



REPORT

OF THE

COMMITTEE ON YOUTH, SPORT AND CHILD MATTERS

FOR THE

**SECOND SESSION OF THE TWELFTH NATIONAL ASSEMBLY APPOINTED ON
21ST SEPTEMBER 2017**

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REPORT OF THE COMMITTEE ON YOUTH, SPORT AND CHILD MATTERS FOR THE SECOND SESSION OF THE TWELFTH NATIONAL ASSEMBLY APPOINTED ON 21ST SEPTEMBER 2017

Consisting of:

Mr C Miyutu, MP (Chairperson); Mrs O M Phiri, MP (Vice Chairperson); Mr E Sing'ombe, MP; Mr P Kalobo, MP; Mr L N Tembo, MP; Mr C K Mwiinga, MP; Mr M Mutelo, MP; Mr R Bulaya, MP; Mr W Banda, MP and Mr Y Siwanzi, MP.

The Honourable Mr Speaker
National Assembly
Parliament Buildings
LUSAKA

Sir,

Your Committee has the honour to present its Report for the Second Session of the Twelfth National Assembly.

Functions of the Committee

2.0 The functions of your Committee are to:

- a) study, report and make appropriate recommendations to the Government through the House on the mandate, management and operations of the Government ministries, departments and agencies under its portfolio;
- b) carry out detailed scrutiny of certain activities being undertaken by the Government ministries, departments and agencies under its portfolio and make appropriate recommendations to the House for ultimate consideration by the Government;
- c) make, if considered necessary, recommendations to the Government on the need to review certain policies and existing legislation;
- d) examine annual reports of the Government ministries and departments under its portfolio, in the context of the autonomy and efficiency of Government ministries and departments and determine whether the affairs of the said bodies are being managed according to relevant Acts of Parliament, established regulations, rules and general orders;
- e) consider any Bills that may be referred to it by the House;
- f) consider International Agreements and Treaties in accordance with Article 63 of the constitution;
- g) consider special audit reports referred to it by the Speaker or an order of the House;
- h) where appropriate, hold public hearings on a matter under its consideration; and
- i) consider any matter referred to it by the Speaker or an order of the House.

Programme of Work and Meetings of the Committee

3.0 Your Committee carried out the activities set out below in line with its programme of work.

- a) Consideration of the Action-Taken Report on the Committee's Report for the First Session of the Twelfth National Assembly.
- b) Study on Youth Unemployment in Zambia.
- c) Consideration and adoption of the Committee's draft Report for the Second Session of the Twelfth National Assembly.

Your Committee held ten meetings to execute its programme of work. The Committee undertook local tours to Copperbelt and Northern Provinces and held a public hearing in Copperbelt Province.

Procedure adopted by the Committee

4.0 Your Committee requested detailed written memoranda on the topic under consideration from relevant stakeholders. The stakeholders also appeared before your Committee and made oral submissions. The list of witnesses who appeared before the Committee is at Appendix II. During the public hearings, youth organisations and the general public were invited to present their views on the topic under consideration.

Arrangement of the Report

5.0 Your Committee's Report is in two parts. Part I highlights the findings of your Committee on its topical issue, 'Youth Unemployment in Zambia', while Part II reviews the Action-Taken Report on the Report of the Committee for the First Session of the Twelfth National Assembly.

PART I

6.0 YOUTH UNEMPLOYMENT IN ZAMBIA

6.1 BACKGROUND

In developing countries, poor people cannot afford to be unemployed. With limited or non-existing rights to social benefits, they must earn money, no matter how precarious the jobs are. As a result of the high poverty levels, masses of people are exploited in the informal sector, for example.

According to the International Development Research Centre (IDRC), in their report on Youth Employment Challenges in Zambia, unemployment in Africa was a phenomenon among the urban educated youth with a middle-class background. It brought out the fact that the youth were denied the possibility of building a bright future for themselves and that they lacked regular incomes and lived on the margins of society. A Survey on the

Impacts of IMF Structural Adjustment in Africa: Growth, Social Spending, and Debt Relief conducted by the Centre for Economic Policy Research (CEPR) indicated that the structural adjustment programmes demanded by the International Monetary Fund (IMF), the World Bank and donor governments contributed to increasing unemployment and informal employment from the early 1980s to the turn of the millennium. The report highlighted that although Africa experienced considerable economic growth in recent years, it was jobless growth. Young people, who constituted more than 60 % of the people in many countries, were affected in particular. For the African youth, political mobilisation was, unfortunately, not the only response to the lack of prospects. Other responses were migration – including clandestine migration to Europe, crime and religious extremism.

Like in many African countries, youth unemployment remains a key challenge in Zambia. According to the World Bank, Zambia had an average value for youth unemployment at the rate of 21.74 percent between the years 1991 to 2017 with a minimum of 13.6 percent in 2008 and a maximum of 32.9 percent in 1993. The Central Statistics Office (CSO) in 2017 estimated that Zambia's Unemployment rate was at 17 percent. Further, the CSO indicated that out of the one million nine hundred thousand unemployed citizens, one million two hundred thousand (or 76.4 percent) were youths. This raises fear as these high numbers of economically frustrated youth might cause instability if nothing was done to address the matter.

It was against this background that your Committee resolved to undertake a study on Youth Unemployment in Zambia with the broader objective of appreciating the challenges the Government had faced in providing youth employment in the country. Your Committee also wanted to appreciate the challenges and opportunities associated with it, and also make appropriate recommendations to the Executive on how to address the plight of the youth.

6.2 SUMMARY OF STAKEHOLDERS' SUBMISSIONS

A synopsis of the submissions made by stakeholders who appeared before the Committee is presented below.

6.2.1 DEFINITIONS OF UNEMPLOYMENT AND A YOUTH

i) Unemployment

Stakeholders submitted that the term unemployment could be defined in two ways as set out below.

- a. **Standard definition of unemployment** - included all persons of working age (15 years or older) who were completely jobless which included those available and were actively seeking work or business opportunities during a given reference period.

- b. **Broad definition of unemployment** - considered all persons of working age (15 years or older) who were completely jobless, and available to take up a job or business opportunities during a given reference period.

For purposes of this study, your Committee adopted standard definition of unemployment because it allowed countries to have estimates for international comparison while the measurement of broad unemployment allowed countries to have estimates for domestic application in policy implementation only.

ii) Youth

The stakeholders submitted that in the National Youth Policy, a youth was defined as any person who was between 15 and 35 years of age.

6.2.2 ADEQUACY OF THE LEGAL PROVISIONS IN CURBING YOUTH UNEMPLOYMENT

i. Legal Framework at Global Level

Your Committee heard that youth unemployment in general was first emphasised in the Rio Declaration on Environment and Development (1992) which recognised that each country should undertake initiatives aimed at reducing the levels of youth unemployment, particularly where they were disproportionately high in comparison to the overall unemployment rate. Arising from that, Member States of the United Nations (UN) recognised that young people in all countries were a major human resource for development, positive social change and technological innovation; that the ideals, energy and vision of the youth were essential for the continuing development of their society, hence the need for an enabling environment for youth employment.

Further, in 2007, the United Nations General Assembly adopted the World Programme of Action for Youth (WPOAY), setting an international policy framework and practical guidelines for national action to improve the situation of youth employment. The WPOAY recommended that Governments and organisations create or promote grant schemes for young people to provide opportunities for self-employment, designate resources for programmes supporting the efforts of young women, young people with disabilities, migrant youths, street children, among others and creation of employment opportunities for young people in fields that were rapidly evolving as a result of technological innovation.

The UN also adopted a resolution on 25th September, 2015 where all countries by 2030, committed themselves to achieve full and productive employment and decent work for all young women and men, including persons with disabilities, and equal pay for work of equal value.

ii. Framework of African Laws

Stakeholders highlighted the set out below as forming the legal framework at continental level.

a. Framework at African Youth Charter

Africa's commitment to youth development and welfare was manifested in 2006 with the adoption by African Heads of State and Government of the African Youth Charter (AYC). This was the first milestone towards advancing youth development in Africa. The AYC was a political and legal document which served as the strategic framework that gave direction for youth empowerment and development at continental, regional and national levels. It aimed at strengthening; reinforcing and consolidating efforts to empower young people to achieve full and productive employment based on equal pay for work of equal value. Zambia was one of the twenty eight Member States that ratified the AYC.

b. Agenda 2063

The African Union came up with another key intervention on the continent in respect of a strategic framework for the socio-economic transformation of the continent over the next 50 years called Agenda 2063. Agenda 2063 sought to accelerate the implementation of past and existing continental initiatives for growth and sustainable development. It aimed at supporting young people as drivers of Africa's renaissance, through investment in their education, health and access to technology, opportunities and capital, and concerted strategies to combat youth unemployment and underemployment.

c. The 28th African Union Summit

The 28th African Union Summit decided, among other matters, that all Member States should advance the youth agenda and adopt policies and mechanisms towards harnessing the demographic dividend through investments in the youth. This included the creation of safe, decent and competitive employment opportunities by accelerating the implementation of the Youth Decade Plan of Action (2009-2018).

d. The Pan African Youth Union

The Pan African Youth Union (PYU) was established in 2003. It is an offspring of the Pan-African Youth Movement (PYM) which was established in 1962. The PYU was the only Pan-African platform of youth organisations recognised by the African Union as a focal point to work in the fields of youth policies and youth work development that is clearly set in the African Youth Charter.

iii. National Policies and Legal Framework in Zambia

The stakeholders submitted that the Government of Zambia had proactively developed numerous policies intended to guide and support the creation of employment and entrepreneurship opportunities. In this regard, the Government had created the Ministry of Youth, Sport and Child Development to address issues of the youth in the country. The Ministry had since been decentralised up to the provincial level.

a. National Youth Policy

One of the milestones scored by the Ministry was the revision of the National Youth Policy and the National Action Plan on Youth Empowerment and Employment (2015-2020) which were launched in August, 2015. The policy was aimed at creating more jobs for the youth. Building on the 1994 and 2006 National Youth Policies, this revised edition squarely placed the youth at the centre of national economic development as it recognised that “there can be no meaningful development without the involvement of the youth”.

The policy covered a wide range of areas, including employment, health, education and the creative industry. By placing significant importance and focus on youth economic opportunities, the revised National Youth Policy could be said to have aptly responded to widespread criticism regarding the Government’s lack of focus on youth employment. The Policy meticulously outlined all aspects of the youth employment and entrepreneurship policies needed in order to make significant strides in this sector. For example, it called for a review of labour market policies, legal regulatory framework to make them more responsive to current socio-economic trends to capture the youth as a priority, as well as the facilitation of the certification of skills gained outside the formal skills training sector and the establishment of national apprenticeship and internship programmes to prepare the youth for employment.

