

**REPORT OF THE COMMITTEE ON LABOUR, YOUTH AND SPORT FOR THE FIRST SESSION OF THE ELEVENTH NATIONAL ASSEMBLY, APPOINTED ON 21<sup>ST</sup> OCTOBER 2011**

**Consisting of:**

Mr L J Ngoma, MP (Chairperson); Ms V Kalima, MP; Mr M Katambo, MP; Mr L Kazabu, MP; Mr R P Mtolo, MP; Mr B M M Ntundu, MP; Mr H Sililo, MP; Mr R T Taima, MP.

The Honourable Mr Speaker  
National Assembly  
Parliament Buildings  
**LUSAKA**

Sir

Your Committee has the honour to present its Report for the First Session of the Eleventh National Assembly.

**Functions of the Committee**

2 In accordance with the National Assembly Standing Orders, the functions of your Committee are to:

- (i) study and report on the mandate, management and operations of the Ministry of Sport and Youth and that of the Department of Labour which is under the Ministry of Information Broadcasting and Labour;
- (ii) carry out detailed scrutiny of certain activities being undertaken by the Ministry, departments and agencies under its portfolio and make appropriate recommendations to the House for ultimate consideration by the Government;
- (iii) make, if considered necessary, recommendations to the Government on the need to review certain policies and existing legislation;
- (iv) examine in detail annual reports of the Ministry of Youth and Sport and the Department of Labour under the Ministry of Information, Broadcasting and Labour and to determine whether the affairs of these bodies are being managed according to relevant Acts of Parliament, established regulations, rules and general orders, and
- (v) consider any Bills that may be referred to it by the House.

Your Committee of Labour, Youth and Sport also enjoy all the privileges, immunities and powers of a sessional committee as provided for in the National Assembly (*Powers and Privileges*) Act Cap 12 of the Laws of Zambia and the National Assembly Standing Orders.

**Meetings of the Committee**

3. Your Committee held ten (10) meetings during the year under review.

## **Programme of Work**

4. Your Committee considered and adopted the following programme of work for the First Session of the Eleventh National Assembly:

- a) consideration of the Action-Taken Report on the Report of the Committee on Sport, Youth and Child Affairs for the Fifth Session of the Tenth National Assembly;
- b) an examination of the development of Youth entrepreneurship in Zambia; and
- c) foreign tour to Rwanda, to share best practices in the development of youth entrepreneurship with their Rwandan counterparts.

## **Operations of the Committee**

5. Your Committee requested detailed memoranda from permanent secretaries of various ministries and chief executive officers of corporate and non-governmental organisations on the development of youth entrepreneurship in Zambia.

## **PART 1**

### **CONSIDERATION OF THE TOPICAL ISSUE**

#### **The Development of Youth Entrepreneurship in Zambia**

6. Your Committee, concerned about the high levels of unemployment and limited sources of livelihood amongst the youths, resolved to carry out a study of the development of youth entrepreneurship in Zambia. The objectives of the study were as follows:

- i) identify the key players and their roles in the promotion of youth entrepreneurship in Zambia;
- ii) identify the main strategies being carried out to promote youth entrepreneurship in Zambia;
- iii) identify constraints, if any, impeding the promotion of youth entrepreneurship in Zambia; and
- iv) determine the way forward.

The following were invited to submit on the subject:

- i) Ministry of Youth and Sport;
- ii) Ministry of Community Development, Mother and Child Health;
- iii) Ministry of Education, Science and Vocational Training;
- iv) Ministry of Commerce, Trade and Industry;
- v) National Youth Development Council;
- vi) The Technical Educational, Vocational, Entrepreneurship Training Authority;

- vii) The Zambia National Service;
- viii) The Citizens Economic Empowerment Commission;
- ix) The Young Women's Christian Association; and
- x) The Dzitandizeni Trust Training School.

The following three organisations presented submissions to the Committee in response to the advert that appeared in the Newspapers concerning the sitting of the Committee and the topical issue being considered.

- i) Chibembe Holdings Company;
- ii) MPH Chattered Accountants; and
- iii) Restless Development.

### **The key players and their roles in the promotion of youth entrepreneurship in Zambia**

7. Your Committee was informed that the Government, through the Ministry of Youth and Sport had put in place the National Youth Policy which among other things, focused on the promotion of youth entrepreneurship. The Ministry, therefore, worked in collaboration with institutions and individuals that had a direct and indirect influence on the promotion of youth entrepreneurship. According to the Ministry, the key players in this regard and their specific roles are set out hereunder.

#### *i. The Government*

The Government was responsible for creating an enabling environment conducive to the development of youth enterprises. This was achieved through policy formulation under which were to be provided incentives to encourage the youth to engage in business.

#### *ii. The Youth*

The Ministry of Youth and Sport identified the youth as young men and women from 18 to 35 years old. The youth themselves are key players in their business development because they propose business ideas, which could be translated into action. Their role is therefore, to implement business initiatives and to be innovative.

#### *iii. The Commonwealth Youth Programme Regional Centre for Africa (CYP RCA)*

The Commonwealth Youth Programme, also known as CYP, is an international development agency, working with young people between the ages 15 and 29 years. It is the Youth Department of the Commonwealth Secretariat.

Your Committee was informed that the Republic of Zambia hosts the Regional Centre for Africa, for the Commonwealth Youth Programme.

The CYP's programme of work was decided mainly by the Commonwealth Youth Ministers Meeting, which was funded by commonwealth governments

through annual pledges to a voluntary Fund. CYP was not a funding agency and did not provide financial support to any organization.

CYP provide Governments and youth-centred organizations with technical assistance in the following areas:

- (a) Enterprise and vocational training and microcredit;
- (b) Youth participation in decision-making and youth policy;
- (c) Professionalization and training for youth workers;
- (d) Citizenship, peace-building, and human rights education;
- (e) HIV/AIDS awareness and counselling;
- (f) Information and Communications Technology; and
- (g) Democracy (through Commonwealth election observer missions).

*iv. United Nations Agencies and Other Cooperating Partners*

Your Committee was informed that these institutions have a role of providing financial and technical support to the youth, directly or indirectly. The financial support was in terms of funds, while technical support was in form of building the capacities of the youth entrepreneurship in management, production and marketing. Among the UN agencies that were currently supporting the Government in Youth Enterprise Development, were the following:

- (a) United Nations Children's Fund (UNICEF);
- (b) United Nations Population Fund Agency (UNFPA); and
- (c) The international Labour Organization (ILO).

*v. Faith Based and Non Governmental Organizations (NGOs)*

Your Committee was informed that NGO's have a specific role of providing technical and mentorship support to the youth. Due to their community based status, NGOs and Faith Based Organizations (FBOs,) have an upper hand in mobilizing the youth to actively engage in entrepreneurship.

*vi. The Community*

Your Committee was informed that the community constitutes the market for the products of the youth enterprises. The success of the youth entrepreneurs depend on the perception of the community members, who were the consumers. The role of the community was, therefore, to provide a market for the products and services of the youths.

*vii. Banks and other financial intuitions*

Your Committee was informed that the specific role of banks was to provide facilities such as loans, and guidance on investment decision making. The development of youth entrepreneurship in Zambia therefore, would largely depend on the lending policy of the banks.

*viii. The National Youth Development Council (NYDC)*

Your Committee was informed that the National Youth Development Council, is a Statutory body created by an Act of Parliament in 1986. The NYDC has

the mandate to register, monitor and regulate all youth organizations in Zambia. Furthermore, the NYDC, working with other stakeholders, provide training and mentorship services to the youth.

**The main strategies being carried out to promote youth entrepreneurship in Zambia**

8. Your Committee was informed that the strategies set out hereunder were being undertaken to promote youth entrepreneurship.

i. *Coordination*

The Ministry of Youth and Sport has developed a National Plan of Action which was launched in 2009, and it stipulates the different roles which stakeholders were required to play in as far as youth development was concerned. The National Plan of Action broke down the provision of the 2006 National Youth Policy into actionable items.

ii. *The Youth Development Fund*

The Ministry offered loans and grants to youths under this programme, to start business or expand existing business. Your Committee was informed that the fund currently stood at eleven billion Kwacha (K11,000,000,000).

iii. *Cooperation with the private sector and the UN Agencies*

The Ministry in conjunction with Barclays Bank and UNICEF, has been carrying out an on-going Gender and Entrepreneurship Training (GET Ahead) programme in the Youth Resources Centres located throughout the country.

iv. *The Youth Entrepreneurship and Technology Incubation Programme*

Your Committee was informed that the Ministry of Youth and Sport, in conjunction with the Motivational Centre for Africa's Transformation (MoCAT), were offering entrepreneurship skills to graduates from higher institutions of learning.

