The Committee was informed that the reform must encompass the above so that the decisions of the Council were made objectively and without the ability to be manipulated.

The Committee was informed that unlike Chapter 144 of the Laws of Zambia which lacked provisions that created internal structures, this was not the case under the South African Act. Section 5 (1) (a) and (b) of the South African Act established the functional areas through which the Agency must achieve the objectives set out for it in section 3 of the Act. Subsection (1) (b) allowed for the creation of offices under the functional areas at both provincial and local levels.

The areas provided included:

- "5. (1) The Agency must, in order to achieve its objects,*
  - (a) establish competencies and capabilities in its operations including the following functional areas*
    - (i) National Youth Service and Social Cohesion;*
    - (ii) Economic Participation;*
    - (iii) Policy, Research and Development;*
    - (iv) Governance, Training and Development;*
    - (v) Youth Advisory and Information Services; and*
    - (vi) National Youth Fund;*
  - (b) establishes offices of the Agency at provincial and local levels and appoint the necessary personnel to those offices."*

The Committee was informed that section 12 of the South African Act provided for existence of various committees under the Agency in relation to its operations, as provided below,

- "12. (1) The Board may establish Committees, including the:*
  - (a) Executive Management Committee;*
  - (b) Credit Risk Committee;*
  - (c) Human Resource and Remuneration Committee;*
  - (d) Audit Committee in accordance with Treasury guidelines regarding the formation of Audit Committees as provided for in section 77 of the PFMA; and*
  - (e) Development Committee to assist in the performance of its functions.*
- (2) The Board must determine the composition of rules and procedures of committees established in terms of this section.*
- (3) The Board may invite persons who are not members of the Board to serve on any of its committees, but such persons may not be appointed as chairpersons of such committees.*

- (4) *The Board may dissolve or reconstitute a committee as is necessary.*
- (5) *Any decision taken by a committee established under this section must be ratified by the Board."*

The Committee was informed that the decisions made by the committees encompassed under the Act were subject to ratification by the Board as per section 12 (5). Thus, evidencing the supervisory nature of the Board over the committees of the Agency. The presence of niche structures allowed each area to be adequately attended to by the particular committee to which it related. In turn, this created an effective overall structure given the many functions that needed to be carried out by the Agency which were found under section 5(2), (3), (4) and (5) of the South African Act:

- "5. (2) *The Agency may, in order to achieve its objects,*
  - (a) *carry out or cause to be carried out any investigation that it deems necessary;*
  - (b) *consider such recommendations suggestions and requests concerning youth affairs as it may receive from any source; or*
  - (c) *conduct or cause to be conducted such research as it may deem necessary.*
- (3) *The Agency must manage and administer Umsobomvu Fund.*
- (4) *The Agency must, for purposes of subsection (3) and within its available resources amongst others:*
  - (a) *provide career guidance services;*
  - (b) *provide access to information regarding products and services of the National Youth Fund;*
  - (c) *create and administer databases of employment opportunities;*
  - (d) *provide financial assistance to youths to enable them to further their careers;*
  - (e) *provide financial assistance to small micro and medium enterprises and cooperatives owned by youth;*
  - (f) *provide mentoring services aimed at empowering youths in the economy;*
  - (g) *provide bridging programmes for youths to facilitate the transition from school or training to the work environment;*
  - (h) *provide training regarding the concepts and principles of entrepreneurship and business to youths;*
  - (i) *provide training relating to the personal development of youths;*
  - (j) *provide training and guidance relating to the establishing and managing of businesses for youths;*
  - (k) *provide training for unemployed youths to enhance their life and professional skills which would enable them to be integrated into the economy;*
  - (l) *provide opportunities for training that will promote service to communities and the nation at large; and*
  - (m) *provide such other services as may be necessary to achieve the aim contemplated in subsection (3)."*

The Committee was informed that Chapter 144 of the Laws of Zambia must create niche internal structures, such as committees or departments, and also make provision for the creation of departments or structures whenever it was necessary to do so. The Act should provide instances



and conditions that gave rise to the creations of these structures. In doing this, the Act would encompass provisions that considered the evolutionary nature of society.