In addition, the Policy advocated for the development of a comprehensive Labour Market Information System, the promotion of entrepreneurial education and skills training at all levels of education and financial literacy programmes targeting the youth as well as the establishment of youth affirmative action in public procurement. Of particular interest, the Policy also aimed to “facilitate youth’s access to land for enterprise development”.

b. Action Plan for Youth Empowerment and Employment (2015-2020)

This with a focus on youth employment and entrepreneurship, the Action Plan identified, among others, the needs set out below.

1. Mainstreaming youth employment in all sectors (beyond the priorities identified by the Industrialisation and Job Creation Strategy).
2. Developing sustainable and innovative financial products and services targeting the needs of young women and men.
3. Offering innovative and integrated business development services aligned with youth-centred employment and gender sensitive job creation strategies.

The National Action Plan also offered sector-specific interventions to “promote and expand sub-sectors that had relatively high employment multipliers.” Notable among these was, the National Action Plan, also called the National Skills Development Plan. It was envisaged that the development and review of the curriculum aimed at providing demand driven skills, including skills that were responsive to the needs of MSMEs in growth sectors would be anchored on this plan.

iv. Other Legal Provisions in Zambia

The stakeholders highlighted several pieces of legislation which they said were supportive to youth employment in Zambia. These included the following:

- i) The Constitution of Zambia (Amendment) Act, No. 2 of 2016;*
- ii) National Youth Development Council Act, Chapter 144 of the Laws of Zambia;*
- iii) The Citizens Economic Empowerment Commission Act, No. 9 of 2006;*
- iv) Employment Act Chapter 268 of the Laws of Zambia;*
- v) Employment of Young Persons and Children Act, Chapter 274 of the Laws of Zambia;*
- vi) The Apprenticeship Act, Chapter 275 of the Laws of Zambia;*
- vii) Persons with Disabilities Act, No.6 of 2012;*
- viii) Cooperative Societies Act, No.20 of 1998;*
- ix) The Companies Act, Chapter 388 of the Laws of Zambia;*
- x) The Public Procurement Act, No.15 of 2011;*
- xi) Movable Property (Security Interest) Act, No. 3 of 2016;*
- xii) Zambia Development Agency (ZDA) Act, No. 11 of 2006;*
- xiii) Technical Education, Vocational and Entrepreneurship Training Act, No.13 of 1998; and*
- xiv) The Banking and Financial Services (Microfinance) Regulations.*

Further, the stakeholders identified the policies and strategies supportive to youth empowerment. These are set out below.

- i) Technical, Educational, Vocational and Entrepreneurship Training (TEVET) Policy.*
- ii) Zambia National Service (ZNS) Policy.*
- iii) Private Sector Development and Competitiveness (PSDC) Strategy.*
- iv) Industrialisation and Job Creation Strategy (IJCS).*

- v) *Micro, Small and Medium Enterprises (MSME) Development Policy.*
- vi) *Seventh National Development Plan.*
- vii) *National Policy on Financial Education.*

v. Sufficiency of the Legal Provisions Available in Zambia

Stakeholders submitted that, in practice, labour legislation generally constrained youth employment.

Firstly, the legislative provisions highlighted in item (iv) above, while potentially providing benefits to all the youth focussed much on formal and not informal employment. Informal employment was the predominant form of employment as it accounted for 83.9 percent of total employment. This presented a challenge because young people were less likely to work in the formal sector than non-youth. The main reason for the bills in the law was that the coverage of social security, social dialogue and most workers' rights was limited to formal sector employees. In addition, the weaknesses in the existing national legal frameworks coupled with the poor enforcement of laws, had contributed to hampering some national efforts aimed at promoting the right of youths to access decent employment.

Secondly, a 2016 study conducted by the Zambia Institute of Policy Analysis and Research (ZIPAR) revealed that the severance provisions in the *Minimum Wages and Conditions of Employment Act* were regarded as onerous by the private sector. The private sector considered the Act as burdensome and a constraint not only to engaging workers who included youth on a long-term basis but also to hiring new labour. Added to this, the amended *National Pension Scheme (Amendment), Act, 2015* increased retirement age from 55 to 65 years which by implication meant the already employed person had an extra ten years before a vacancy may be created. This was problematic given the low rate of job creation in the economy.

Some stakeholders noted that some firms, particularly large scale ones with a larger proportion of professional workers adjusted to the increased minimum wages with relative ease compared to small and medium scale firms with a larger proportion of general workers. As a result, a number of these had to shrink labour as a way of sustaining their businesses. The greatest impact of the minimum wage was felt in sectors such as agriculture, wholesale and trade and construction. These were the sectors that employed the most youth and, hence, compliance was low in these sectors. The other problem related to this was the ban on casualisation. Since this sector employed a lot of casuals on short term contracts, stakeholders were of the view that the ban disadvantaged the youth who were heavily dependent on these short term jobs. Therefore, according to stakeholders, it was evident that the ban on casualisation and raising of the minimum wage reduced employment and created unemployment among young unskilled workers who generally relied on low-paid, short term, entry-level jobs to get a foothold in the working world.

It was also submitted by other stakeholders that the process of revising some of the labour laws in order to ensure compliance with the requirements of ILO Conventions was

in process. Overall, they stated that the laws were essential in protecting the employment status of the youth by covering issues relating to holidays with pay; repatriation; minimum contractual age; minimum wage; maternity leave; and prohibition of termination of contract on the basis of being unable to work due to advanced pregnancy.

6.2.3 CURRENT PROBLEMS RELATING TO IMPLEMENTATION OF THE 2015 NATIONAL YOUTH POLICY AND ITS ACTION PLAN

The stakeholders submitted that the implementation of the National Youth Policy and the Action Plan had faced a lot of challenges. Some of these challenges are discussed below.

- i) The National Youth Policy (NYP) in its current form was over-ambitious in that it took a populist approach, which targeted to reach all the unemployed youths countrywide. As was the case with the Seventh National Development Plan (7NDP), the Action Plan for Youth Empowerment and Employment, the NYP did not prioritise the application of available resources to the most vulnerable groups. For instance, implementation of the policy targeted both the rural and urban youth equally without appreciating their different challenges and circumstances. This approach on its own presented serious implementation challenges, more so that although the Plan was premised on the decentralised institutional framework, the actual process of decentralising youth services to district level remained a painstakingly slow and daunting task for the Government.
- ii) The other challenge in the implementation of the National Youth Policy was the mismatch between the ambitions contained in the Action Plan and the annual budgetary allocations meant for youth employment creation and promotion allocated to the relevant ministries and public spending agencies. As a result, implementation had been severely constrained by inadequate funding to support the operationalisation of the Action Plan.
- iii) Youth unemployment in particular was not clearly prioritised in the 7NDP. Although job creation was generally highly prioritised, some youth specific employment programmes and strategies contained in the Action Plan for youth empowerment and employment were missing in the 7NDP. This was a source of concern considering that the implementation of the 7NDP would remain the Government's main priority in the next five years. This entailed that not much progress would be achieved in the implementation of the Action Plan over the 7NDP period.
- iv) Although the youth made up a significant proportion of the population, the majority of them were disengaged from the implementation of Government programmes as most of them felt excluded and marginalised. Without the active involvement and participation of the youth in the implementation of the programmes provided for in the Action Plan, the success and sustainability of the interventions was likely to be compromised.
- v) The policy scope was too broad as it covered many aspects where interventions were required for the youth to participate meaningfully in national development. This meant that prioritisation was a challenge due to the number of interventions identified in the policy. Consequently, available resources, both human and financial, were spread too thinly to have meaningful impact.

- vi) The lack of an effective coordinating framework and monitoring and evaluation system had resulted in insufficient feedback on policy outcomes and impacts. There was no ministry, agency, cooperating partner or private sector entity responsible for coordinating the wide range of matters outlined in the policy in a comprehensive manner. It was also observed that the uncoordinated efforts in the implementation of the Action Plan due to poor stakeholder engagement resulted in duplication of efforts.
- vii) The documents on the policy had not been popularised and disseminated widely. As such, few young people were aware of their contents and therefore the majority of the young people could not claim what was contained therein.
- viii) It was also evident that there existed a disconnect between reality and what was being advocated for in the policy. For instance, in the area of promoting Information and Communication Technology (ICT) in schools, very few schools had computers, hence equipping learners with ICT skills remained a big challenge.
- ix) There was inadequate reliable data on unemployment to inform decision making as well as mechanisms for tracking progress on what was being achieved under the Action Plan.
- x) The Ministry of Youth, Sport and Child Development did not have adequate capacity to implement all the activities identified in the Action Plan. For example, there was no capacity in the management of the Youth Empowerment Fund since the Ministry did not have officers up to district level. Consequently, a monitoring and evaluation system was not well implemented by the assigned officers due to proximity from the districts.
- xi) The severe lack of adequate financial resources to effectively implement strategies and measures outlined in the policy framework, owing to limited budgetary allocations continued to limit the effort by the Government to implement programmes.
- xii) The insufficient number of fully equipped trade schools in the country discouraged youth employment. Employment creation for youths was something that was not focused on providing white collar jobs only but also blue collar. Youth empowerment through acquisition of skills and different trades could help combat unemployment as many of them would engage in having their own businesses.
- xiii) There was lack of continuity due to short term interventions and poor sustainability of interventions.

6.2.4 WHAT WAS BEING DONE TO ENHANCE PARTNERSHIP BETWEEN THE PUBLIC AND PRIVATE SECTOR IN THE PROVISION OF DECENT JOBS TO THE YOUTH IN ZAMBIA

The stakeholders submitted that the 7NDP sought to facilitate accelerated job creation through economic diversification. This would be attained through value addition and industrialisation anchored on agriculture, mining and tourism. These sectors had been prioritised due to their high growth potential, comparative and competitive advantages as well as their potential for poverty reduction. In this regard, intra and inter-sector growth as well as market diversification would be emphasised. In addition, programmes on the economic empowerment of citizens to participate in various sector value chains would be promoted.