The purpose of the programme was to effectively build the capacity of the youth, and provide them with business incubation services. This programme was designed to accelerate the successful development of entrepreneurship skills among the youth, through an array of business support resources and services. These Resources and services have been developed and orchestrated by program managers both in the incubator and through its network of contacts.

The Government intends that the programme would help change the mindset of young university and college graduates, from that of looking for jobs, to that of creating jobs through taking up risks of entrepreneurship.

v. *Training*

Your Committee was informed that the Ministry of Youth and Sport provided training in the youth resource centres located in several parts of the country, and at the King George the VI National Youth College in Kabwe. The training was meant to provide youths with skills in entrepreneurship.

vi. *Information dissemination*

Your Committee was informed that the Ministry of Youth and Sport, through its provincial officers, provide information on the Youth Development Fund and other empowerment funds which could be accessed by youths in order to start their enterprises.

The Ministry of Community Development, Mother and Child Health, informed your Committee that it empowers youths through the Non-Formal Education and Skills Training programme. This programme focused mainly on functional literacy and skills development, targeting school drop-outs at grade seven and nine. These early school leavers unfortunately could not enter into gainful employment and make a livelihood. They were without basic skills, were too young to be employed in the labour market and usually, the majority were below the age of wage employment. As a result, the Government through provincial skills training centres, empowered these youth with practical skills for survival. These skills ranged from metal fabrication, home management, carpentry, joinery, bricklaying, tailoring and designing.

The skills training was further extended through grant aided institutions such as mission home craft centres. In addition to offering youths with practical skills, the programme also offer a second chance at education for youths who had never been to school. This was carried out through functional literacy classes, allowing the youths to learn how to read and write. Through such training, the youths were able to acquire life skills in agriculture, population, environment, gender, HIV/AIDS, health and nutrition.

Your Committee was informed that the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA), was established under an Act of Parliament to regulate technical education, vocational and entrepreneurship training. TEVETA carries out its activities in consultation with industry, employers, workers and other stake holders. Your Committee was informed that TEVETA facilitates entrepreneurship development activities that were made available to youths and community members through the TEVETA system. The strategies used are outlined hereunder.

- Development and promotion of entrepreneurship curricula

All learners who attend training programmes at a TEVETA registered training institution, have to undertake classes in entrepreneurship. Entrepreneurship was a cross cutting subject:

- TEVETA facilitates the development of workbooks on entrepreneurship.

- TEVETA facilitates capacity development of Entrepreneurship Trainers, through a Training of Trainers (ToTs) programme.
- TEVETA facilitates the development of networks with relevant stakeholders, in order to promote entrepreneurship in the country.
- TEVETA facilitates the conduct of sensitization talks on entrepreneurship as a career option in TEVETA institutions, schools and other youth gatherings.
- TEVETA facilitates the provision of opportunities for self motivated open learning of entrepreneurship, through the 'Annual Business Plan Competition' for TEVETA and University students. This was done in partnership with stakeholders that included the Intermarket Bank, Lusaka Stock Exchange, Zambia Chamber of small and Medium Business Associations, Zambia Development Agency and the National Technology and Business Council. In the recent competition, prize money of ZMK100. Million soft loan was offered as start-up capital to the winning team. A specific period of mentorship of the winning team was also part of the prize.
- TEVETA has embarked upon the publication of entrepreneurship articles in the quarterly TEVETA Newsletter.

### **Constraints impeding the promotion of youth entrepreneurship in Zambia**

9. Your Committee was informed of the constraints listed hereunder.

i) *Inadequate Ministerial Structure*

The structure of the Ministry of Youth and Sport was inadequate as there were no District Youth Officers, who were supposed to coordinate development projects at district level.

ii) *Inadequate Funding*

The budgetary allocation to the Ministry of Youth and Sport was very minimal, considering the magnitude of youth challenges. This hampered the Ministry from effectively addressing youth challenges.

iii) *The Curriculum*

The non inclusion of entrepreneurship skills and programmes in schools, entailed that the youths were expecting to be employed upon completion of their education. Therefore, creating employment of their own came up as a second option, and minimal effort was placed in enterprise development.

iv) Your Committee was informed that the NYDC was facing the challenges listed hereunder, in the promotion of youth entrepreneurship in Zambia:

- *Weak Corporate Governance*

The NYDC had experienced a high turnover of the Boards of Councillors, that were meant to provide policy direction. Boards were appointed and dissolved before their tenure of office ended. The process of replacing boards took too long, at one time, the NYDC Secretariat operated for ten (10) years without a board to oversee its operations.

The frequent dissolution of boards, and consequent operating without board supervision had negatively affected programme implementation, including entrepreneurship development. It has also affected staff recruitment, particularly the employment of the Chief Executive Officer, as well as resource mobilization. Further the image of the organization among stakeholders has greatly suffered.

- *Legal Framework*

NYDC noted and informed your Committee that the current *NYDC Act (No. 7 of 1986)* has many gaps which affect the institutional capacity and program implementation. The challenges of young people 25 years ago were very different from the challenges of today's young people.

Further, some of the provisions of the NYDC Act were not in harmony with other existing Acts such as the *Societies Act (CAP 119)* and *Non Governmental Organisations Act No. 16 of 2009*, especially with regards to registration of youth organizations.

- *Centralized Structure*

NYDC was mandated to coordinate youth activities in the whole country. This meant promotion of youth entrepreneurship, among other programmes, has to be carried out throughout the country. Unfortunately NYDC has no structures at district and provincial level. The NYDC relies heavily on the Provincial Youth Development Coordinators from the Ministry of Youth and Sport.

- *Inadequate Resources*

Your Committee was informed that the NYDC funding was inadequate, the grant received from the Government hardly meets the administration costs. It was therefore impossible to implement programmes that required the establishment of finance credit schemes, a major part of entrepreneurship development.

- v) The Citizens Economic Empowerment Commission (CEEC) noted and informed your Committee that young people in Zambia have a negative attitude towards self employment, especially in the informal sector. It was generally argued that young Zambians prefer formal employment to self employment, because of the "white collar" mentality that they have acquired through the schooling system.
- vi) The CEEC further noted that poor access to low cost financial capital and information on available opportunities, was a major drawback. Young entrepreneurs have major challenges in accessing finance from

commercial banks, due to collateral and other stringent rules and regulations attached.

**Recommendations from witness on the way forward in the promotion of youth entrepreneurship in Zambia.**

10. Your Committee was informed of the recommendations listed here under.

*i) Increase the funding of the Ministry of Youth and Sport*

There was need to increase the funding of the Ministry, to allow it to effectively carry out programmes and create an impact on the promotion of Youth entrepreneurship in Zambia.

*ii) Raise the Youth Development Fund*

There was need to raise the Youth Development Fund from the current eleven billion kwacha (K11,000,000,000), to a hundred billion Kwacha (K100,000,000,000). This would allow more youths to access the money.

*iii) Expand the structure of the Ministry of Youth and Sport*

The structure of the Ministry should be expanded to ensure presence at district level and efficient and effective addressing of youth developmental issues.

*iv) Review the school curriculum*

There was need to review the school curriculum and include life skills and entrepreneurship development. This would allow the youth to gain adequate information and appreciation of the benefits of self employment. Entrepreneurship training should also be institutionalised in the teachers training programs, this would ensure sustainability in building a critical mass of entrepreneurship trainers.

*v) Enhanced collaboration with private sector*

There was need to enhance collaboration with the private sector in order to improve the link between training and labour market requirements.

*vi) Rehabilitation of Zambia National Services (ZNS) facilities*

The Government should embark on the infrastructural rehabilitation of the ZNS facilities used for the rehabilitation and skills training of vulnerable youths such as former street children. These Zambia National Service centres also require adequate modern skills training equipment. There was need to open up more ZNS centres for the rehabilitation and skills training of vulnerable youths.

*vii) The services offered at the rehabilitation and skills training camps under the Zambia National Service, should be evaluated and the results should be shared amongst the stake holders. Successful*

results could be used as justification for the expansion of this initiative. There was also need for ZNS to collaborate with other stakeholders in providing services at these camps. This would allow the youth to receive a holistic training package, that will facilitate behavioural change and instil a true entrepreneurship sense.