The Committee was informed that unlike Chapter 144 of the Laws of Zambia whose procedures under the Act were not clearly stipulated, this was not the case under the South African Act. There were various procedures explained in detail under the South African Act that could be used to influence the creation of a new Zambian statute. The procedure for the disqualification or removal of a member of the Agency was prescribed by section 10 of the South African Act.

- "10. (1) A person may not be appointed or continue to serve as a member if he or she*
- (a) is an unrehabilitated insolvent;*
  - (b) has been convicted and imprisoned without the option of a fine or fined more than 40 than the prescribed amount, for theft, fraud, forgery, perjury, an offence in connection with the promotion, formation or management of a company, any violation of the Public Finance Management Act or any offence involving dishonesty;*
  - (c) has, as a result of improper conduct, been removed from an office of trust; or*  
*45*
  - (d) has been declared by a court to be mentally ill or unfit.*
- (2) The President may, on recommendation of the Parliament, remove a member from office if the member*
- (a) commits a misconduct;*
  - (b) is unable to perform his or her duties efficiently;*
  - (c) is absence from three (3) consecutive meetings of the Board without permission of the Board or good cause;*
  - (d) becomes disqualified as contemplated in subsection (1).*
- (3) A member may resign by giving thirty (30) days' notice in writing to the Chairperson of the Board.*
- (4) The President may suspend a member from office any time after the start of the proceedings of Parliament for the removal of a member."*

The Committee was informed that the procedure relating to the meetings of Board was designated by Section 11;

- "11 (1) The Board must meet at least four times a year at such times and places as the Chairperson may determine.*
- (2) The Chairperson may, on two (2) days' notice, call a special meeting of the Board, which must be held at such time and place as he or she may direct.*
- (3) A decision of the Board must be taken by resolution of the majority of the members present, and in the event of an equality of votes, the person presiding at the meeting in question has a casting vote in addition to his or her deliberative vote.*
- (4) A quorum is constituted by four (4) members, which must include the Chairperson or the Deputy Chairperson.*

- (5) *A member must act impartially in good faith and without fear favour or prejudice and is subject only to the Constitution and law.*
- (6) *If a member has, in relation to a matter to be considered at a meeting of the Board, any interest which precludes that member from acting in a fair, unbiased and proper manner, the member may not:*
  - (a) *participate in that meeting of the Board; or*
  - (b) *be present at the venue where the meeting is held.*
- (7) *If, during the course of any proceedings of the Board, there is reason to believe that a member has any interest contemplated in subsection (6), that member must immediately disclose the nature of his or her interest and leave the meeting in question so as to enable the remaining members to discuss the matter and determine whether that member may be allowed to participate in the proceedings.*
- (8) *The disclosure and the decision taken by the remaining members, must be recorded in the minutes of the proceedings in question."*

The employees of the Agency were appointed in accordance with the procedure stipulated by Section 16 of the South African Act, which provided the following:

- "16. (1) The Chief Executive Officer must*
  - (a) *in consultation with the Board, appoint executive managers of the Agency, which may include a Chief Operations Officer and a Chief Financial Officer; and*
  - (b) *appoint staff to assist the Agency in conducting its functions.*
- (2) The Board must in consultation with the Minister of Finance approve the remuneration, allowances, benefits and other terms and conditions of appointment of members of staff."*

Further, the procedure by which powers of the Board or Chief Executive Officer may be delegated was set out by Section 17(3):

- "A delegation or assignment under subsections (1) and (2) must be in writing and;*
  - (a) *may be subject to any conditions determined by the Board or the Chief Executive Officer;*
  - (b) *does not prevent the exercise of that power or the performance of that duty by the Board or the Chief Executive Officer; and*
  - (c) *may be withdrawn or amended by the Board or the Chief Executive Officer."*

The Committee was informed that the South African Act illustrated the importance of having procedures laid out in the law. The key procedural sections of this Act were clear and elaborate. Inclusion of clear procedures would be helpful to the youth organisations, stakeholders and the general public to know the steps incurred when carrying out procedures under the Act. It was in the best interest of the youth and youth organisations, as primary beneficiaries of the Act, for them to know what would be involved in any of their interactions with the Council.