During the 7NDP period, the Government would also continue undertaking, promoting and facilitating the establishment of multi-facility economic zones and industrial parks across different sectors to bridge the infrastructure gap and at the same time promote value addition to raw materials, thus creating jobs through some quick win projects.

i. Quick Wins

The Government through the 7NDP had identified quick win projects which could accelerate job creation in partnership with the private sector. The characteristic of the quick wins project was that they were labour intensive with a huge absorption capacity of the youth into the workforce. They also transcended the levels of skills because the sectors had the ability to absorb the unskilled, slightly skilled, skilled, and highly skilled personnel. These quick win projects are set out below.

a) Forestry Industry Development

The Zambia Forestry and Forest Industries Corporation (ZAFFICO) had employed a good number of people under the tree planting exercise financed by the Government. According to estimates by ZAFFICO management, land clearing, preparation and planting of 40,000 hectares of land would provide direct employment opportunities to 40,000 seasonal employees. If this exercise was to be undertaken in designated sites in all the provinces at an expanded rate, the impact on job creation and incomes would be quite significant. This would help eliminate social exclusion faced by the majority of the young people who were unskilled and had no employment opportunities for decades.

b) Furniture Industry Development

A good number of youths were earning a living informally in the furniture industry in the country. These youth had over the years developed skills to manufacture furniture such as school desks with support from the Government as outlined in the 7NDP. This industry could grow exponentially and thereby significantly reduce joblessness. This approach should be well nurtured with a view to enable the youth penetrate commercial markets as alternative suppliers of furniture.

c) Tea Processing Industry Development

The development of the tea processing industry in Zambia could be a major boost to job creation for the youth, raising of household incomes and diversification of the economy from over-dependence on copper mining. Additionally, the tea industry had potential to significantly contribute to raising revenue for the country through foreign exchange earnings.

d) Textile Industry Development

Zambia's textile industry had the capacity if well harnessed to contribute significantly towards the economic development of the country. Being labour intensive, it had the potential to greatly contribute to employment and wealth creation at all stages of its value chain. According to the industrialisation and job creation strategy, the textile industry was capable of creating 4,100 new jobs in the next five years. Development of the textiles industry beginning with the revival of Mulungushi Textiles would also provide a ready market for cotton growers in the country.

e) Cashew Nut Industry Revival

There was need to revive the cashew nut industry as it could contribute to the country's economic growth and food security. The cashew nut industry, if fully harnessed was capable of creating about 6,000 full time jobs.

f) Fruit Processing Industry Development

There was need to revive the fruit processing industry in Zambia to enable it to contribute meaningfully to both economic growth and food security. The fruit processing industry, if fully supported and revived, could benefit smallholder farmers and create decent jobs, and in the process raise household incomes and reduce poverty. Besides, it was quite capable of contributing to foreign exchange earnings through export of processed fruit products.

g) Tobacco Industry Development

Tobacco production was a very lucrative investment opportunity in the country because it was 7.5 times more profitable per hectare than maize production and fourteen times more profitable than cotton. Thus, it had great potential to contribute to the growth of the economy through employment and wealth creation.

h) Construction Industry Development

Development of the construction industry in Zambia would contribute to improving the state of infrastructure in the country, absorb the youth into gainful employment and reduce poverty. Focus in the construction industry should be on projects that were labour intensive and could create jobs upon implementation. In this regard, the Government should strategically emphasise the full execution of the Pave Zambia 2000 project and construction of office blocks and housing units in new districts.

i) Milling Industry Development

This intervention had a two-prong positive effect on the economy. On one hand, it would help reduce the price of milling products throughout the country and reduce inefficiencies associated with grain marketing. On the other hand, it would unlock the resources that were being spent on grain marketing for development financing. Establishment of milling plants would create a significant number of direct jobs in all the provinces.

j) Entrepreneurship

The Government sought to narrow the employee skills gap by providing a policy framework for entrepreneurship training that would help reduce the mismatch between demand and supply of labour in the labour market by enhancing the role of science, technology and innovation in promoting entrepreneurship through the creation of a Skills Development Fund, apprenticeship support and innovative skills development facilitation.

k) Farm Blocks

The Government had identified agriculture as one of the drivers of growth and job creation. Under agriculture, farm blocks were a perfect example of a partnership between the public and the private sector. The purpose of opening up farm blocks was to commercialise and modernise agriculture and exploit its full potential in order to increase production and productivity, thereby creating employment opportunities especially for the youth.

- ii.** Other efforts by the Government to enhance partnerships with the private sector were under the Citizens Economic Empowerment Commission. Some of these efforts are discussed below.
 - a) The citizens Economic Empowerment Commission (CEEC) was implementing the African Development Bank funded Skills Development and Entrepreneurship Project supporting women and youth. Through the project, the Commission would construct ten industrial yards which would accommodate light manufacturers and provide business loans for them to procure equipment which would enable them produce competitive products. The majority of the youth-owned light manufacturing enterprises located along the streets such as Kalingalinga, Buseko Market and other places would benefit from this initiative. Further, the project was also supporting the commercialisation of cassava through value addition. The youth would participate through business loans for setting up factories to process cassava.
 - b) The CEEC was also supporting youth employment through provision of business loans under its Value Chain Development Programme where 40% of projects were allocated to youth-owned enterprises.

- c) Collaboration between public and private institutions in the introduction of mindset programmes on youth entrepreneurship for college and university graduates to ensure that they were prepared for the labour market. The Zambia Development Agency and Barclays Bank Zambia had partnered to train the youth that graduate from tertiary institutions in a project dubbed 'Ready to Work'. Over 400 college and university graduates would be trained to transition them from the world of school to the world of work and for others, to prepare them to be entrepreneurs.
- d) The introduction of a range of local content quotas for Zambian MSMEs, with preferential treatment and certain minimum participation quotas in public tenders under the *Citizen Economic Empowerment Act No. 9 of 2006* and the Statutory Instrument No. 36 of 2011 on Preferential Procurement were a progressive move aimed at enhancing job creation in the country. Notwithstanding the *Zambia Public Procurement Authority (ZPPA) Act No 12 of 2008*, or other law relating to procurement of public services and goods, the Commission registered local companies for the participation of targeted citizens (i.e. citizens influenced, citizen empowered companies and citizen owned companies) in tenders for the procurement of services and goods for any state institution at national, provincial and district levels.
- e) The Commission had partnered with the Zambia Information and Communications Technology Authority (ZICTA) through a Memorandum of Understanding (MoU) to provide of business loans and business development support to Information Communication Technology (ICT) related business ideas.
- f) The Commission had also partnered with the Zambia Chamber for Small and Medium Business Association to offer business development support services to entrepreneurs.

6.2.5 CHALLENGES FACED BY THE GOVERNMENT IN PROVIDING JOBS FOR THE YOUTH

The stakeholders indicated that various challenges continued to hamper Government efforts in providing jobs for the youth in the country. Some of these challenges are set out below.

i) Low Manufacturing and Industrial Base

There was very little manufacturing and industrial activity in the country, which resulted in most entrepreneurs embarking on trading in already finished products.

ii) Low levels of Economic Diversification

The Seventh National Development Plan pointed out that the low level of diversification away from mining sector constrained job creation. Further, Zambia was vulnerable to commodity price fluctuations which affected activities that depended on the extractive

industry, particularly the mining sector, including contractors, suppliers and small and medium enterprises (SMEs). As commodity prices of minerals fell, the impact on employment was immediate and pervasive. Therefore, the 7NDP had prioritised diversification in the agriculture sector. Over 60 percent of the Zambian population derived its livelihood from agriculture. The demand for agricultural commodities was guaranteed with the increase in population and growth of economies within the region and beyond. Therefore, growth and resilience of the economy based on agro industrialisation would enhance job creation.

iii) Mismatch between labour needs and skills

The stakeholders observed that although Zambia had continued to experience a rise in the supply of tertiary education graduates over the recent years, there was a significant mismatch between labour supply and labour market demand. There had been a concentration towards the provision of white collar job related training programmes as opposed to technical and vocational skills that tended to promote self-employment especially among the youth. This had made the youth fail to effectively participate in employment opportunities arising from increased economic activity, particularly in the construction industry. The education system generally failed to prepare young people with fundamental literacy, numeracy, problem solving and critical thinking skills, neither did it encourage acquisition of values such as work ethics, and self-discipline that were required in the work place.

Further, the Demographic Dividend study (MOF, 2015) showed that although all levels of education were interdependent and should be addressed holistically, secondary and tertiary education had a greater impact on economic growth than lower levels of education. However, fewer Zambians progressed to secondary school education due to low net attendance, high dropout and low completion rates across the country. The Zambia Statistical Bulletin (2015) highlighted that although the country had achieved impressive enrolment rates at primary level, progression to secondary and tertiary levels was at 28 % and 2.4 % respectively. This disadvantaged the country since its workers could not be equipped with the necessary vocational skills and tertiary education required to maximise productivity. As skilled labour force allowed the country to compete favourably with other developing nations.

iv) Limited graduation of Micro and Small to Medium Scale Enterprises

The stakeholders observed that one of the challenges faced by the Government was the limited graduation of micro and small to medium scale enterprises (MSMEs). Despite having immense potential to grow and be a major contributor to employment growth, micro and small-scale enterprises had not developed at the desired pace due to several constraints. The constraints ranged from prohibitive interest rates, lack of collateral to enable operators borrow and expand their businesses, poor access to technology, weak entrepreneurial culture, lack of collaboration among indigenous businesses, and a weak policy environment to support MSME growth.

v) Inadequate Funding

Stakeholders noted that the funding for key economic sectors had been inadequate at a time when indigenous investors did not have adequate access to medium and long-term financing. Although the Citizens Economic Empowerment Commission (CEEC) was established by the Government in 2008 to provide affordable credit to Zambians, the annual budgetary release, was inadequate. This coupled with the large numbers of applicants had made this funding source inadequate;

vi) Lack of interest and Poor Attitude by the Youth

There was lack of interest and limited participation among the youth in generic entrepreneurship programmes. Poor attitude towards work among young people in Zambia had also hindered Government efforts to provide the youth with employment. For instance, some of the youth who were employed in the various sectors lacked progression skills coupled with their lack of seriousness at work evidenced by poor quality output, late coming, beer drinking during work hours and other vices. Such behaviour was caused by lack of programmes that engaged young people in building positive characters and acquiring skills that would enable them survive.

vii) Low Rate of Recovery

The rate of recovery of resources under the Youth Empowerment Fund was very poor as most of the youth did not pay back when they borrowed.

viii) Lack of Information

There was little or no sensitisation on entrepreneurship among young people in the country. Due to lack of information on how they could utilise the business opportunities that were available, young people tended to remain in the dark and thought starting a business required a lot of money. It was therefore, important for young people to be empowered with information so that they could take advantage of the problems facing their communities and make profits by offering solutions to the problems.

On the part of the Government, stakeholders submitted that the Central Statistical Office Statistical Business Register (SBR), which should be the primary source of data from the demand side, was last comprehensively updated in 2011. The SBR, which was slowly becoming outdated, should serve as a sampling frame for enterprise-based surveys as well as a complement to the “staggering” and fragmented administrative records housed in various institutions. In addition, the current statistics were produced under very tight budgets and hence stakeholders were of the view that the Committee must lobby for increased funding to this important office.

ix) Abuse of Empowerment Programmes and Schemes by the Youth

The Reports of the Auditor General on the Accounts of the Republic for the Financial Years 2010 to 2012, highlighted irregularities in the management of the Youth Development Fund (YDF) such as non-repayment of loans and awarding of loans without

adhering to procedures. Further, the report concluded that the Ministry did not provide sufficient evidence to support the number of jobs that had been created from the YDF. The Ministry did not also undertake adequate monitoring of projects to evaluate the performance of the funds.