- viii) There should be continuous active consultation between the youth and institutions involved in the support of youth entrepreneurs. Youth had to be active participants in the planning, implementation, monitoring and evaluation of the efforts in the promotion of youth entrepreneurship. Youth financial and entrepreneurship promotion has to use the language and context with which the target audience could relate to. Promotion of youth entrepreneurship should be rolled out to the rural areas and deliberate efforts should be put in place to target and involve the female youths.
- ix) The Fund implemented by the Ministry of Youth and Sport, should be implemented using the Commonwealth Youth Credit Initiative (CYCI) Model. Under this Model, Government was responsible for the mobilization of resources, but it was not involved in the loan disbursement. Government identified an agency experienced in loan management to train, disburse and recover loans. It then monitored the agency to ensure that the objectives were met.
- x) The Ministry of Youth and Sport should expedite the review of the *National Youth Development Council Act No. 7 of 1986*. Reviewing the Act would address issues of corporate governance, such as recruitment of staff, which affected programme delivery. It would also address the issue of the organizational mandate in view of the new challenges of today's youth. Reviewing the Act would also harmonise the provisions the NYDC Act, the Societies Act and NGO Act, particularly regarding registration of youth organizations.
- xi) The Government should provide a legal framework that would promote youth entrepreneurship by providing incentives to companies that support youth enterprises and other business support services. This should also include banks that would be able to give soft loans to youth entrepreneurs.

### **Committee's observations and recommendations**

After consideration of the submissions from all the witnesses, your Committee made the observations and recommendations listed hereunder.

11. Your Committee observes that there is lack of understanding amongst the youths between social grants that are provided by Government and other aid organisations, and the loans under the CEEC that require collateral and had to be paid back with interest. Most youths believed that the funds under the CEEC were grants and therefore, there was no need for collateral or for paying back the money.

Your Committee recommends that the CEEC should embark upon an extensive education campaign, to clearly explain to the members of the public the types of loans available and the conditions that come with the loan.

Your Committee observes that the youths have been categorized as high risk borrowers. Your Committee, therefore, recommends that they should be detached from the current CEEC Fund and that a special fund should be established with conditions conducive for the youth.

Your Committee observes that disbursement from CEEC Fund has been put on hold until the completion of the forensic audit. Your Committee recommends that the audit should be completed in good time to allow for the resumption of the disbursements from the Fund.

Your Committee observes that the National Youth Development Council (NYDC) is operating under a lot of stress, and it is failing to have an impact on youth development in the country. This is due to the inadequate funding and the large amount of money it owes its former employees and statutory bodies.

Your Committee recommends that the Government should improve the funding to the NYDC, and it should enter into serious dialogue to establish ways of clearing the huge debt burden.

Your Committee observes that the frequent changes on the Board of the NYDC have paused a great hindrance to its operation. Your Committee recommends that institutions other than individuals, should constitute membership of the Board. This would ensure continuity and stability for the successful implementation of the projects.

Your Committee recommends that the NYDC Act should be reviewed. This would deal with amongst other things, the required number of board members and the provision of a clear definition of youth organizations to be registered with the Council.

Your Committee observes that the NYDC farm in Mongu has been encroached upon. Your Committee recommends that the Government should support the NYDC by seriously following up this issue, and ensuring that the NYDC renews its title to the farm, and that the encroachment is reversed. The farm is one of the NYDC's major source of income.

Your Committee recommends for the strengthening and recognition of the NYDC Board, and for the mobilization of resources to clear the NYDC retirees.

Your Committee observes and commends the Ministry of Education, Science, and Vocational Training, for introducing Creative and Technological Studies in the Basic Education System. Your Committee noted that this was a good way of orienting pupils towards entrepreneurship. Your Committee recommends that the Ministry should go further and make the subject more practical.

Your Committee recommends that all teacher training programs should include courses in entrepreneurship.

Your Committee observes that the skills training centres around the country had old and out dated equipment, it recommends that new and up to date equipment be supplied to the training centres.

Your Committee recommends that the Government should adequately deal with the problems currently faced by the existing skills training centres, before building new ones.

Your Committee recommends that the Government should put in place a deliberate policy to support local graduates of tertiary institutions, in gaining access to tenders to supply requisites to the Government institutions such as desks for schools. However, adherence to standards should be a priority.

Your Committee recommends that the Government should carry out sensitization exercises, to inform the public of its new Vocational Training Strategic Plan.

Your Committee observes that the Government, through the Ministry of Education, Science and Vocational Training, has not utilized local skills training centres such as Dzithandizeni Trades Training Institute in Lusaka, to make school desks for the many Government schools requiring desks.

Your Committee recommends that Government should support training centres by requesting them to make school desks and other school, hospital and office equipment. Your Committee further recommends that every district in Zambia should have a fully equipped youth skills training centre.

Your Committee observes that the banks' sole purpose was to maximize profit. Therefore, in order to encourage the banks to support youth entrepreneurship, there was need for the establishment of a Government Guarantee Scheme. This would assure the banks that in case the youths defaulted, the Government would come in to clear the debt.

Your Committee also recommends that the banks should expand their networks, and ensure that they appointed agents to closely follow up and provide support to the youths who had obtained loans.

Your Committee observes that the approach by the Restless Development Programme was unique in that it used the youths to work with the fellow youths. The active participation of youths in the welfare of others was very encouraging and should be emulated by other organizations. Your Committee recommends that they should be more interaction between the youths and the leadership (traditional and political).

Your Committee recommends that the private sector should play a more active role in the mentoring of youths involved in entrepreneurship. The Government should introduce tax rebates for organizations that support youth entrepreneurship.

## **PART II**

### **REPORT ON THE FOREIGN TOUR OF THE COMMITTEE ON LABOUR, YOUTH AND SPORT TO RWANDA- SUNDAY 15<sup>TH</sup> APRIL TO SATURDAY 21<sup>ST</sup> APRIL 2012**

12. In accordance with their programme of work, the Committee on Labour, Youth and Sport undertook a foreign tour to Rwanda from Sunday 15<sup>th</sup> to Saturday 21<sup>st</sup> April 2012.

The main objective of the tour was for the Committee to share best practices in the promotion of youth entrepreneurship with their Rwandan counterparts.

### **Meeting with the Rwandan Parliamentary Committee on Education, Youth, Sport and Culture**

Your Committee was introduced to the operations of the Rwandan Parliament, which consisted of two chambers. The Senate was the Upper Chamber and the Chamber of Deputies was the Lower Chamber. The Chamber of Deputies had eighty (80) members serving five-year terms. The Committee was informed that, twenty four (24) of these seats were reserved for women and three seats were reserved for the youth and the disabled. A youth in Rwanda was defined as person aged eighteen (18) to thirty-five (35) years.

The Senate was made up of twenty six (26) Members, each serving a non renewable eight year term. These were selected from a variety of bodies in Rwanda. The Parliament of Rwanda had the mandate to make laws and it was empowered by the Constitution to oversee the activities of the President and the Cabinet. The Members of the Senate and the Chamber of Deputies were members of various committees that oversee the activities of various ministries.

During the meeting with the Rwandan Parliamentary Committee on Education, Youth, Sport and Culture, your Committee made the observations set out hereunder.

- The Rwandan Constitution clearly outlines the role of the youth in national development, and the establishment of the National Youth Development Council (NYDC) as the main coordinator of all youth activities in the country. The Rwandan NYDC has representation starting from the local community level right up to the national level.
- The Rwandan NYDC has a specific allocation in the national budget.
- Youth empowerment has been streamlined in all the ministries, and a specific amount of every ministry's budget has to be allocated for youth empowerment.
- A massive campaign termed "one laptop per child" has been launched through the Ministry of Education. The main objective was to introduce the children to Information Communication Technology (ICT) at an early age. In 1996, a large number of Rwandan youths were sent by the Government to India and the United States of America, to acquire skills in ICT. The return of these youths led to a massive change in the Rwandan communication sector. Some of the graduates become self employed and provided training and employment for other youths.
- The Rwandan Government has put in place mechanisms to ensure that the youths involved in agriculture, has a ready market for their produce.
- The Rwandan Government provides free education for the first 12 years and fourty percent (40%) of the national budget was allocated to the education sector.

- Entrepreneurship training in Rwanda started at primary school level.
- Through the Rwanda NYDC, youths have been supported to establish cooperatives where their active participation was emphasized upon. Self employment was highly recommended in the National Development Policy. Youths have established credit and savings cooperatives where they were given loans at a lower interest. With the loans, the youths were able to purchase motor bikes, establish taxi businesses and slowly pay back the loans. These cooperatives were set up on the “*Mdehe Practice*”, a Rwandan traditional practice of working together to help each other. The youths put money together and helped one another on a rotational basis.
- The participation of the youths in Rwanda’s national development has been buttressed by a strong political will. It was a Rwandan Government policy that the position of Minister of Youth be occupied by a youth. The Government through the Ministry of Education has set targets to ensure that by 2012, fifty percent (50%) of the Rwandan students would be in technical high schools. Another target was set that by 2012, a total of thirty five thousand (35,000) youths should have graduated from skills and vocational training institutes. Both targets have been met.
- The Rwandan Government has put emphasis on the creation of employment through the Work Force Development Authority (WDA). Hands-on practical experience was emphasized upon and skills training was therefore opened up to youths who had stopped their formal education in grades 9, 10 and 12. Less emphasis was placed on the passing of the above grades before being taken on for skills training. The Rwandan Government has further banned the requirement of experience for any lower level jobs. Emphasis was only to be placed on the individual’s capacity to work.
- It was a deliberate Rwandan Government policy to emphasize on science education for the development of a science based economy. The youth have been identified as Rwanda’s most valuable resource.
- It was a Rwandan Government policy to ensure that upon completion of the 12 years of education, every Rwandan youth has to undergo a traditional orientation. The youths were introduced to positive traditional values, beliefs and practices. This was meant to strengthen the youths’ cultural belief and the spirit of reconciliation after the genocide. The graduates of this program were referred to as “*Intores*”, a Rwandan term for a brave and wise warrior. The youths were encouraged to be proud of themselves, their background and their country.