#### **6.1.4 PROPOSED REFORMS**

##### **a) True spirit of the Act**

The Committee was informed that Chapter 144 of the Laws of Zambia did not represent the true spirit of the Act. In order to cure this, it was proposed that the Act should contain provisions that brought to light that which the Act sought to address. This could be done through the inclusion of objectives or principles as seen in sections 3 and 4, respectively, of the South African Act as indicated above.

##### **b) Definition Section**

The Committee was informed that under the definition section, that is section 2 of Chapter 144 of the Laws of Zambia, some key terms like ‘Youth’ and ‘Youth Organisation’ that formed the core of the Act were not defined.

In view of the above, stakeholders were of the view that it would be prudent for section 2 to expand on more terms used in the Act. It would be essential for key terms such as the aforementioned to appear. A wide-ranging definition section would create a foundation for understanding and interpreting the Act.

This was seen in the South African Act where section 1 provided the definition of the word ‘youth’ to refer to persons between the age of 14 and 35.

##### **c) Concentration of Power**

The Committee was informed that as the law currently existed under Chapter 144 of the Laws of Zambia, the power and significant decisions/tasks fell with the Minister. It was, therefore, necessary to cure this state of affairs.

In view of the above, stakeholders suggested that the Minister's role as an overseer of the Council must be clearly stipulated and provided for in the Act. Also, including the Permanent Secretary as an ex-officio member of the Council would be prudent to ensure that there were fewer challenges in the administrative implementation of activities under the *Zambian Act*.

The Act could create a position that would be in charge of the daily activities of the Council. This position may be overseen and supervised by the Board of the Council. The creation of such a position would allow for the existence of a middle person who would serve the Board and the youth as stakeholders.

The Minister and Permanent Secretary of the Ministry of Youth, Sport and Arts must be made compulsory members of the Board to ensure that they took part in the Council activities.

##### **d) Lack of Internal Structures**

The Committee was informed that Chapter 144 of the Laws of Zambia lacked provisions that created supporting internal structures that could be used to increase the efficacy and reach of the Council. In light of the above, it was suggested that lessons could be drawn from section 5 of the South African Act as indicated above.

**e) Unclear Procedures**

The Committee was informed that most procedures under Chapter 144 of the Laws of Zambia were not clearly stipulated. The effect of this was that the institution's transparency was reduced and persons subject to the procedures were not privy to the procedures prior to using them. In order to cure the above, it was suggested that the *Zambian Act* could consider adopting among other procedures in the *South African Act* sections 10 and 11 as shown above.

**f) Functions of the Council**

The Committee was informed that the functions of the Council as provided under section 8 of Chapter 144 of the Laws of Zambia were too lean.

In view of the above, it was suggested that it would be prudent to borrow from the expanded and broadened mandate of the Council in the *South-African Act* under section 5 of the Act as shown above.

**g) Tenure of Office**

The Committee was informed that section 6 (1) of the Act only established that a member, other than an *ex-officio* member, shall hold office for a period of three years from the date of his appointment and may be re-appointed upon the expiration of the term. It has not given nor stipulated the number of terms that such a member can hold. In order to cure this, it was suggested that it would be important to establish that such an appointed member can be in this position for a maximum of two terms.

**h) Discretion to create branches by the Council**

The Committee was informed that the Act in section 8(2) stated that the Council “may” establish branches of the Council in the provinces. The use of “may” implied that the establishment of these branches was not guaranteed. Stakeholders suggested that the word ‘may’ in the Act should be replaced with the word ‘shall’ so as to cure the discretion aspect from the law.

**i) Establishment of Committees**

The Committee was informed that section 10 of Chapter 144 of the Laws of Zambia, gave the Council power to establish committees, however, these committees had not been adequately defined. Further, the Committee was informed that the criteria of selection and guidance on composition and the maximum number that committees should comprise had not been clarified. In order to cure this, the Committee was informed that the *Zambian Act* can learn from the *South African Act* under section 12 which provided for the existence of various committees.

**j) Bloated Council**

The Committee was informed that section 5 of the *National Youth Development Council Act* provided for the current composition of twenty-three members of the Council, including Director of Youth. Stakeholders submitted that this was too large for any meaningful deliberations and too costly to maintain. It was, therefore, unsustainable. In this case, it was suggested for the reduction in the membership of the Council to at least eight.