6.2.6 CAPACITY OF THE MINISTRY OF YOUTH, SPORT AND CHILD DEVELOPMENT IN THE IMPLEMENTATION AND MONITORING OF POLICIES

The Ministry of Youth, Sport and Child Development, through the Youth Affairs Department, had the mandate of coordinating the implementation of the National Youth Policy among various players. However, the Ministry was faced with a number of challenges which limited its capacity to implement and monitor the implementation of the policy effectively. These challenges included those discussed below:

(a) Inadequate Ministerial structure –The structure of the Ministry of Youth, Sport and Child Development was inadequate as its representation was mainly at provincial level. To ensure desirable outcomes, there was need to employ District Youth Officers to coordinate the implementation of the youth interventions, measures and strategies at district level. Implementation of the National Youth Policy was also severely constrained by the limited number of qualified personnel within the Ministry of Youth, Sport and Child Development (International Youth Foundation, 2014). Currently, although the Ministry was supposed to have offices in all the districts in Zambia, only forty four districts had a full complement of staff. The majority of the districts, including the newly created districts, did not have staff to effectively implement the national programmes contained in the Action Plan.

(b) Limited Material Resources

The Ministry also had limited material resources to effectively support the programme monitoring function countrywide. In particular, the Ministry was poorly resourced in terms of equipment such as vehicles for use in the implementation and monitoring of programmes. Evidence showed that the last fleet of vehicles for district officers under the Ministry of Youth, Sport and Child Development was bought several years ago and had since served their full cycle.

(c) Inadequate funding –The budgetary allocation to the Ministry of Youth, Sport and Child Development was not adequate, considering the magnitude of the challenges faced by the youth in the country. Specifically, 2.4 Million Kwacha and 3.5 Million Kwacha were allocated towards the implementation of the National Youth Policy and Action Plan for Youth Empowerment and Employment in 2016 and 2017, respectively.

(d) Lack of Functional Management Information Systems –The Ministry of Youth, Sport and Child Development was yet to develop a functional system required for assessing the progress made in implementing the Policy. This limited the capacity of

the Ministry to monitor and come up with well targeted interventions on youth empowerment and employment programmes and initiatives.

6.3 LOCAL TOUR REPORT

In an effort to enhance its appreciation of the magnitude and impact of youth unemployment in Zambia, your Committee undertook its local tour to the Copperbelt and Northern Provinces. During the tour, your Committee met various stakeholders ranging from private companies, government departments and youth groups. In particular, your Committee interacted with the following institutions:

- i) Lubambe Mine Management and workers;
- ii) Chingola Municipal Council Management;
- iii) Chililabombwe Municipal Council - Management;
- iv) Chililabombwe District – Departmental Heads;
- v) Konkola Copper Mine (KCM) Management;
- vi) Northern Province - Provincial Heads of Department;
- vii) Chilge Merchants, Sole Trader;
- viii) Chengelo School of Nursing – Management;
- ix) Lukashya Trades Training Institute – Management;
- x) Copperbelt University (CBU) Management; and
- xi) Northern Coffee Corporation Management and staff.

Your Committee also held one public hearing at Chililabombwe Council Chamber and also two other meetings with district and provincial departmental heads in Chingola District and Northern Province, respectively.

6.3.1 Visit to Lubambe Mine

A) Meeting with Management of the Mine

During its visit to Lubambe Mine in Chililabombwe, your Committee made the findings set out below.

- i. Lubambe Mine Plc (formerly known as Bancroft Mine) was in December, 2017 bought by a new investor called EMR Capital, an Australian Company. EMR Capital held 80% of shares while the Government of the Republic of Zambia through ZCCM Investment Holdings held the remaining 20% in Lubambe Mine. The sole product of the mine was copper ore. The mine was, therefore, at exploration stage and huge investment was expected in the near future.
- ii. Lubambe Mine had a total number of 2013 workers comprising 1,110 mine workers and 903 contractors. Out of the 1,110 workers at the mine, 562, representing 51% of the workforce, were youths.
- iii. Although not fully implemented, the mine had an Understudying Mentorship Programme where all expatriates were expected to transfer skills to Zambians, preferably the youths. Management also informed your Committee that so far, two youthful graduates were in senior management positions having benefited from this Programme.

- iv. Apart from employing the stated number of youths, Lubambe Mine also gave back to its community by way of employing at least 175 workers on casual basis by incorporating them into cooperatives which were contracted to offer services to the mine, and supporting the youth, through cooperatives to venture into fish farming. To this effect, fifteen fish ponds had so far been built within the catchment area.
- v. The mine was poised to be one of the biggest in the country given the overwhelming deposits so far, and it was expected to be more than double its workforce when fully operational.
- vi. The lifespan of the mine, according to the recent surveys indicated that the current ore deposits would last for the next twenty three years while the new one was expected to last for forty years.
- vii. There was, however, a mismatch in terms of skills imparted by the schools of higher learning and the requirements of the mining industry. Except for few institutions like the Northern Technical College (NORTECH) which in the recent past had been constantly upgrading their equipment to match up to the expectations in the industry.
- viii. Despite the company contributing to the Skills Development Fund, which was expected to seal up skills gaps in universities and other institutions of higher learning in the country, nothing much had been achieved in terms of skills enhancement. As a result, companies were spending substantial amounts to seal the skills gaps in the youth they employed.

B. Meeting with Mine Workers

Your Committee met with mine workers and noted that indeed over 50% of the workforce at the mine was youthful. Some of the challenges highlighted by the mine workers are as set out below.

- i. the company was demanding too much experience when employing youths, which was unfair for the new graduates who may not have been given any opportunity to work anywhere, given the limited jobs available in the country.
- ii. there was apparent discrimination on gender basis where only the male workers are enjoying privileges unlike their female counterparts.
- iii. there was need to undertake a job audit on the expatriates who worked in senior positions and supervised some local graduates at the mine. There was a complaint that many of the expatriates were under qualified compared to the workers they supervised.
- iv. confirmation for officers who acted in their positions took too long, in some cases as long as three years.
- v. there was casualisation of some of the positions at the mine.

6.3.2 Public Hearing at Chililabombwe Council Chamber

The public hearing was attended by ninety four youths who made various submissions on the topic under discussion. The key submissions are set out below.

- i. Local youths in Chililabombwe were sidelined, hence most employed youth especially in mines (KCM and Lubambe) were from other provinces or districts. This, according to the youth, was exacerbated by foreigners who occupied even lower positions which should ordinarily be reserved for Zambians.

- ii. The stakeholders lamented that the recent recruitments did not favour the local youths.
- iii. The youths also lamented the death of public institutions of higher learning and the consequent low skills levels which was also contributing to youth losing out on the available jobs in the district;
- iv. Some youths alleged that corrupt practices were going on at the mine, as some senior officers were said to have been soliciting for tips from youths in order for such youths to be considered for employment;
- v. There was inadequate investment in corporate social responsibility by the mines which operated in the district. The companies needed to consider sponsoring football clubs which employed a great number of youth;
- vi. The Government should consider developing the informal sector by supporting local products made within the country;
The Government should also consider providing seed funds as start-up capital for the youth to venture into entrepreneurship and develop from there;
- vii. The Government should ensure that it embraced what local leaders did in other provinces like North Western Province where Royal Establishments had created a data base for all youths in the chiefdoms where employers could select prospective employees for positions which fell vacant;
- viii. The Government and private sector often delayed payments to youth entrepreneurs who supplied goods and services which was a discouragement to the youth;
- ix. Youth local contractors were looked down upon by mining companies operating in the province; and
- x. The Government should consider revamping the Zambian National Service (ZNS) so as to revive skills training and development for out-of-school youth.

6.3.3 Visit to KCM - Nchanga Open-Pit Mine

During the visit to KCM Head Office in Chingola, your Committee made the findings set out below.

- i. KCM had a total workforce of 14,000 spread in three sites, namely: Nchanga, Chililabombwe and Nampundwe Mines. Out of the total workforce at least 51% are youths.
- ii. The lifespan of the mine was between thirty to forty years and with the current effort to increase the lifespan, the mine could expect to triple its production which meant they may need to increase the work force.
- iii. Some of the mine's interventions in reducing youth unemployment in the district included the following:
 - a. support to two big hospitals and fourteen clinics in the areas they operated in (Chingola, Chililabombwe and Shibuyunji Districts);
 - b. support to two schools and a strong scholarship scheme for at least twenty best performers from these schools to study in universities overseas;
 - c. each of the three centres had a training school meant to develop skills in the company's workforce as well as bridge the knowledge gap which is observed in many graduates from both the private and public universities within the country;

- d. the Corporate Centre had an additional school which was the main school with a wider range of courses offered compared to the other three;
- e. sponsorship of children schools for marketeers so as to help them look after their children while they traded in the markets. So far, management reported that they were helping 320 children and that since they commenced the initiative, they had enrolled 450 children into grade one;
- f. provision of boreholes in communities where water was problematic through their Borehole Project;
- g. water generation was one other sector the company was venturing into, which was expected to create about 1500 jobs for the youth;
- h. the company was carrying out a re-vegetation programme by planting Jathropha trees which was expected to produce bio diesel. In this regard, management submitted that the company had planted over 150 hectares so far and if the plants become fully grown, it would create over 500 jobs for the youth;
- i. the company had also sponsored a project on the production of safety shoes and 1,800 youths were identified and given training and start-up capital to make leather shoes. These youth entrepreneurs were now called Chingola Leather Products and were suppliers of safety leather shoes to the mine;
- j. in terms of illegal miners who were mainly youths, management sought to find ways of legalising their activity and also reducing the animosity with them. After consultation with other stakeholders, the illegal miners were encouraged to form cooperatives;
- k. the company was spending too much time in court due to uncoordinated issuance of mining licenses which affected it, resulting in a number of encroachments within its boundaries; and
- l. the Government owes the mine amounts totaling \$180,000,000 in Value Added Tax refunds, which had greatly and negatively affected its cash flow and ability to support other obligations like soccer teams and maintenance of sports infrastructure.

6.3.4 Visit to the Copperbelt University - Kitwe

Your Committee was informed that the Copperbelt University conformed to the country's National Youth Policy. The Copperbelt University did this by taking appropriate action on the recommendations of the National Youth Policy, as elaborated in the National Youth Empowerment and Employment Strategy. Set out below are some of the interventions by the University.

- i. The University, with the help of the Government, had invested in more than ten sets of teleconferencing equipment to be installed in various parts of the country to enable as many students as possible to receive instruction and obtain various academic qualifications. The teleconferencing equipment that was already operational was mainly used for delivery of

lectures and other types of communication between Riverside Campus in Kitwe and Kapasa Makasa University Campus in Chinsali.