### **Meeting with the Rwandan Minister of Youth, Information, Communication and Technology (ICT)**

The Committee had an opportunity to meet with the Minister of Youth and ICT. The Committee was informed that ICT have been identified as a major tool for the maximum development of the youth. ICT was also important for policy formation and monitoring. It was therefore logical for youth and ICT to be placed under one Ministry. Through the meeting, your Committee was able to observe as set out hereunder.

- The Ministry has developed a clear vision of ensuring that youths became job creators and not only seekers. The culture of reconciliation after the genocide was cardinal in the vision of the Ministry.
- The Ministry was not directly involved in the implementation of projects, it has fully empowered the National Youth Development Council (NYDC) to implement all the activities under the Youth Policy. The Ministry was involved in the provision of the policy guideline, monitoring and evaluation.
- Through the NYDC, National Youth Centres have been established all over the country. These were one stop centres, where youths were able to find information on skills training, basic health support services, entertainment and sport. One stop centres were viewed as important for the economic development of the country.
- A public private partnership has been established for the financial support of the youth entrepreneurs. The Government provide the security, whilst the micro-finance institutions took over the funding of the projects. This has worked very well.
- The Ministry was also in charge of coordinating and monitoring the activities of the Non Governmental Organizations (NGOs). Transparency and open communication was demanded, the Ministry has to be fully aware of all NGO activities.
- In order to plan for the youths, the Ministry has insisted on efficient and frequently updated statistics. The Ministry has a fully functional statistics department and also utilized the Demographics and Health Survey.
- A Stakeholder's Sector for the youth has been established under the Ministry, and it assists in the planning and monitoring of the support for youth development.
- Through the NYDC, a Business Development Fund has been established. This provide guarantee on collateral for the youth entrepreneurs. The NYDC is able to provide guarantee for the "*lease and buy*", a system that is used for the purchase of equipment to be used by the youth entrepreneurs.
- With the guidance of the NYDC, a savings and credit initiative run by and for youths has been established. It has a ninety four (94%) return, it was therefore a success.
- The Minister of Youth and ICT, like all other ministers in the Rwandan Government has to sign a Performance Contract with the President at the beginning of every year. The contract has specific goals that have to be achieved within a given time frame. If not achieved, the Minister would be considered to have failed and would be relieved of his duties. Achievement of the goals was rewarded by a bonus.
- The Ministry through the NYDC have paid particular attention to the youths with special needs. Drug and alcohol addicts were provided with

specific special attention involving the community, faith based organization and the family.

### **Tour of the Kicukiro Integrated Polytechnic Regional Centre**

In the company of the Principal of the training centre, your Committee visited the Kicukiro Integrated Polytechnic Regional centre, based in Kigali the capital city of Rwanda. It was part of the novel concept of an Integrated Technical and Vocational Education Training (TVET) System, that had been approved by Rwandan Cabinet. Technical training was set to be offered from technical secondary school, up to the equivalent of the higher diploma. The Kicukiro Training Centre provided access to technical education with multiple entry and exit points. Through the training, the youths were empowered and their opportunities for entrepreneurship enhanced.

From the tour of the Training Center, your committee was able to observe the as set out below.

- The centre has a total of 2, 336 students, and a clear vision to expand to 10,000 students in the future. 24% of the students were female.
- The Training Center was working closely with the local industries, to ensure that students had a real life hands on experience during their training. Internship arrangements allowed the students to spend one year on an internship program. If the students on internship worked well, they were taken on as full time employees upon graduation. Graduates were also encouraged to start by working on voluntary basis.
- The training Centre currently had eight diploma programmes, the latest being a diploma in biomedical and utilization of hospital equipment. The Training Centre allowed for the combination of courses to ensure that the students were more marketable.
- The Training Centre had incorporated entrepreneurship training into all the courses. Students received training in marketing, planning, budgeting and market analysis.
- The government of Rwanda had established incubation centres around the Country, where college graduates were assisted to market their products. Support was also provided in terms of work preparedness, basic equipment, access to the internet and loans for the establishment of entrepreneurship projects.
- Mentoring was a major part of the Training Centres program.
- The Government, through the Ministry of Education had emphasized on holding regional and national competitions amongst college students, winners were regarded both at individuals and also at college level. The competitions were a great boost to the students' morale to perform better. The Kicukiro (IPRC) had won the 2012 national skills competition.
- The Training Centre had faced a challenge in retaining the trained staff. To overcome this programme, the Centre has decided to add on a thirty percent (30%) to the salary of all the training staff.

- The Centre receives a lot of support from the political leadership. The President of Rwanda has pledged his full support to the Centre.
- The student's workshops were well built and fully equipped with the latest training equipment. ICT was highly emphasized and every student at the Centre has full access to a computer and a lap top. The Government of Kuwait has provided a soft loan to the Centre. The government of South Korea has also provided some grants to the Centre.
- In order to raise more funds and to provide realistic training and empowerment, the Centre has put up a plan to establish a Company that would sub-contract the graduates.
- Rwanda has a long term plan to invest fully in the training of the youths and to export this highly skilled manpower to other nations. The Support that these people will send back to their families in Rwanda will contribute to the development of the nation. Countries like Singapore were developed in a similar manner.

### **Tour of the Tumba College of Technology**

In the Company of the College Principal, Your Committee toured the Tumba College of Technology, based in the Rulindo district of the Northern Province of Rwanda. From the tour, your Committee was able to observe the following:

- This was a state supported institution that has also received tremendous support from the Japanese Government. It offers a two year study program leading to a diploma.
- The College was established in 2007, offering training in Information Technology (IT), Electronic and Telecommunications (ET) and Alternative Energy (AE). The College has a clear vision to be a centre of excellence in technical education in Rwanda, and the East African region. One of its most basic principal was to promote technical education that could make real contribution to the society. The emphasis of the training was on practical knowledge and guidance that reflected the realities of business.
- The College has up to date facilities and equipment that were essential for practicals and research with access to high technology. Each student at the College has access to a computer and laptop.
- Entrepreneurship training was an integral part of the curriculum. All the students have to undergo training in entrepreneurship. The College support students to start their own business by providing necessary information such as company registration procedure and soft loan information. The College has produced an Entrepreneurship Guideline which was accessible to all the student.
- Individual industrial attachment was an integral part of the curriculum and so were study tours to various industries in Rwanda.
- Night Classes (extra lessons) were encouraged for students who were behind in their lessons. Night classes were possible because the College

has enough accommodation for all the students enrolled. Students were also encouraged to undertake on-line training and to work on “real life” projects.

- The college has established satellite centres around the region and in Kigali the capital city of Rwanda. This was to ensure that more students were able to access the training.
- The College takes active participation in national and international expositions and competitions. Tumba College was the reigning National Champion of the Robotic Skills Competition. The College has also been identified and qualified as a Centre of Excellency.
- Follow up of the graduates was maintained as a valid record for the College’s success. 74% of the graduates have been employed and the rest have established businesses. Employer’s satisfactions with the former students have been traced and 97% of the employers were satisfied with the graduates they have employed.
- High staff turnover was noted as a major challenge. To counteract this, the College provides free accommodation and free transport for the College staff.
- The success of the College was attributed to high levels of political support, adequate budget allocation and the Performance Contract that the Principal had to sign with the Ministry of Education. All the College staff also have to sign performance contracts with the principal. Achievement of the agreed upon goals results in a bonus. Failure results in loss of employment.

### **Tour of the Iwawa Rehabilitation and Vocational Skills Training Centre**

Your Committee undertook a tour of the Iwawa Rehabilitation and Vocational Skills Training Centre, which is based in the Western Province, Rutsikiro District Iwawa Island on lake Kivu.