**k) Quorum and Decision-Making**

The Committee was informed that from the Act under section 9(4), it was clear that a mere eight members formed a quorum. This was out of a potential membership of up to twenty-two representatives. It was suggested that the quorum should be construed to mean half of the total membership.

**l) Regulatory measures for Youth Organisations**

The Committee was informed that section 16 of the *Zambian Act* lacked provisions for regulating the organisations established through this Act. This created room for ambiguity in the operations and regulations of organisations registered under the Act. Stakeholders suggested the need to include in the Act regulatory measures for the youth organisations under the Council.

**m) Gender Biased Terminology**

The Committee was informed that some terms used in the *National Youth Development Council Act* were not gender neutral. The Act did not seem to serve the interests of both female and male youth. This could be noticed in the continuous use of the word “Chairman”. Stakeholders suggested use of the term ‘chairperson’ in place of ‘chairman’.

**n) Align the provisions in the proposed law to the current Youth Policy**

The Committee was informed that there was need to align the provisions in the proposed law to the current Youth Policy in order to address strategies for gender equity and equality, youth governance, and environmental protection and sustainable development.

**o) Name of Act not representative**

The Committee was informed that the name of the Act, that is, the *National Youth Development Council Act, Chapter 144 of Laws of Zambia*, did not show a national character. In this case, some witnesses suggested that in order for the name of the Act to represent a national character, the word National should be replaced with the word “Zambian” in the naming of the Act.

**7.0 SUMMARY OF THE SUBMISSION FROM THE MINISTRY OF YOUTH, SPORT AND ARTS**

The Committee was informed by the Permanent Secretary that the Ministry of Youth, Sport and Arts appreciated the urgent need to review the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* in order to address a number of gaps in the Act. The Committee was informed that the Ministry of Youth, Sport and Child Development commenced the review of the *National Youth Development Council Act* under the guidance of the Zambia Law Development Commission. He added that the report for the review process was submitted to the Ministry of Youth, Sport and Child Development in July, 2019. Further, following guidance from the Ministry of Justice, the *National Youth Development Council of Zambia Draft Bill* was in February, 2022 circulated for Cabinet approval in principle to introduce the Bill in Parliament. This was supported by eighteen-line Ministries as of May 2022.

In view of the above, the Committee was informed that the work to repeal and replace the *National Youth Development Council Act Chapter 144 of the Laws of Zambia* was already under way and had reached an advanced stage. The Ministry of Youth, Sport and Arts submitted to the Committee their work plan with regards to the repeal and replacement of the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* as shown hereunder.

### 7.1 Work plan for the repeal and replacement of the National Youth Development Council Act, Chapter 144 of the Laws of Zambia



#### The Republic of Zambia Ministry of Youth, Sport and Arts

S/N	ITEM	TIME FRAME
1.	Submission of the Cabinet Memorandum to Cabinet for Approval in principal to Introduce the Bill in Parliament	February, 2022
2.	Provincial Consultations to collect data to facilitate drafting of the Layman's NYDC Act No. 144 Bill	July, 2022
3.	Submission of the Layman's NYDC Bill for drafting and finalisation to Ministry of Justice (legislative Committee)	August, 2022
4.	If the Layman's Bill is approved, re-submission of the Cabinet Memorandum and the NYDC Draft Bill to Cabinet for Approval in principal to Introduce the Bill in parliament	September, 2022
5.	If the Bill is approved by Cabinet – submission of a Cabinet Memorandum to Cabinet to Introduce the NYDC Bill in Parliament.	November, 2022
6.	Publication of the Bill for introduction to Parliament	December, 2022

### 8.0 COMMITTEE'S OBSERVATIONS AND RECOMMENDATIONS

Considering both the written and oral submissions from the stakeholders, the Committee makes the observations and recommendations as set out hereunder.

- a) The Committee observes and agrees with the petitioner and all the witnesses but one, who appeared before it and submitted that the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* in its current form is insufficient in terms of the law itself and has gaps in terms of modern legislative language. There was, therefore, need to repeal and replace it. The Committee further observes that the gaps in the Act are more prominent when one takes a comparative study with similar Acts from different jurisdictions, in this case the South African Act, as shown above.