- ii. The Copperbelt University had several optional courses (electives) in each of its many programmes. Furthermore, students were given a chance to change their programmes of study, if they so wished, at any time, but especially in the lower years where they would not have to do lower level courses when they reached higher levels of study.
- iii. The Copperbelt had flexible entry requirements for those seeking to enter the University to do formal training for degree qualification. Admission to the University was not tied to availability of University accommodation. The minimum cut-off points are credits in six subjects, which should include English Language and Mathematics for programmes in which mathematics was a critical component. Non-school leavers were given a quota and were selected by considering relevant experience gained since leaving grade twelve. Students were admitted in part-time, full time and distance modes of study. For school leavers, female candidates were normally admitted with cut-off points lower by up to three points than their male counterparts. For those in the informal sector, the Copperbelt University, through its Research and Consultancy Units, provided tailor made courses for various stakeholders, including those who dealt with vulnerable children (such as SOS Centres).
- iv. The Copperbelt University was actively involved in agriculture and fisheries. Notably, it had established a number of fisheries research centres in Luapula Province and had also identified some land in Luapula and Muchinga provinces for agricultural development where youths would be actively involved.
- v. The Copperbelt University was promoting skills development and employability through the recommended approaches of organising internships, attachments and mentorship for its students in potential employer organisations. The Copperbelt University Senate had made a decision to have entrepreneurship as at least an optional course in all its programmes. In addition, the Copperbelt University had an Entrepreneurship Centre that catered for both the Copperbelt University students and other institutions and individuals who needed help with entrepreneurship issues or wished to work with the Copperbelt entrepreneurship experts on joint projects.
- vi. The University mainly supported youth employment by being on the supply side of youth employment through creation of graduates at various levels of academic and professional/skills qualification. However, when the institution created jobs by advertising for academic and/or non-academic job vacancies, it invited anyone who had the right qualifications;

which included the youth. In the academic field, there was a staff development programme for undergraduates under 35 years old from any university in Zambia, although normally former CBU students were given preference. Generally speaking, there were more employees under 35 years old than those above this age working at the University.

- vii. The Copperbelt University had made several deliberate efforts to enhance partnership between the public and private sector in the provision of decent jobs for the youth. For example, the University had sub-contracted many of the jobs to private companies that mostly employed youths. This included catering services, security and cleaning. Further, construction of several student hostels was being done under the Public-Private Partnership arrangement. Additionally the University has been conducting research on youth unemployment.
- viii. The Copperbelt University was linking its curriculum to the industry in various ways, including the following:
 - a) use of School and other Unit advisory boards. Advisory boards were constituted experienced officials from various sectors of the economy who were capable of offering advice that could inform curriculum development and revision;
 - b) use of internship reports. Students of the Copperbelt University underwent internships in various organizations. These organisations directly sent reports on the performance of these interns to the University. This was useful feedback which gave an idea of where changes needed to be made in the University curriculum; and
 - c) feedback from professional bodies. Various Schools of the University interacted with respective professional associations. The associations gave feedback to the university which was useful in curriculum development.

The curriculum could be revised as often as every two years but was not supposed to go unrevised for a period of more than five years.

6.3.5 Tour of Lukashya Trades Training Institute

During the visit to Lukashya Trades Training Institute, your Committees findings were as set out below.

- i. Lukashya Trades being a Skills Training Institute conformed to the 2015 Youth Policy by contributing to the provision of critical skills to the youths of Zambia for national development and general sustainability of the whole population. In pursuance of this objective, the Institute had formed a company which recruited former students in various programmes to enable them sustain their livelihoods after leaving school.

However, the Institute face challenges in sustaining the company due to financial constraints occasioned by lack of contracts.

- ii. Most of the youths who were trained at Lukashya Trades Training Institute got absorbed outside the district of Kasama since there were no big industries to join there.
- iii. The Government departments got most of their trainees while many others become entrepreneurs who do various jobs on their own in line with the various trades that they were skilled in.
- iv. The number of entrepreneurs could be improved on if the institute company had access to contracts and could retain most of the learners as interns to acquire experience before they got into competitive industry.
- v. The approach of their training has of late focused much on entrepreneurship in a bid to change the mindset of the youth graduates to start aligning themselves with creation of employment.
- vi. The Institute always applied for TEVET Window 3 short intensive courses under which it trained various youths in courses such as driving, poultry production, fish farming, brick making/ bricklaying and plastering, animal rearing and meat processing, muto-body Repair and refinishing.
- vii. This training offered by the Institute had not been restricted to youths on campus alone. Recently, the Institute had partnered with His Royal Highness Paramount Chief Chitimukulu to train youths from Senior Chief Mwamba's village in fish farming and poultry production. The institute has also trained women from Nakonde Skills Association in poultry production and arranged for youths from Nakonde Welders' Association to be tested at the Institute for skills awards in metal fabrication.

Additionally, the Institute had offered to be a training centre for youth entrepreneurs in carpentry and joinery to be funded and equipped with machinery so that the youths could participate in the production of furniture for schools and colleges in the Province. This was in line with Government policy of empowering youths to produce furniture locally instead of importing from outside Zambia thereby saving not only foreign exchange and providing employment to the youths.

- viii. The Institute was regulated by the Technical Education Vocational and Entrepreneurship Authority (TEVETA) whose curriculum was implemented by all TEVET institutions in the country. The reviews were done by TEVETA in collaboration with the industry and other stakeholders.

- ix. Lukashya Trades Training Institute sent trainees for industrial attachment to various industries and the feedback from these industries helped the Institute to align its training curriculum to the needs of industry.
- x. In its quest to uphold good standards of training, the Institute had placed much emphasis on engaging and retaining qualified and experienced lecturers as well as providing good quality teaching equipment and learning aids. This was made possible by the Government which, from time to time, provided furniture and other necessary materials to make the learning and teaching environment suitable to both learners and lecturers.
- xi. The Institute was a beneficiary of the Support to Science and Technology Education Project (SSTEP) under the auspices of the African Development Bank (ADB) which had sponsored three lecturers to pursue higher qualifications at Nortec and Mulungushi University. The same project has also sponsored 1,284 students in various programmes at craft and trade test levels.

6.3.6 Visit to Northern Coffee Corporation

Your Committee visited the Northern Coffee Corporation run by the Olam group of companies. The corporation became operational in October, 2012. Your Committee learnt as set out below.

- i. The corporation had a total of 2,218 hectares of coffee, out of which only 1500 had reached maturity and was ready for harvesting.
- ii. In terms of workforce, the corporation had a total of 2,976 employees comprising 438 on contract and 1,438 seasonal. Apart from these, the corporation also employed about 3,000 youths to pick coffee during peak periods and these were Classified Daily Employees (CDEs) and 65% of its employees were youths.
- iii. The Corporation as part of social responsibility ran several programmes namely:
 - a. football and netball teams and all its players are employed by the Corporation;
 - b. offered tractor driving training to youths especially females in the surrounding areas who would later be employed by the Corporation;
 - c. ran a clinic which offered services within their catchment area and they also offered free accommodation to health workers; and
 - d. helped small grower schemes and gave them training such as inter-planting coffee with bananas for a cash crop option.

b. Challenges

Collaboration with Colleges - The corporation collaborated well with some colleges especially those located within the area of the corporation. The corporation offered internships to students and all of them were employed by the corporation after completion of their studies.

However, students and graduates from urban based colleges and universities such as CBU and NRDC found it difficult to work at the corporation as it was rural based.

High Employee Turnover - Due to non availability of social amenities in the area, there was very high employee turnover as many youths found it difficult to live in a rural area.

High Operational Costs - The Corporation spent a lot of money much on fertilizers and other agro inputs which were only found in Lusaka and Copperbelt provinces. The corporation was unable to add value to their product because coffee by nature had a short shelf life. According to management, youths in surrounding areas had a good opportunity to venture into value addition on coffee since the Corporation had no such plans.

6.3.7 Meeting with Government Departmental Heads – Chingola and Kasama

The Heads of Department submitted the following to your Committee:

- i. the upward revision of the retirement age was retrogressive and there should be a reversion to 55 years;
- ii. the Zambian educational system was tailored towards white color jobs only;
- iii. apprenticeship programmes for youths were very limited;
- iv. user fees in secondary schools were too high and thus inhibited education for youths in the country which consequently resulted in increased number of dropouts who were unskilled and, therefore, not easily employable;
- v. access to land and loans for the youths was quite limited thus discouraging youth farming and entrepreneurship;
- vi. the Government did not appreciate Youth products yet imported most goods which could be locally sourced;
- vii. the Ministry of youth, Sport and Child Development was underfunded and was unable to implement youth programmes ;
- viii Youth Resource Centres were understaffed and underdeveloped throughout the country;
- ix the Government was not spreading industrialisation equally to all provinces.
- x the youths were not widely consulted on development of a political party bill which was in the process of being presented to Parliament;
- xi there was poor prioritisation of projects for funding by the Treasury as most production activities were underfunded which could span high productivity in the country. (such as state farming blocks, fish and livestock farming among others);
- xii infrastructure development projects were mainly being undertaken by foreigners which denied Zambian entrepreneurs resources and opportunities for entrepreneurship; and
- xiii Labour Surveys must go down to district level and resources disaggregated into specific age groups.

6.3.8 Visit to Chengelo School of Nursing and Chilge Merchants

Your Committee visited two projects, Chengelo School of Nursing and Chilge Merchants, funded under CEEC and YDF, respectively. Concerning Chengelo School of Nursing, your Committee was informed as set out below.

- i. Chengelo School of Nursing was funded a sum of 1.2 Million Kwacha by the Citizens Economic Empowerment Commission in 2012. The whole amount had been repaid and the Institution was yet to apply for more funds since the project was unfinished.
- ii. The Institution had 27 employees and 75% of them were youths.
- iii. So far, the School had graduated 350 students.
- iv. Most students find it difficult to pay for user fees due to lack of support from Government in form of grants in material form.

Concerning Chilge Merchants, your Committee learnt the following:

- i. He was a sole trader who started business in 2010 after being funded an amount of twenty-five thousand kwacha as start up capital through the Youth Development Fund.
- ii. Chilge trades in hardware within Kasama town and had grown his capital base tremendously while he had repaid over 80% for his loan so far. He has built his own three-bed roomed house out of the proceeds of his business.
- iii. He employed two youths and empowered them with entrepreneur skills so they could stand up on their own.

6.4 COMMITTEE'S OBSERVATIONS AND RECOMMENDATIONS

Following its interactions with various stakeholders both on the local tour and during its long meetings, your Committee makes the observations and recommendations set out below.