Upon realizing the increase in the number of delinquent youths due to low level of skills and formal education, under and unemployment, the Government of Rwanda mandated the Ministry of Youth to establish and coordinate a Rehabilitation and Skills Development Centre. The Centre has the following three educational components:

- Rehabilitation;
- Skills Training; and
- Civic Education.

The youths were expected to spend a year at the Centre. Six months were spent on social integration and another six months on vocational training. The youths were expected to leave the Centre with positive values and equipped with skills to either gain employment, establish a business and play an active role in the development of their communities.

During the tour, your Committee observed that the Rwandan Ministry of Youth and ICT works closely with relevant ministries and institutions to develop and deliver the services listed hereunder.

#### *Selection and assessment*

Male youths aged between 18 and 35 years, who have been involved in delinquent behaviour, were selected to move to Iwawa. Currently the centre has 2,500 youths. Once at Iwawa, an initial assessment was carried out to identify the needs and abilities of the youths.

#### *Training*

Rehabilitation was part of the training. The youths were exposed to a number of courses to enable them change their behaviour and develop a value system that would support them to become responsible and productive citizens.

#### *Civic Education*

Civic education allowed the youths to gain a better understanding of Rwandan values and systems.

#### *Skills Training*

The skills training was divided into vocational, language, basic education courses and entrepreneurship training. Entrepreneurship training enabled the youth to understand the market through writing a business plan, basic financial management, resources mobilization, marketing and cooperative organization and management. Under vocational training, the youths were exposed to agriculture, food processing, clean sustainable energy, building services, technical services, tailoring arts and crafts.

- On completion of the training, the youths were assessed and if they passed the assessment, they were supported in searching for work placements and apprenticeships. The graduates were also provided with a start up kit where required. The youths were also supported to set up their own productive cooperatives, in order to instil team work and peer support which reduced the likelihood of reoffending. The youths who did not do well during the assessment had to spend another year at the Centre.
- Though the Centre buildings were of a temporary basic nature, modern training equipment was available and each trainee has full access to either the sewing machines, the carpentry and building equipment.
- The Local Government, Community based leadership, Faith Based Organizations and the parents of the youths, are all involved in the follow up and mentoring of the trainees.
- The Centre has a clinic for health support and education of the youths. Voluntary HIV/AIDS testing and male circumcision was carried out at the clinic.

- The Centre also has a Psychological Department for the psycho-social support of the trainees. The trainees have also established a psycho-therapy support group.
- Positive slogans and music was used to instil self belief, national pride and identification. All these were a major part of rehabilitation at the Centre.
- The location of the Rehabilitation Centre, on an island, allowed the trainees to concentrate on their rehabilitation program without much distraction. Earlier, rehabilitation centres had been set up within the larger community. These had failed to succeed. The trainees were distracted and finally run away from the centres.
- The Government had plans to build permanent structures and to further expand the Centre.
- The Centre was, however, facing challenges with a limited budget to successfully carry out all the required activities.

### **Committee Recommendations**

Following the observations made during the foreign tour to Rwanda, your Committee made the recommendations for the development of youth entrepreneurship in Zambia as set out below.

- The role of the youth in national development should be clearly outlined in the Zambian Constitution and so should be the establishment and purpose of the Zambian National Youth Development Council. This will allow for the full recognition and support of the youth, through the streamlining of their support in all the ministries. Active youth participation should be supported and clearly outlined and reserved in all the decision making bodies, starting from the local community to national level.
- The NYDC should have a serious national presence. It should be adequately supported to ensure that its coordination has a bottom up approach. Starting with presence at local community level, and rising to the national level, the NYDC should have wider and more active participation in youth development.
- Youths involved in agriculture should be availed with timely inputs and a ready market for their produce. This will economically and socially empower them to contribute to national development.
- In order to have a stable base for the formation and development of youth entrepreneurship in Zambia, there should be 12 years of free education from grade 1 to 12.
- Education in entrepreneurship should start at primary school level. This will ensure that children develop an interest and appreciation of the tasks involved.

- The Government through the Ministry of Education, Science and Vocational Training should ensure that formal entrepreneurship training encompasses both the theory and practical hands - on experience.
- The Government should ensure that the ministries in charge of youth development are fully supported with an adequate budget. In close consultation with the NYDC, the Government should set a clear vision regarding youth entrepreneurship development. This should be accompanied by a clear target to be achieved within a specified period. This will allow for objective transparent monitoring and evaluation of youth entrepreneurship development in Zambia.
- In order to keep track of the progress of youth entrepreneurship in Zambia, it is important to have a well equipped and fully functional statistical department in all the ministries in charge of youth development in Zambia.
- The Government should establish a Youth Business Development Fund on a public private partnership scheme. The private sector with the experience and capacity to run micro-finance institutions, could be invited to provide funding and monitoring of the youth entrepreneurs, whilst the Government provides security.
- One stop centres, where the youths will be able to find information on skills training, basic health support services, entertainment, sport and entrepreneurship opportunities, should be established at district level in the whole country.
- Full support in terms of modern up to date facilities, equipment and qualified training staff should be provided to the skills training centres in Zambia. The Government should also explore other alternatives for funding skills training, such as public – private partnerships. These would also help in the provision of industrial attachment of the students.
- The Government should strengthen its attention to the youths with special needs. Efforts to rehabilitate street children and youths addicted to drugs and alcohol, should be strengthened and expanded to other provinces. This will ensure that the youths are rehabilitated and provided with skills that will allow them to contribute to national development. The Chiwoko and Kitwe Zambia National Service camps, currently used for the rehabilitation and skills training of street children, should be strengthened with modern facilities and training equipment. Rehabilitation of delinquent youths should involve the family, the local community and the faith based organizations.
- The Government should put in place a deliberate strategy that will discourage Zambian youths from looking down upon vocational and skills training. Youths should be provided with information on the value of entrepreneurship during the skills and vocational training programs. Youths should value self employment and be oriented away from training only for employment.
- The Zambian Government should put in place a mechanism that will ensure that Zambian youths are oriented with positive traditional values,

beliefs and practices. These will allow the youths to have pride in themselves, and to work hard for themselves and their country.

- Youths should be encouraged to establish and actively participate in the community based youth cooperatives. These cooperatives should be strengthened with the ability to provide small scale loans to its members on a rotational basis.
- Continuous mentoring of youth entrepreneurs should form a major part of entrepreneurship development in Zambia.

The tour was indeed a valuable experience for your Committee. Your Committee was able to learn the various strategies that have been put in place to promote youth entrepreneurship in Rwanda. Rwanda was recovering at a fast rate from the ravages of the genocide due to the strong deliberate policies, the political will and commitment of the leaders and other stake holders in the development of youth entrepreneurship.

### **PART III**

#### **CONSIDERATION OF THE ACTION – TAKEN REPORT ON THE REPORT OF THE COMMITTEE FOR THE FIFTH SESSION OF THE TENTH NATIONAL ASSEMBLY**

##### **The Prevention of Child Marriages in Zambia**

13. Your previous Committee recommended that these ministries (Ministry of Education and the Ministry of Community Development and Social Services), should have a policy on the prevention of child marriages and should be adequately funded to carry out the relevant activities. District Child Protection Committees, under the Ministry of Community Development and Social Services, should be scaled up to all the eighty two (82) districts in order to effectively address issues affecting children. Currently, only 25 districts had established Child Protection Committees. Your Committee recommended that more should be done to sensitize the public on the existence of the Child Protection Committees and their operations.

In its response, the Government stated that the Ministry in conjunction with UNICEF had started preparations to undertake a study on child marriages to determine the current trends on social, cultural and economic factors leading to child marriages. The study would commence in December, 2011 and would take a period of six months. The Ministry had put in place a Steering Committee composed of line Government ministries and Non-Governmental Organisations, House of Chiefs and the Church to spearhead the study. The study would facilitate the review of existing policies and develop strategic measures that would help to reduce child marriages in Zambia.

The Ministry further were in support of the recommendation made by your previous Committee to adequately fund the relevant activities on the prevention of child marriages and to enable the Ministry create a budget line on child marriages. The Ministry would also mobilize resources from cooperating partners to supplement Government's effort.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the findings of the study on child Marriages. Your Committee further requests an update on activities being carried out in the prevention of child Marriages.

Further, your previous Committee observed that the Ministry of Community Development and Social Services housed the Cultural Policy and culture played a major role in the issue of marriages and initiation ceremonies such as "*chisungu*". Your Committee recommended that initiation ceremonies should continue to be practiced however, organisations such as Child Fund-Zambia, UNICEF, Zambia National Traditional Counselors Association, Ministry of Sport and Youth, Ministry of Gender and Child Development and the Ministry of Community Development and Social Services, should carry out a study on all the initiation ceremonies carried out in Zambia. The study would help the country to establish the impact of the ceremonies on the development of children. It would also help the Ministry to formalize the ceremonies and to ensure that the best interest of the child is observed and preserved.