In view of the above, the Committee recommends for an urgent repeal and replacement of the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* with a progressive Act, taking into consideration the **proposed reforms (6.1.4)** above. This will ensure an Act that will reflect guiding principles for youth development, as well as good corporate governance, by

clearly outlining the Council's organisational structure, functions, reporting and accountabilities of officers and bodies such as the Council Secretary and the Board.

- b) The Committee observes from the submissions from stakeholders that in November 2008, the National Youth Development Council and the Ministry of Youth, Sport and Child Development requested the Zambia Law Development Commission to initiate the review of the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia*. The Committee also observes that this was against a backdrop of the Act having been in existence for more than two decades, with no substantive reform, therefore becoming archaic. Further, the Committee observes that the main objective of the review was to identify archaic provisions in the Act which needed to be enhanced to make them responsive to society's current needs, make clear the composition, appointment, functions and tenure of office of the National Youth Development Council, and provide clear guidance on the registration and coordination of youth organisations. The Committee observes further, that the Commission completed the review in 2019 and handed over the review report and draft Bill to the Ministry of Youth, Sport and Child Development.

In light of the above, the Committee wishes to express its displeasure with the Ministry of Youth, Sport and Arts for taking too long in reviewing the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* when in fact the weaknesses of the Act had long been identified. The Committee therefore, recommends that the Ministry of Youth, Sport and Arts should as a matter of urgency apply itself with regards to the review of the Act in question for purposes of a repeal and replacement.

- c) The Committee observes from the stakeholders' submissions that the process to repeal and replace the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* is currently under way and as of February, 2022 the Ministry of Youth, Sport and Arts made a submission of the Cabinet Memorandum to Cabinet for approval in principal to introduce the Bill in Parliament. The Committee further observes that there is in fact a work plan that has been outlined for the repeal and replacement of Chapter 144 of the Laws of Zambia.

In light of the above, the Committee urges the Government to stick to the work plan provided for purposes of the repeal and replacement of Chapter 144 of the Laws of Zambia.

## **9.0 CONCLUSION**

The Committee agreed with the petitioner that when compared to the South African *National Youth Development Agency Act, No 54 of 2008*, the *National Youth Development Council Act, Chapter 144 of the Laws of Zambia* fell short in many ways. The scanty nature of the Zambian Act became more prominent when evaluated alongside the South African Act. The Zambian legislation put more emphasis on the Council as an institution as opposed to the Council as an institution through which youth empowerment and participation was aided. South Africa on the other hand had done an impressive job by ensuring that the Act spoke to both the Agency and its role as a vehicle of youth empowerment.

From the foregoing, it was evident that the most effective way to fill in the gaps of the Act was to repeal the current law and replace it with legislation relevant to the youth and the country at large. The Committee wishes to state that whilst getting submissions from the stakeholders, it became clear that the objective of this petition was already receiving attention from the Ministry.

The Committee, therefore, urges the Government to consider the suggested reforms in creating a statute that adequately addressed the needs of the youth in terms of empowerment, development and participation.

The Committee wishes to thank the petitioner and all the stakeholders for their oral and written submissions on the petition. The Committee further wishes to express its gratitude to the Office of the Speaker and the Clerk of the National Assembly for the guidance and services rendered to it during the consideration of the petition.

A handwritten signature in blue ink, appearing to read 'Edgar Sing'ombe', is positioned above the typed name.

Mr Edgar Sing'ombe, MP  
(Chairperson)

July, 2022  
**LUSAKA**



## **APPENDIX I-List of National Assembly Officials**

Mr F Nabulyato, Acting Principal Clerk of Committees (SC)  
Mrs C K Mumba, Acting Deputy Principal Clerk of Committees (SC)  
Mrs A M Banda, Senior Committee Clerk (SC)  
Mr A Himululi, Committee Clerk  
Ms V Tembo, Typist  
Mr D Lupiya, Committee Assistant