- i) Your Committee observes with concern the lack of capacity in the Ministry of Youth, Sport and Child Development to manage the Youth Development Fund. Your Committee also observes that the lack of physical presence of the Ministry at district level has been hampering further the development, coordination and monitoring of youth programmes in the country. Your Committee also observes that the fund is biased towards youths in the urban communities to the detriment of those in rural areas.

Your Committee, therefore, recommends as set out below.

- a) The Government should seriously consider transferring the management of the Youth Development Fund to a special purpose vehicle or otherwise to the Citizens Economic Empowerment Commission. Your Committee is of the view that the Commission has the requisite expertise and infrastructure to competently manage the Fund and only provide reports to the Ministry.
- b) The Government should consider decentralising the Ministry of Youth, Sport and Child Development to district level without delay in order to

improve its monitoring and coordination of youth, sport and children programmes.

- c) Your Committee urges the Government to consider decentralising the Youth Development Fund to district level so as to enhance monitoring and evaluation of projects funded under the fund.
- ii) Your Committee expresses concern that the CSO's Statistical Business Register (SBR), which should be the primary source of data, is not regularly updated and risks becoming outdated. Further, your Committee is concerned that the current statistics by CSO are produced under very limited budgets. It is saddening to learn that funding to CSO had been reduced over the years from 44 million kwacha in 2015 to 15 million kwacha in 2016 and 17 million kwacha in 2017.

Your Committee, therefore, strongly urges the Government, through the Secretary to the Treasury, to ensure that adequate resources are provided to the CSO for the production of key economic management indicators and statistics. Your Committee further urges the Government to consider fully implementing a sector-wide National Strategy for the Development of Statistics (NSDS), expeditiously, in order to strengthen the National Statistical System (NSS).

- iii) Your Committee observes with concern the mismatch between the ambitions contained in the National Youth Action Plan and the annual budgetary allocations meant for youth employment creation and promotion, as a result of which implementation has been severely constrained.

Your Committee, therefore, strongly urges the Government to within 2018, finalise the resource mobilisation strategy proposed in the Action Plan in order to broaden the resource base beyond the limited resources provided through the National Treasury. The Government is also urged to strengthen and broaden the resource base of the Ministry of youth, Sport and Child Development through the creation of strong Public Private-Partnerships that could provide youth friendly supplementary funding for skills development and microcredit services to youth entrepreneurs.

- iv) Your Committee observes with concern that there is lack of interest and limited participation by the youth in entrepreneurship programmes coupled with a poor attitude towards work among young people in Zambia. Your Committee agrees with stakeholders who appeared before it that such behaviour is mainly as a result of lack of foundation programmes in schools that engage young people in acquiring skills that would enable them survive.

Your Committee therefore recommends that:

- a) the Government should consider bringing back programmes under the Zambia National Service or establish a similar programme with a view to helping empower young people. It is the view of your Committee that these

programmes would help the young people to know and understand that everyone has to work to get any benefit; and

- b) the Government should also consider providing incentives to the private sector to invest in delivery of education and skills training to improve private sector participation in skills development for out of school youth. Further, there is need for the Government to ensure effective implementation of programmes such as the Public-Private Partnership Skills Development Fund.

- v) Your Committee observes that Zambia has no programmes and institutions to create a pathway for new entrants in the world of work and job market, which is in contrast to best practices in other countries where active labour market policies address all aspects of frictional unemployment confronted by young people including vocational counselling at school, training for acquisition of soft skills, and placement services targeted at young people. Your Committee is of the view that, if not combated, it is capable of widening the gap and create a mismatch of skills produced by institutions compared to what the industry demanded.

Your Committee, therefore, urges the Government to:

- a) expeditiously establish linkages between the curriculum content provided by the various education institutions and the specific job requirements of various employers. This must include the creation of formal communication channels between the educational system and private sector employers/entrepreneurs;

- b) consider providing incentives to companies that provide internship and mentorship programmes to the youth. Further, your Committee also urges the Government to ensure that out of all the contractual work which are made available in the country, between 20% to 40%, are reserved for the youth groups (cooperatives or companies) in order to empower them to grow their businesses;

- c) make it mandatory for all schools of higher learning to conduct job fairs on their campuses towards the end of each academic year. Your Committee is of the view that this would facilitate exchange of ideas between institutions and players in industry on the requisite skills. This would facilitate adjustments in the curricular of the institutions of higher learning;

- d) expeditiously review the *Apprenticeship Act, Chapter 275 of the Laws of Zambia* in order to give guidance on internships and placements in the country; and

- e) increase its investment in the operationalisation of the Revised Curriculum Framework, especially the introduction of the vocational skills career path and supporting the use of familiar languages as a medium of instruction at lower primary school level.
- vi) Your Committee is concerned that youth unemployment has not been clearly prioritised in the Seventh National Development Plan (7NDP), which is a source of concern considering that the attainment of the goals in the 7NDP would remain the Government's main priority in the next five years. Your Committee is also concerned that if not addressed, not much progress would be achieved in the implementation of the Action Plan over the 7NDP period.

Your Committee, therefore, urges the Government to align the Youth Action Plan to the National Development Plans as a matter of priority. The Government must also consider amending the plans to clearly include the youth as it is observed that the current plan only mentions the less privileged youth.

- vii) Your Committee is concerned that although the internet has created opportunities for youth unemployment through social networks such as Facebook, LinkedIn, Twitter, and many more, young people have not benefited fully due to the high cost of using the internet and also that it is inaccessible to rural youths.

Your Committee, therefore, recommends that the Government must urgently explore options of lowering the cost of internet connectivity and establishing an accessible database for job opportunities covering the whole country, which could be disseminated to job seekers through SMS, social media, and radio. Further, your Committee is of the view that new web applications be designed since the internet has contributed to redefining traditional forms of communication and young people are increasingly looking to the internet to search for job opportunities.

- viii) Your Committee agrees with the stakeholders that when taking into consideration the need to foster competitiveness through innovation and creativity, entrepreneurship is a viable solution to youth unemployment. Your Committee also agrees with the stakeholders that the large informal economy in Zambia shows that big companies no longer represent the main sources of employment and that it is necessary to prepare young people for entrepreneurship.

Your Committee therefore recommends that:

- a) the Government should seriously consider investing in economic diversification, increased productivity and value addition of agricultural and other products. Further, an appropriate and responsive education system that could entrench in the young people the leadership and management skills they need to become innovators and entrepreneurs should be put in place; and

- b) the Government should take measures to ensure that a harmonised legislative, policy and institutional frame works are in place to support employment of the youth.
- ix) Your Committee observes with concern the unintended effect resulting from the adjustment of the retirement age from 55 to 65 because it means that creation of vacancies which the youth could benefit from is delayed for ten years.

Your Committee, therefore, recommends that the Government should consider revisiting this piece of legislation to counter this unintended effect.

- x) Your Committee expresses a serious concern at the emerging practice where some employers were still perpetuating casualisation and employed workers on short term contracts which do not guarantee job security. Your Committee is of the view that this defeated the purpose of industrialisation if the Government allows the youth who are the main players in this area to be employed as such without security.

Your Committee, therefore, urges the Government to strictly and firmly enforce the regulation to ban casualisation in the country and possibly put in place stiff penalties to punish those who contravene these regulations in order to avert this problem. There is also need for the Government to pursue Active Labour Market Policies (ALMP) by directly helping unemployed individuals transition to self-employment where necessary to further counter this problem.

- xi) Your Committee observes that there exists weaknesses in the national legal frameworks coupled with poor enforcement of laws which has greatly hampered national efforts aimed at promoting the right of youth to accessing decent employment. Weaknesses are notable in labour related legislation and system administration. Further, the available legal provisions while potentially providing benefits to all the youth focussed much on formal and not informal employment which is the predominant form of employment as it accounts for 83.9% of total employment.

Your Committee, therefore, urges the Government to carry out a robust review of all laws and legislations relevant to youth employment with a view of designing laws that are supportive to youth employment. Your Committee, further, urges the Government to ensure that effective enforcement of laws and monitoring systems are put in place.

- xii) Your Committee expresses concern at the failure by the various service commissions to disseminate information about available vacancies in the country, which is disadvantaging rural youths. Your Committee is also concerned that there is no system to track employment needs in the districts and is of the view that the Central Statistics Office is not in a position to give accurate data relating to the magnitude of the problem of unemployment especially as it relates to the youth.

Your Committee, therefore, recommends as set out below.

a) Government should consider creating labour market information system to be coordinated by the National Employment Office. One task of this system would be to give information on the job status, which would include job situation in regions where public and private media are rare.

b) Government must consider expediting the on-going decentralisation process so that each district would have its own local commission through which all appointments and placements will be done. Your Committee also urges the Government to ensure that information relating to vacancies in Government ministries is disseminated to all parts of the country.

- xiii) Your Committee is concerned that local youths in districts are sidelined. Your Committee is further concerned that there is no deliberate effort to employ local youths in the districts and provinces resulting in most of the youth employed being from other areas. This has been exacerbated by the employment of foreigners who occupy even lower positions which can be performed by local Zambians.

Your Committee recommends that Government should consider developing policies intended to empower local youths in various districts where companies operate. Further, understudying programmes should be enhanced and strictly monitored to reduce the number of foreigners working in the positions for which there are qualified Zambians. Your Committee also urges Government to strengthen the legal framework for the implementation of the Youth Employment Policy especially as it relate to foreigners taking up jobs for the local.

- xiv) Your Committee observes that most Youth Resource Centres are sheltered in dilapidated buildings while some are still under construction. Further, your Committee observes that the youths in districts lack public institutions of higher learning which also contributes to their losing out on the available jobs in the districts.

Your Committee recommends that Government should consider releasing adequate funds to complete the construction of Youth Resource Centres which are still under construction as a matter of urgency. Further, the Government should consider building schools of higher learning in all the districts. Further, the Committee recommends that there is need to standardise the structure and equipment to be stocked at each resource centre countrywide.

- xv) Your Committee observes with concern the lack of an institution or structure to address the plight of youths at district level especially in terms of skills development and employment creation.

Your Committee urges Government to consider creating a Youth Employment Coordinating Committee in each district, the members of which would be drawn from various government and private institutions.

- xvi) Your Committee observes that there is poor prioritisation of funding of projects by the Treasury as most production centres are underfunded. These include among others; state farming blocks, fish and livestock farming which if properly funded would result in high productivity in the country.

Your Committee strongly urges Government to expedite the process of fiscal decentralisation in an effort to give power to the local leadership to decide where to place resources for development.

- xvii) Your Committee observes with concern the failure by Government to spread industrial activities equally to all provinces. Your Committee is of the view that industrial activities are mainly concentrated in urban areas while the rural provinces have remained under-developed.

Your Committee strongly recommends that the Government should consider putting in place measures such as tax rebates to encourage new investment in rural areas in order to create employment for rural youths.