Your Committee was informed that the Ministry fully supported this recommendation as it would help maintain the promotion of positive values, norms and customs within acceptable practices in order to provide appropriate life skills during the initiation ceremonies. Furthermore, the study would assist to formalize and promote best practices through guidelines to be provided by the findings. The Ministry would undertake the study in 2012, in order to incorporate initiation ceremonies into the National Cultural Policy.

### **Committee's observations and recommendations**

Your Committee takes note of the response from the Government and requests for an update on the study of initiation ceremonies in Zambia.

Your previous Committee observed that poverty and the negative impact of HIV/AIDS on the family were some of the causes of child marriages. Your Committee recommended that in order to fight poverty, the Social Cash Transfer Program for vulnerable families should be strengthened and expanded to other districts.

In its response the Government stated that the scaling up of the Social Cash Transfer programme was an on-going exercise. The initial 5 pilot districts namely; Monze, Kazungula, Katete, Chipata and Kalonio have been fully scaled up to cover the entire districts while three new districts namely: Kalabo, Shang'ombo and Kaputa were included in 2010. Serenje and Luwingu districts would also be included by the end of 2011. It was hoped that Government's commitment to increase funding for the expansion program would continue.

### **Committee's observations and recommendations**

Your Committee takes note of the response from the Government and requests for an update on the expansion of the Social Cash Transfer Program.

Your previous Committee recommended that the Government should initiate community based education on the prevention of child marriages, and the interpretation of the Constitution and the Penal Code into local languages.

Community leaders should be involved in this activity which would contribute towards the prevention of child marriages.

In its response, the Government stated that the scaling up of district child protection committees was an on-going process and by December 2011, ten more district child protection committees would be established in addition to the existing 25 committees. However, it was worth noting that the scaling up of the Committees would be dependent on the availability of adequate financial resources.

The Ministry would intensify sensitization of the general public on the existence and operations of the district child protection committees through electronic and print media. The Ministry would further build capacities of the district child protection committees to undertake awareness raising at community level.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests for an update on the scaling up of the district child protection committees. Your Committee further requests for an update on the Community Based Child's Rights awareness raising program.

#### *Tour of girls safe houses-Mazabuka and Livingstone*

Your previous Committee recommended that Government should develop a policy to ensure that every high school in the rural and peri-urban areas had boarding facilities, especially for the girls. The idea of rented safe houses was good but it could not cater for the high demand and it could not be sustained.

In its response the Government stated that the Ministry of Sport, Youth and Child Development had taken note of the recommendation and had since written to the Ministry of Education, imploring them to implement the recommendations. However, it was the policy of the Ministry of Sport, Youth and Child development to ensure that the youth resource centers under its mandate had boarding facilities.

### **Committee's observations and recommendations**

Your Committee takes note of the Government's response and requests for an update on the construction of boarding facilities for all high Schools in the rural areas.

Your previous Committee recommended that in order to ensure safety of the girls, wall fences should be erected around the safe houses and a security guard should be stationed at the gate at all times.

In its response the Government stated that the Ministry of Sport, Youth and Child Development had taken note of the recommendation and had written to the Forum for the Advancement of Women Education Zambian Chapter (FAWEZA) to implement the recommendation.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government, and requests for an updated on the erection of security wall fences around the FAWEZA safe houses in Mazabuka and Livingstone.

Your previous Committee recommended that the Government, through the Ministry of Gender and Child Development should provide a yearly grant to FAWEZA for the support of the girls' safe houses.

In its response the Government stated that the Ministry had taken note of the Committee's observations and recommendation. To this effect the Ministry would consider introducing a budget provision for support to FAWEZA in the 2012 budget, should the budget ceiling allow.

Your previous Committee recommended that whilst in the safe houses, girls should be exposed to several skills training programmes such as knitting, sewing, gardening, cookery and chicken rearing, which could be introduced to the girls during the weekends.

In its response the Government stated that the Ministry of Gender and Child Development had taken note of the recommendation and had written to FAWEZA to implement the recommendation.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests for an update on the introduction of skills training programs for the girls in the FAWEZA safe houses.

#### *Tour of the Young Women's Christian Association (YWCA) Safe House - Kitwe*

Your previous Committee undertook a tour of the YWCA Safe House which was located at an undisclosed location in Kitwe. At the time of the tour, the premises housed 10 girls whose ages ranged from 12 to 16 years old. These girls had undergone abuse (physically or sexually) in the family or by other members of their community. Most of the girls were subjects of court cases.

Your previous Committee recommended that the Government should revive the provision of a monthly grant to the Kitwe-YWCA Safe House. The withdrawal of the grant should be gradual and only after a thorough assessment of the Safe House's ability to survive without the grant.

In its response, the Government stated that the Ministry of Gender, and Child Development had taken note of the Committee's observation and recommendations, to this effect, the Ministry would consider making a provision for the support to the Kitwe Young Women Christian Association Safe House, under the 2012 Budget, should the budgetary ceiling allow.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests for an update on its resumption of the provision of a monthly grant to the Kitwe (YWCA) Safe House.

Your previous Committee recommended that the Kitwe-YWCA office should write to the Kitwe City Council and formally request for the waiving of land rates for the Kitwe-YWCA Safe House. The Zambia Electricity Supply Cooperation and the Nkana Water and Sewerage Company, should also be written to and requested to reduce their rates in support of the Safe House.

In its response the Government stated that it had taken note of the recommendations and that the Young Women Christian Association - Kitwe has been written to requesting for an update on the waving of land rate by the Kitwe City Council and on the provision of adequate security to the workers and the girls at the centre. However, response was still being awaited.

#### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the waving of rates paid for the land and electricity at the Kitwe YWCA Safe House.

Your previous Committee recommended that the Zambia Police Services should work together with the Kitwe - YWCA, to ensure that adequate security was provided to the workers and to the girls in the Safe House.

In its response, the Government stated that it had taken note of the recommendation from the Committee and had since written to the Zambia Police Service in Kitwe, requesting them to provide adequate security at the Safe House. However, feedback was yet to be received.

#### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the provision of security for the girls and the workers at the Kitwe YWCA Safe House.

Your previous Committee recommended that the Government should ensure that a child friendly court system is established, and that court officials should be trained to promote a child friendly court atmosphere, and to be more receptive to cases involving children.

In its response the Government stated that it had taken note of the recommendation and had since written to the Chief Administrator of the Judiciary although feedback was still being awaited.

#### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the promotion of a child friendly environment in the courts.

Your previous Committee recommended that the Kitwe-YWCA should establish a school and a skills training centre, which could be used for fund raising purposes. Success stories of girls who had stayed at the House should be shared with the current group of girls, to encourage and boost their morale.

The Government responded by stating that it had taken note of the recommendation and had since written to the Young Christian Women Association at Headquarters to consider the matter.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the establishment of a school and a skills training center at the Kitwe YWCA Safe Home.

#### *Public Hearings - Livingstone and Solwezi*

Your previous Committee held public hearings in Livingstone and Solwezi. The purpose of the hearings was to provide an opportunity for members of the public, to air their views on the causes of child marriages, the challenges faced in its prevention and recommendations on the way forward.

Your previous Committee recommended that Government should ensure that the Customary Law of Marriage is reviewed, to ensure that children aged eighteen years and below are protected from such marriages.

In its response the Government stated that it had taken note of the recommendation and that the Ministry of Gender and Child Development had since written to the Ministry of Justice on the same matter.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the revision of the Customary Law of Marriages, to ensure that Children aged eighteen years and below were protected from Marriage.

Your previous Committee recommended that a policy should be put in place to ensure that vulnerable children, especially girls, were supported with scholarships to complete their high school education. Skills training program and grants for income generating activities should also be established and promoted in the rural areas;

In its response, the Government stated that it had taken note of the recommendation. Consequently, the Ministry of Youth and Sport had written to the Ministry of Education to consider how to implement the recommendation.

Your previous Committee took note of the response from Government and requested an update on the establishment of skills training centers and grants for income generation in the rural areas.

Your previous Committee recommended that sensitization on the rights and responsibilities of children should form part of the school syllabus.

In its response the Government stated that it had taken note of the recommendation. The Ministry of Gender and Child Development had since written to the Ministry of Education.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the inclusion of rights and responsibilities of children in the Zambian School Syllabus.

Your previous Committee recommended that practices such as virginity testing and the testing of an initiate's sexual performance should be banned and criminalized.

In its response the Government stated that it had taken note of the recommendation and that the Ministry of Gender and Child Development had written to the Ministry of Justice to consult on the matter.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government, and requests an update on the banning and criminalizing of practices such as virginity testing and testing of an initiate's sexual performance.