## **APPENDIX II — List of Witnesses**

### **MINISTRY OF JUSTICE**

Ms Mutale Kamangu, Parliamentary Counsel

### **PETITIONER (MEMBER OF THE PUBLIC)**

Ms Ruth K Kangwa Ndhlovu – Youth Activist

### **CENTRE FOR YOUNG LEADERS IN AFRICA – CYLA**

Ms Tinashe Mazala – Board Chairperson

Mr Daniel Sichilongo – Board Member

Ms Lydia Doroba – Project Coordinator

Ms Anna Mate Siame – Programme Manager

Ms Micah Mvula – Programme Manager

Mr Kenneth Shachinda – Communications Manager

Ms Inonge Simakumba – Project Assistant

Ms Angela Chewe – Project Assistant

### **BERELEVANT AFRICA**

Mr Felix Hamayuwa – Director Programmes

Mr Blessings Kasenge – Communications Specialist

### **PEOPLE’S ACTION FOR ACCOUNTABILITY AND GOOD GOVERNANCE IN ZAMBIA**

Mr Fumba Chama – Executive Director

Ms Moomba Thorncroft–Board Member

Mr Peter Musonda – Researcher

Ms Thabita Lilungwe – Projects Officer

Mr Jones Musambo – Media Officer

### **ALLIANCE FOR ACCOUNTABILITY ADVOCATES ZAMBIA**

Mr Luchembe M.K Chilifya – Executive Director

Mr Kalengo Jeff – Mobiliser

Ms Yolanda Makani – Communications Officer

Ms Janet Namute – Legal Counsel

Mr Chisha Chola – Media Officer

### **CHAPTER ONE FOUNDATION**

Ms Kabwe Kamina – Advocate

Ms Mulenga Victoria Chilufya Programmes Assistant

Ms Namutami Kabayi – Programmes Assistant

### **YOUTH UNITE ZAMBIA**

Mr Walter S Kasempa – President

Mr Kelly Kalumba – Vice- President

Mr Mwape Musuku – Secretary General

Ms Kunda Mwitwa – Member

### **ACTIONAID ZAMBIA**

Ms Tendayi Chamunorwa – Programme Manager – Global Platform/Youth

Mr Thompson Luzendi – Governance Officer  
Mr Nawa V Sitali – Social Movement Governance Coordinator  
Ms Rose Mwewa – Youth  
Ms Gwen Kapolyo – Youth

**YOUTH ALIVE ZAMBIA**

Mr Tapiwa Jamera – Programmes Officer  
Ms Christabel Chikende – Programmes Officer

**NATIONAL INSTITUTE OF PUBLIC ADMINISTRATION (NIPA)**

Dr Sangwani Ng'ambi – Director – Legal Studies Division

**UNIVERSITY OF ZAMBIA**

Dr O'Brien Kaaba – Lecturer

**NATIONAL YOUTH DEVELOPMENT COUNCIL**

Mr David Musonda – Council Secretary  
Mr Mwape Chitalu – Assistant Director Investments

**LAW ASSOCIATION OF ZAMBIA**

Ms Matilda C Kaoma – Council Member

**MINISTRY OF SMALL AND MEDIUM ENTERPRISE DEVELOPMENT**

Ms Yvonne Mpundu – Permanent Secretary  
Ms Benadette Mwakacheya – Director – Small and Medium Enterprise Development  
Mr Emmanuel Kasanda – Chief Planner  
Mr Kakuwa Musheke – Principal Economist  
Mr Roy Mwiinga – Acting Senior Planner  
Ms Pamela Chitulangoma – Chief Economist  
Mr Chinyanta Chikula – Assistant Director – Business Development and Grants

**ZAMBIA LAW DEVELOPMENT COMMISSION**

Ms Inutu Akolwa – Senior Research Officer  
Ms Mwila Chikwanda – Research Officer  
Ms Precious Simuchoba – Research Officer  
Mr Noel Chulu - Research Officer

**MINISTRY OF YOUTH, SPORT AND ARTS**

Mr Chileshe Kangwa – Permanent Secretary  
Mr Binwell Mwansa – Director Human Resource Administration  
Mr David Musonda – National Youth Development Council - Council Secretary  
Ms Audrey Hampekema – Chief Planner  
Ms Pitty Ndlovu – Senior Youth Development Officer