- xviii) Your Committee observes that despite companies contributing to the Skills Development Fund, the Fund is not being used for its intended purpose of enhancing skills detriment of the youth. This exacerbates the levels of unemployment in that unskilled youth are less employable and can hardly venture into enterprises as they do not have the required skills.

Your Committee strongly recommends that Government should take steps to ensure that the Skills Development Fund is utilised for its intended purpose. This would go a long way to improve skills development in a well co-ordinated way in colleges and other institutions of higher learning and help curb youth unemployment by increasing the possibility of the youth being engaged by various business operators or venturing into self employment.

- xix) Your Committee notes that user fees in secondary schools have been increasing over the years and many parents, especially in rural areas cannot afford to pay for their children, which results in an increase in dropouts rates from secondary schools. The Committee also feels that the current policy relating to exam classes must be revisited as it is in conflict with the Re-Entry Policy.

Your Committee urges Government to consider revising school fees downwards so that learners can find it easier to complete secondary school and further proceed to tertiary level in order to ensure that they acquire the necessary skills to facilitate their employment.

PART II

7.0 ACTION TAKEN REPORT ON THE REPORT OF THE COMMITTEE ON YOUTH AND SPORT FOR THE FIRST SESSION OF THE TWELFTH NATIONAL ASSEMBLY

7.1 YOUTH PARTICIPATION IN DECISION-MAKING PROCESS IN ZAMBIA

- i) Your previous Committee had recommended that in order to seriously address the inadequate participation of the youth in decision-making processes, the Government should develop formalised structures to promote youth participation such as the establishment of a Youth Parliament. The Government should then sensitise the youth and other stakeholders on the existence of such formal structures and encourage them to participate in decision making processes through such structures.

Executive's Response

It was reported in the Action Taken Report that the Ministry of Youth, Sport and Child Development had taken note of the recommendation and informed your Committee that the youth had representation in all the Development Coordinating Committees starting from District, Provincial up to National levels. In addition, the Ministry was in consultation with stakeholders on the possibility of setting up a Youth Parliament.

Committee's Observations and Recommendations

Your Committee resolves to await a progress report on the formalisation of structures which would promote youth participation starting with the grassroots in districts, provinces through to national levels.

- ii) Your previous Committee had recommended that in order to promote youth participation in political processes, the Government should enact a law to guarantee a minimum level of youth representation in Parliament by the parties represented in the House.

Executive's Response

The Ministry of Youth, Sport and Child Development responded that it would engage the relevant institutions on how best such a law could be enacted.

Committee's Observations and Recommendations

Your Committee resolves to await a progress report on the matter.

- iii) Your previous Committee had urged the Government to consider revising the education curriculum to tailor it towards acquisition of labour market appropriate skills and also towards provision of more practical skills that would enable the youth to survive even without formal employment.

Executive's Response

The Government responded that through one of its projects, it was working in partnership with industries in reviewing, updating and developing curricula for university education and TEVETA to make training more demand- driven and also be able to meet the needs of the Labour Market. This would increase employability of the graduates from the training institutions and universities. A total of thirty six universities and eleven TEVET curricula had so far been worked on. The main trades that were being targeted were engineering (mining, electrical and electronics, heavy machines, automotive, general fitting and automobile); ICT (CISCO networking); tourism and Hospitality; agro-processing; refrigeration; textile; and entrepreneurship and other related trades.

Committee's Observations and Recommendations

Your Committee notes the submission but expresses concern that the curriculum relating to child development has not been addressed and hence reiterates its earlier position by urging the Government to expedite the process of reviewing the curriculum even in primary schools. Your Committee resolves to await a progress report on the matter.

- iv) Your previous Committee had recommended that the Government should urgently appoint a Board to ensure the smooth operation of the National Youth Development Council of Zambia (NYDC) and the promotion of youth participation. The NYDC should further employ capable qualified youth to work side by side with non-youth professionals to effectively champion youth issues.

Executive's Response

Your Committee heard that the Ministry of Youth, Sport and Child Development had concluded the process of identifying the proposed Board Members for the NYDC and was in the process of seeking Cabinet approval for the appointments. Once appointed, the new Board would be guided to ensure the inclusion of the youth at the Secretariat in order to improve innovation and performance.

Committee's Observations and Recommendations

Your Committee urges the Ministry of Youth, Sport and Child Development to expedite the process of appointing a new board at NYDC in order to strengthen its governance system.

- v) Your previous Committee had urged the Government to employ the relevant staff in all the districts to provide services to the youth so that they could be informed on a variety of issues, including their participation in decision-making processes.

Executive's Response

Your Committee was informed that the Ministry of Youth, Sport and Child Development had been given Cabinet approval to recruit District staff in order to provide services to the

youth at district level. However, implementation of the organisation structure was waiting for Treasury Authority in order to commence the recruitment process.

Committee's Observations and Recommendations

Your Committee strongly urges the Government to ensure that it expedites the process of employing staff at district level. Your Committee awaits a progress report on the matter.

- vi) Your previous Committee had urged the Government to secure land in each district to resettle the youths who were willing to engage in agriculture. The land should be protected from being sold off and should be repossessed and re-distributed if not developed within a specified period of time.

Executive's Response

It was reported that the Government through the Ministry of Youth, Sport and Child Development had started the process of securing land in all the provinces. So far, land had been secured in Northern and North-Western provinces. Consideration for expansion of the programme to all districts would soon be done.

Committee's Observations and Recommendations

Your Committee notes the response and awaits a progress report on the acquisition of land in all districts.

7.2 REPORT ON THE FOREIGN TOUR TO THE REPUBLIC OF KENYA

Your previous Committee's observations and recommendations were as set out hereunder.

- i) Your previous Committee had urged the Government to consider adopting some of the Youth Enterprise Development Fund's success factors from Kenya in order to save the Zambian Youth Development Fund from collapsing due to the non-repayment of loans, and ensure its sustainability.

Executive's Response

It was reported that the Ministry of Youth, Sport and Child Development working with the Ministry of National Development Planning had engaged the Zambia Institute of Policy Analysis and Research (ZIPAR) to conduct an assessment of the Youth Development Fund to establish how best it could be improved. In addition, the Ministry had engaged the Credit Reference Bureau to consider listing defaulting beneficiaries of the Youth Development Fund. Further, the Ministry would consider replicating the best practices being implemented in Kenya to improve the management of the fund.

Committee's Observations and Recommendations

Your Committee notes the efforts the Government is putting in place and resolves to await a progress report on the assessment of the Fund.

- ii) Your previous Committee had recommended that the Government of Zambia should delink the Zambian Youth Development Fund from the Ministry of Youth, Sport and Child Development and allow the Fund to be managed professionally. The Ministry should remain in charge of policy direction only. This might help to get rid of the impression that had been created among the stakeholders that the Fund was mainly accessed by youth groups that had connections with the ruling party.

Executive's Response

The Ministry of Youth, Sport and Child Development stated that it had started the process of establishing an independent Youth Bank which would administer the Fund. However, the process was put on hold to wait for the outcome of the assessment of the Youth Development Fund being conducted by ZIPAR.

Committee's Observations and Recommendations

Your Committee resolves to await a progress report on the finalisation and implementation of an independent Youth Bank.

- iii) Your previous Committee had noted that a compulsory national service programme existed in Zambia in the past. However, your previous Committee was of the view that perhaps, it was time to consider a non- compulsory programme with similar objectives to the Kenya National Youth Service, but adapted to the Zambian situation. This would provide an opportunity for the prospective youth to acquire education and training in vocational skills and improve the chances to be employed. In considering this option, the Government must ensure comprehensive stakeholder consultation in order to come up with an informed position that was widely accepted.

Executive's Response

The Government responded that the Ministry of Youth, Sport and Child Development would engage the Ministry of Defence and other relevant institutions in order to ascertain how best the recommendation could be operationalised.

Committee's Observations and Recommendations

Your Committee resolves to await a progress report on the matter.

- iv) Your previous Committee had urged the Office of the President to take into consideration the issue of youth representation in Parliament whenever the President made nominations of the eight Members of Parliament, in accordance with Article 69 of the Constitution of Zambia.

Executive's Response

While noting the recommendation of your previous Committee, the Executive stated that the power of nominating the eight Members of Parliament was solely the prerogative of the Head of State in line with Article 69 of the Constitution.

Committee's Observations and Recommendations

Your Committee notes the response but urges the Government to consider amending the Constitution so that one of the Presidential nominations is allocated to a youth. Further, your Committee expresses concern at the failure by the Executive to provide a solution relating to youth representation in Parliament with particular emphasis to Presidential nominations of the eight Members of Parliament, in accordance with Article 69 of the Constitution of Zambia. Your Committee urges the Government to enact legislation which will compel all political parties to involve the youth in adoptions for political positions and offices and also in their governance structures. Your Committee resolves to await a progress report on the matter.

- v) Your previous Committee had noted that in order to promote youth empowerment and ensure that youth owned enterprises were nurtured to realise their full potential, the Government must consider piloting the Access to Government Procurement Opportunities Policy (AGPO) learnt from Kenya with selected services. The pilot implementation would then inform the decision on whether or not to adopt the policy and implement it in full and adapt it to the Zambian situation.

Executive's Response

The Government responded that the Ministry of Youth, Sport and Child Development, would continue engaging relevant institutions for preferential procurements in favour of youth led enterprises in the country.

Committee's Observations and Recommendations

Your Committee urges the Executive to ensure that the matter relating to preferential procurement in favour of youth led enterprises in the country is implemented by way of enacting the appropriate legislation or policy and that the agenda is addressed with the urgency it deserves. Your Committee awaits a progress report on the matter.

7.3 CONSIDERATION OF THE ACTION-TAKEN REPORT ON THE PREVIOUS COMMITTEE'S REPORT FOR THE FIFTH SESSION OF THE ELEVENTH NATIONAL ASSEMBLY

Your previous Committee had noted the responses by the Executive to the recommendations made in the previous report. While noting the responses, your previous Committee resolved to follow up the issues presented below.

7.3.1 The Effectiveness of the Juvenile Justice System in Zambia

- i) Your previous Committee had requested an update on how far the process of increasing funding to the juvenile justice system had gone.

Executive's Response

It was reported that the activity had not been undertaken due to budgetary constraints. This was worsened by reductions in the approved funding in the Yellow Book to the Juvenile Justice System from the year 2014 to 2017.

Committee's Observations and Recommendations

Your Committee resolves to await a progress report on the improvement of the funding to the juvenile justice system.

- ii) Your previous Committee had awaited an update on the process of drafting the Children's Code Bill and the review of the *Juveniles Act*. Your previous Committee had further requested a time frame within which this exercise would be completed.

Executive's Response

The Government responded that the finalisation of drafting of the Children's Code Bill awaited further instructions from the Ministry of Community Development and Social Services on some aspects of the Bill such as inter-country adoptions.