#### *Meeting with Chieftainess Ikelenge*

Your previous Committee noted that the issue of child marriage was deeply imbedded in the Zambian cultural beliefs and practices. Your Committee further noted that chiefs were the custodians of the Zambian culture, and that they had a big role to play in bringing about positive cultural changes, including in the prevention of child marriages. Therefore it was for these reasons that the Committee decided to meet with Chieftainess Ikelenge at her palace, to find out her views on early marriage.

Your previous Committee recommended that the Government should undertake a massive sensitization exercise on the rights and responsibilities of children. Counseling of the children by trained peers and adults should be carried out in the schools, churches and at family level.

In its response the Government stated that it had taken note of the recommendation. The Ministry of Gender and Development would provide a budget line for massive sensitization on the rights and responsibilities of children.

### **Committee's observations and recommendations**

Your Committee takes note of the response from the Government, and requests an update on the sensitization on the rights and responsibilities of children, and on the counseling of the children by trained peers and adults.

Your previous Committee recommended that the House of Chiefs should study the issue of child marriages and provide guidelines that should be adhered to by the chiefs in the prevention of the vice.

In its response, the Government stated that it had taken note of the recommendation and that the Ministry of Gender and Development had since written to the Ministry of Local Government and Housing, requesting the House of Chiefs to study the issue of child marriages and provide guidelines that should be adhered to by the chiefs in the prevention of the vice.

The Government further informed the Committee that all ethnic groups in Zambia had specific minimum age for marriage in their customary laws for both girls and boys. The determining factor for girls to marry was puberty, hence the high prevalence of early marriages. In most ethnic groups, a boy was considered ready to marry once he showed signs of maturity.

For example, if he was able to do work that qualified to support a wife, such as building a house, fishing, tilling the land and basket making. Many people were unanimous in condemning the scourge of early marriages and had recommended that parents engaging in this vice should be punished.

Pregnancy of girls outside wedlock occurred among all ethnic groups. Where this occurred, some ethnic groups sent the girl to a man's home to be looked after until she gave birth. The man was surcharged for deflowering the girl, but he was not forced to marry the girl. If he chose to marry the girl, then, the normal marriage charges applied in addition to the surcharge.

According to the ethnic groups in Zambia, a marriage was only considered valid if marriage payments were made at various stages in accordance with customs of respective ethnic groups. The commonest ones that cut across ethnic groups were payments of engagement fee and dowry. It was such marriage payments which enticed poor parents to force their children into early marriages. The various ethnic groups had however agreed as set out below.

- i. There should be a minimum marriage age ranging from 16 to 25 years for the girl. For a boy a minimum age ranging from 18 to 30 years should be adhered.
- ii. Punishment should be meted out to parents if their children engaged in early marriages. Punishment should range from a fine, community service, to imprisonment. In fact, such marriages should be nullified and couples sent to school wherever possible.
- iii. Marriage payments should be maintained. Regarding the quantum of these payments, they should not be of commercial value. They should be a mere token of appreciation.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government. It requests that the Government should review the first guideline stating that *"there should be a minimum age ranging from 16 to 25 years old for the girl to marry and 18-30 for the boys"*. Your Committee recommends that 16 years old for the girl should be taken further to 18 years old. At 16 years, the girl was still a child and she had to be protected from marriage.

### **The Management and Development of Football**

Your previous Committee observed that the Ministry of Sport, Youth and Child Development was facing major challenges in the management and development of football. The challenges included poor sports infrastructure in the country, the absence of the Ministry of Sport, Youth and Child Development at District level and limited funding.

In its response the Government responded that the Sports Lottery had not yet been established. However, the Committee was requested to note that the Ministry of Sport, Youth and Child Development had already submitted a Sports Trust Deed to Cabinet for approval. The Sports Trust Deed was the foundation on which the Sports Lottery and any other sports fundraising activities would be

anchored. With regard to establishment of sports shops, your committee was informed that most of the business houses had embraced the sale of sports equipment.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government, and requests for an update on the establishment of a Sport Trusts Deed.

Your previous Committee recommended for the restructuring of football management in the country, by separating the management of the League from the Football Association of Zambia (FAZ), leaving FAZ to only manage the national teams.

In its response the Government stated that the restructuring of the management of football by separating the management of the league from the FAZ had been accomplished. This entailed that the National Football League would administer the Football League whilst FAZ would be responsible for management of national teams.

Your Committee takes note of the response from Government and requests for an update on the reorganization of the administration of football. Your Committee had observes that despite the Government's response that the reorganization had been completed, this was not the case currently obtaining in the country.

Your previous Committee recommended for the holding of a National football indaba, to chart a way forward for football development in the country.

In its response, the Government stated that this activity required a substantial amount of money to be implemented. To this effect, the Committee was informed that the activity would be included in the 2012 budget, so that the National Sports Council of Zambia could hold the indaba in 2012.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government, and requests an update on the holding of a national football indaba, to chart the way forward for football development in the country.

### **Enhancing the Role of the National Sports Council of Zambia**

Your previous Committee recommended an increase of funding to the National Sport Council of Zambia.

In its response, the Government stated that the Ministry of Sport, Youth and Child Development had taken note of the Committee's concern. However, as reported in the previous report, the budgetary allocation to the Ministry of Sport, Youth and Child Development had not improved and therefore, the Committee was informed that the funding to the National Sports Council of Zambia would only be increased once the budgetary allocation to the Ministry of Sport, Youth and Child Development had improved.

Your Committee takes note of the response from Government and requests an update on the increase of funding to the National Sports council of Zambia.

Your previous Committee recommended the revision of the National Sports Council Act.

In its response, the Government stated that stakeholders were consulted and had since made their comments. The Committee was further informed that the draft Layman's Bill would soon be submitted to Ministry of Justice for further action.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the revision of the National Sports Council Act.

#### *Support to football clubs*

Your previous Committee had recommended that the Government should support football clubs that qualify for international competitions. The success of these clubs contributed to the success of the national teams. Your Committee had further observed that the proposal for registration of football clubs as individual legal entities, and not only as affiliates of Football Association of Zambia was vital. Your Committee therefore, had recommended that the Government, through the Ministry of Sport, Youth and Child Development and the National Sports Council of Zambia, should seriously examine this proposal.

In its response, the Government stated that through the FAZ, it would always endeavor to host international football games. The Government had approved the hosting the 5<sup>th</sup> edition of the Supreme Council for Sport in Africa Zone VI under 20 Youth in 2012. The hosting of these games would result in a number of sports infrastructure rehabilitated such as the National Sports Development Centre and the Olympic Swimming pool.

### **Committee's observations and recommendations**

Your Committee notes that the Government has not responded to the recommendation as put forward by the Committee. Your Committee therefore requests that the Government attends to its recommendation.

Your previous Committee recommended that there should be live beaming of football games leading up to the final of the Coca-Cola Schools Football Championships.

In its response the Government stated that the Ministry had taken note of the Committee's observations and recommendations and had therefore communicated these to the relevant authorities to ensure that the concerns were addressed. Efforts were being made to request the sponsor (Zambia Breweries) to beam all the games during the Coca cola championship for schools. Live beaming of the games would motivate the teams to work harder.

However, Zambia Breweries had for a long time been sponsoring school football championships. They however choose what component of the game they wished to sponsor. For instance, in 2011, Coca cola engaged a company called 'Expo'

whose main function was to carry out live performances of the provincial championships. The latest sponsorship being the Inter-provincial ball games in Chipata. In, addition Coca cola distributed five crates of soft drinks among officials and sports girls and boys for each province.

### **Committee's observations and recommendations**

Your Committee takes note of the Government's response and requests an update on the live becoming of all games leading to the Coca-cola Schools Championships.

#### *Community Based Football Development*

Your previous Committee requested an update on the formalization of the transfer of players from community based academies to the fully fledged football teams. The formalization of the transfer had to encompass recognition and benefit to the community based soccer academy.

In its response the Government stated that the Ministry of Sport, Youth and Child Development had taken note of the Committee's observations and recommendations and had since written to the National Sports Council of Zambia to resolve this issue. Feedback was being awaited.

### **Committee's observations and recommendations**

Your Committee takes note of the response from the Government and requests an update on the formalization of football player transfers and recognition of the community based football academies.

Your previous Committee requested an update on efforts to prioritize social counseling and educational support for youth under community based football academies.

In its response the Government stated that the Ministry of Sport, Youth and Child Development had taken note of the Committee's observations and recommendations and had since written to the National Sports Council of Zambia and was currently awaiting feedback.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an updated on the prioritization of counseling and educational support for youth under community based football academies.