Committee's Observations and Recommendations

Your Committee urges the Government to expedite the enactment of the Children's Code Bill and the review of the *Juveniles Act*.

- iii) Your previous Committee had urged the Government to construct child correctional centres in all the provinces.

Executive's Response

In response, the Government stated that the positive recommendation made by your previous Committee was fully appreciated. It was, however, stated that the Government through the Ministry of Community Development and Social Services was in the process of constructing these facilities. The initiative would be undertaken in a phased manner by focusing efforts and resources on one or two such facilities in each year, depending on the availability of resources beginning the year 2018. This was also in line with the Government's intention to take services closer to the people as guided through the Decentralisation Policy which was currently being implemented and, therefore, the construction of the child correctional facilities in each province took precedence as a measure to ensure effective and efficient dispensation of the justice system for the children.

Committee's Observations and Recommendations

Your Committee resolves to await a progress report on the construction of child correctional centres in all the ten provinces of Zambia.

- iv) Your previous Committee had awaited an update on whether the 2016 study on the juvenile justice system was undertaken and what its findings were.

Executive's Response

It was reported in the Action-Taken-Report that the study had not been undertaken due to budgetary constraints. This was worsened by reductions in the approved fundings in the Yellow Book to the Juvenile Justice System from the year 2014 to 2017.

Committee's Observations and Recommendations

Your Committee resolves to await a progress report and also strongly urges the Government to ensure that the study on the juvenile justice system is undertaken expeditiously.

- v) Your previous Committee had requested a progress report on the transformation of the Social Workers' Association of Zambia into a legal body.

Executive's Response

The Executive responded that it had, through the Ministry of Community Development and Social Services and in collaboration with the Social Workers' Association of Zambia, made tremendous progress towards transforming the Social Workers' Association of Zambia into a legal body. The Ministry in collaboration with the Association, conducted consultative meetings on the proposed Bill in seven provinces of Zambia targeting relevant stakeholders. The consultations took place in three districts per province. In April 2017, the Ministry also submitted a letter to Cabinet Office with a list of issues to be brought before Cabinet during the year 2017, and the Social Workers' Association of Zambia Bill was among them. The Ministry had submitted a letter to the Attorney General's Office in the Ministry of Justice for clearance to proceed with the finalisation of the Bill and was still awaiting a response.

Committee's Observations and Recommendations

Your Committee resolves to await a progress report and also urges the Government to enhance its efforts aimed at ensuring that the transformation process of the Social Workers' Association of Zambia into a legal body is expedited.

- v) Your previous Committee had resolved to await an update on the approval and dissemination of the draft revised police training curriculum to relevant institutions.

Executive's Response

The Executive responded that the revised training curriculum for Zambia Police Service had been approved by the Police Command and that the next step was the validation process which had not yet been done.

Committee's Observations and Recommendations

Your Committee notes the response and strongly urges the Government to ensure that work on the revised training curriculum for the Zambia Police Service is finalised. Your Committee awaits a progress report on the matter.

- vi) Your previous Committee had requested an update on the improvement of the conditions of service as a way of retaining staff at the Legal Aid Board.

Executive's Response

The Executive responded that staff retention was a challenge that required constant attention as the factors attendant to the same were subject to change. One key initiative had been the adjustment of salaries but it needed treasury support to harmonise the conditions of service fully. New staff had not been recruited since there was no authority and funding. The institution in particular had been and continued to experience a high turnover, especially among senior and experienced members of staff.

Committee's Observations and Recommendations

Your Committee is concerned over the inordinate delays in ensuring that the conditions of service at the Legal Aid Board are revised to curb the current high employee turnover at the institution. In this regard, your Committee strongly urges the Government, particularly, the offices of the Secretary to the Cabinet and the Secretary to the Treasury to resolve the matter relating to recruitment as well as giving the institution Treasury authority to harmonise the conditions of service. Your Committee awaits a progress report on the matter.

Financing Mechanisms for Youth Development Projects

Your previous Committee had resolved to await a progress report on the review of the *National Youth Development Council Act* and the review of the operations of the National Youth Development Council (NYDC).

Executive's Response

The Government reported that the review of the *National Youth Development Act* was ongoing and that it was being done in collaboration with the Zambia Law Development Commission.

Committee's Observations and Recommendations

Your Committee notes this response and strongly urges Government to ensure that the review of the *National Youth Development Council Act* and renewing of the operations of the National Youth Development Council (NYDC) are expedited. It awaits a progress report on the matter.

7.4 LOCAL TOUR

7.4.1 Chiyota Youth Resource Centre

Your previous Committee had awaited a progress report on the audit which was expected to be carried out regarding the utilisation of funds for the repair of the Centre's light truck and the subsequent action by the Government in addressing the issue.

Executive's Response

The Government responded that the Ministry of Youth and Sport had planned to send auditors to Chiyota Youth Resource Centre during the third quarter of 2017.

Committee's Observations and Recommendations

Your Committee strongly urges the Government to ensure that an audit is carried out at Chiyota Youth Resource Centre without any further delay and that the matter relating to its operations is resolved by the end of 2018. Your Committee awaits a progress report on the matter.

7.4.2 Expansion of Kalingalinga Youth Resource Centre

Your previous Committee had resolved to await an update on the sourcing of land for the expansion of the Resource Centre and the provision of appropriate transport.

Executive's Response

It was reported by the Executive that land for expansion of Kalingalinga, now Lusaka Youth Resource Centre had not yet been found as the Ministry of Lands had not yet allocated land for the expansion of the resource centre. In addition, the Ministry was yet to procure the required transport for all the Youth Resource Centres due to budgetary constraints.

Committee's Observations and Recommendations

Your Committee strongly urges the Government to enhance its efforts aimed at ensuring that land is allocated to Lusaka Resource Centre and further that the necessary transport is availed to the Lusaka Youth Resource Centre without any further delay. Your Committee also urges the Ministry, specifically, to ensure that it liaises with the Office of the Secretary to the Treasury on the possibility of securing funds for procurement of vehicles for the various Youth Resource Centres. Your Committee resolves to await a progress report on the matter.

7.4.3 Tour of Levy Mwanawasa Stadium

Your previous Committee had resolved to await an update on employment of officers with relevant competences to manage Levy Mwanawasa Stadium.

Executive's Response

It was reported that the Ministry of Youth, Sport and Child Development was still waiting for Treasury Authority to employ officers with relevant competencies to manage the Levy Mwanawasa Stadium.

Committee's Observations and Recommendations

Your Committee strongly urges Government to ensure that relevant officers are expeditiously employed to manage Levy Mwanawasa Stadium efficiently and effectively. Your Committee resolves to await a progress report on the matter.

7.4.4 The Football Association of Zambia (FAZ) Debt to the Stadium

Your previous Committee had requested for a report on whether FAZ had settled the outstanding debt.

Executive's Response

It was reported that the Ministry of Youth, Sport and Child Development engaged the Football Association of Zambia (FAZ) to settle the outstanding debt with the Stadium. However, FAZ had not yet settled the outstanding debt to the stadium despite having made a commitment to do so.

Committee's Observations and Recommendations

Your Committee expresses concern at the failure by the Football Association of Zambia to settle the debt owed to Levy Mwanawasa Stadium. Your Committee strongly urges the Government to immediately take strong measures to ensure that the Football Association of Zambia (FAZ) expeditiously settles the outstanding debt.

Topical Issue

7.5 Teenage Pregnancy in Zambia

Your previous Committee had requested a progress report on the review of the *Marriage Act*.

Executive's Response

The Executive responded that the Ministry of Justice was incorporating stakeholder comments into the Draft Marriage Bill before finalisation.

Committee's Observations and Recommendations

Your Committee urges the Government to ensure that the Marriage Bill is presented in Parliament before the end of the Second Session of the Twelfth National Assembly. Your Committee resolves to await a progress report on the matter.

7.6 Revision of the National Sports Council of Zambia Act

Your previous Committee had resolved to await an update on the revision of the *National Sports Council of Zambia Act*.

Executive Response

The Executive responded that the Ministry in collaboration with the Zambia Law Development Commission had developed a road map to review the *National Sports Council of Zambia Act, Chapter 142 of the Laws of Zambia*. In this regard, a technical working group was formed which comprised the line Ministries and stakeholders from the sporting fraternity. Further, an issue paper was developed by the Zambia Law Development Commission outlining areas to be reviewed. The first Provincial review meetings of the *National Sports Council of Zambia Act, Chapter 142 of the Laws of Zambia* was supposed to take place in the Copperbelt and North Western Provinces from 12th to 17th April 2017. However, the review meetings could not take place because of lack of funds. The Ministry would commence with the review meetings once funds were available.

Committee's Observation and Recommendations

Your Committee expresses concern at the delay by the Government in reviewing the *National Sports Council of Zambia Act, Chapter 142 of the Laws of Zambia*. Your Committee strongly urges the Government to ensure that the amendment Bill is presented to Parliament before the end of the Second Session of the Twelfth National Assembly. Your Committee resolves to await a progress report on the matter.

CONCLUSION

8.0 Your Committee is grateful to you, Mr Speaker for the guidance rendered to it during the Session. Your Committee is also grateful to the Office of the Clerk of the National Assembly and her staff for the support rendered to it throughout this Session. Your Committee is further indebted to all witnesses that submitted memoranda and appeared before it.

Finally, your Committee is hopeful that its observations and recommendations will be considered by the Executive in addressing the challenges associated with youth unemployment in Zambia.

June, 2018
LUSAKA

C Miyutu, MP
CHAIRPERSON

APPENDIX I

List of National Assembly Officials

Ms C Musonda, Principal Clerk of Committees

Mr F Nabulyato, Deputy Principal Clerk of Committees (SC)

Mr S Chiwota, Senior Committee Clerk (SC)

Mr A Chilambwe, Committee Clerk

Mr E Chilongu, Committee Clerk

Ms A Mulale, Typist

Mr M Chikome, Committee Assistant

Mr D Lupiya, Acting Committee Assistant

APPENDIX II

List of Witnesses

Ministry of Youth, Sport and Child Development
Ministry of National Development Planning
Ministry of Higher Education
Ministry of Labour and Social Security
Central Statistics Office (CSO)
Zambia Institute of Policy Analysis and Research (ZIPAR)
Zambia Green Jobs Programme
Citizen Economic Empowerment Commission (CEEC)
National Youth Development Council (NYDC)
Non-Governmental Organisations Coordinating Council (NGOCC)
Restless Development Zambia (RDZ)
Local Government Service Commission (LGSC)
Civil Service Commission
Zambia Congress of Trade Unions (ZCTU)
Industrial Development Corporation (IDC)
Youth Alive Zambia (YAZ)
Zambia Development Agency (ZDA)
Zambia Governance Foundation (ZGF)