#### *Tour of Football House-Lusaka*

Your previous Committee observed that administrative and management positions in the FAZ had all been filled, except for the Referees Manager. They expressed displeasure at the allocation of the land next to Football House, which belonged to FAZ, to another developer. Further, your Committee observed that Football House had not been painted since the first painting when the building was completed.

Your previous Committee therefore recommended that the allocation of the land belonging to FAZ be investigated and resolved.

In its response the Government stated that the Ministry of Sport, Youth and Child Development had taken note of the Committee's observations and recommendations, and had since written to the National Sports Council of Zambia, requesting for information on how this issue had been resolved. Feedback was being awaited.

#### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the re allocation of the land to FAZ and on the painting of the Foot ball House.

#### *Meeting with Representatives of the Local Football Clubs in Kabwe*

Your previous Committee recommended the replacement of iron sheets and water tank at the Winter Muleya Stadium in Kabwe;

In its response the Government stated that the Ministry of Youth and Child Development had taken note of the Committee's observations and recommendations. The Ministry had since written to the Kabwe Municipal Council requesting it to take up the matter. A report on the progress made was being awaited.

#### **Committee's observations and recommendations**

The Committee takes note of the response from the Government and requests an update on the replacement of Iron Sheets and water tank at the Winter Muleya Stadium in Kabwe.

Your previous Committee recommended the stepping up of security services at the Winter Muleya Stadium;

In its response the Government stated that Ministry of Youth and child Development had written to Kabwe Municipal Council on this issue and a report was being awaited.

#### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on stepping up of security services at the Winter Muleya Stadium.

Your previous Committee recommended the building of terraces at the Stadium.

In its response, the Government stated that the Ministry of Youth and Child Development had since written to Kabwe Municipal Council on this issue and a report was being awaited.

#### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the building of terraces at the Winter Muleya Stadium.

Your previous Committee requests the prevention of the encroachment on the Winter Muleya Stadium.

In its reply the Government stated that the Ministry of Youth and Child Development had since written to Kabwe Municipal Council on the matter and progress report was being awaited.

#### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on prevention of encroachment on the Winter Muleya Stadium.

#### *Tour of Mkushi Welfare Football Ground*

Your previous Committee recommended the construction of a wall fence around the Mkushi Welfare Football Ground.

In its response the Government stated the Mkushi District Council had been written to and feedback was being awaited.

#### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update the construction of a wall fence around the Mkushi Welfare Football Ground.

Your previous Committee recommended the availing of the building adjacent to the football ground in Mkushi to be used as a changing room.

In its response the Government stated the Mkushi District Council had been written to on this issue feedback was being awaited.

#### **Committee's observations and recommendations**

Your Committee takes note and requests an update on availing the building adjacent to the football ground in Mkushi to be used as a changing room.

#### *Tour of Kasama Football Stadium*

Your previous Committee requested an update on the fitting of terraces and seats at the Kasama Stadium.

In its response the Government informed the Committee that the fitting of terraces and seats at Kasama Football Stadium had not been done due to budgetary constraints.

#### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the fitting of terraces and sits at the Kasama Stadium.

#### **The Prevention of Child Labour in Zambia**

Your previous Committee requested for an update on the establishment of the Zambia Council for the Child.

In its response the Government stated that Cabinet's approval that the Department of Child be transferred to the Ministry of Community Development and Social Services had been passed. The Zambia Council for the Child would soon be established under the Ministry of Community Development and Social Services.

### **Committee's observations and recommendations**

Your Committee takes note of the Government's response and requests an update on the establishment of the Council for the Child.

Your previous Committee recommended for the employment of District Child Development Officers.

In its response the Government stated that in the transfer of the Department of Child Development to the Ministry of Community Development and Social Services, this matter would have to be revisited.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the employment of District Child Development officers.

#### *The Zambia Police Force Victim Support Unit*

Your previous Committee requested a progress report on the establishment of a Data Bank for Child Labour cases reported in the country.

In the Action-Taken Report, the Committee was informed that the process of criminalization of child labour had not yet commenced, consequently the Data Bank on reported cases of child labour had not been established. The process would commence in the year 2012, once consultations on the subject had been concluded.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the process of criminalizing child labour, and on the establishment of a data bank for reported cases of child labour.

#### *The International Labour Organisation*

Your previous Committee recommended the immediate adoption of the Statutory Instrument and the National Plan of Action for the Elimination of Child Labour.

In its response the Government stated that the National Action Plan for the Elimination for Child Labour was finalized, printed and was awaiting a ministerial launch. Cabinet had approved the Child Labour Policy in March 2010 and the policy document was finalized, printed and awaiting its launch.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the launch of the National plan of Action for the Elimination of Child labour and on the launching of the Child Labour Policy.

Your Committee further requests for an update on the issuance of a statutory instrument that defines Hazardous Child Labour.

### **Development of Sports Facilities in Institutions of Learning**

*Ministry of Education, Science and Vocational Training*

Tour of Kambule High School, Mongu-Western Province and Hillcrest Technical High school, Livingstone - Southern Province

Your previous Committee requested a progress report on the rehabilitation of sports facilities at the above mentioned two schools. Your Committee took note of the response from the Government and requested for a progress report on the renovation of sports facilities at the two schools.

In the Action-Taken Report, your Committee was informed that the Government, through the Ministry of Education, provided funds to these two schools, a part of which was used for rehabilitation of the sports facilities. As regards the rehabilitation of the swimming pool at Hillcrest Technical High School, Government was yet to undertake its rehabilitation.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the rehabilitation of the swimming pool at Hillcrest Technical High School.

### **Ministry of Lands**

*Zambia Motor Sports Association*

Your previous Committee requested for a progress report on the allocation of land to the Zambia Motor Sports Association. Your Committee requested a clarification on whether a follow up had been made on the land offer to the Motor Sports Association. Your Committee also requested for information on whether there had been any response from the Motor Sports Association regarding the land offer.

In the Action-Taken Report, your Committee was informed that the Ministry of Lands called the Zambia Motor Sports Association, to advise that at the moment, it was difficult for the Ministry to find land suitable for the activities of the Association. This request however would be considered in future.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the provision of land to the Zambia Motor Sports Association.

## **Ministry of Defence**

### *Zambia National Service*

Your previous Committee requested for a progress report on the procurement of training equipment at the Zambia National Service Skills Training Centers.

In the Action-Taken Report, your Committee was informed that training equipment had not yet been procured. This was due to the non-release of funds.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the procurement of skills training equipment, for the Zambia National Service Skills Training Centers.

### *Chishimba -Zambia National Service Camp, Kasama*

Your previous Committee requested for a progress report on the rehabilitation of the Chishimba Zambia National Service camp. In the Action-Taken Report, Your Committee was informed that the rehabilitation of the Zambia National Service Chishimba Camp had not been undertaken, because the Ministry had not been funded. However, a Bill of Quantities had since been prepared and handed to the Director-Child Development, Ministry of Gender and Child Development.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the rehabilitation of the Chishimba Zambia National Service Camp.

## **Ministry of Labour, Youth and Sport**

Your previous Committee requested for a progress report on the construction of an ultra modern Stadium in Livingstone.

In the Action-Taken Report, your Committee was informed that the Government was still looking for a strategic partner.

### **Committee's observations and recommendations**

Your Committee takes note of the response from Government and requests an update on the construction of an ultra modern sports stadium in Livingstone.

## **Conclusion**

14. In conclusion, your Committee wishes to extend its gratitude to you, Mr. Speaker, for the support during the past year. Your Committee thanks the Office of the Clerk of the National Assembly for the services rendered during the year.

Your Committee is indebted to the witnesses who appeared before it for the cooperation and provision of the necessary memorandum and briefs.

Your Committee is hopeful that the observations and recommendations contained in this Report will go a long way in ensuring that Zambia, successfully tackles the challenges in the development of youth entrepreneurship.

L J Ngoma, MP  
**CHAIRPERSON**

May 2012  
**LUSAKA**

## **APPENDIX 1**

### List of Officials

#### **National Assembly**

Mr S M Kateule, Principal Clerk of Committees

Mr G Lungu, Deputy Principal Clerk of Committees

Mr S M Kawimbe, Committee Clerk

Mrs C K Mumba, Assistant Committee Clerk

Ms S E Mwale, Stenographer

Mr R Mumba, Committee Assistant

Mr C Bulaya, Committee Assistant

## **APPENDIX II**

Witnesses

### **Bankers Association of Zambia**

Mr O Chewe, Chief Executive Officer

### **Dzithandizeni Trust Trades School**

Mr E P Kambobe, Director

Mr S T Taghuma, Training Manager

Mr K Mbanga, Board Member

Mrs Shibeni, Board Member

### **Citizens Economic Empowerment Commission**

Mr D Sichombo, Acting Director-General

Mr C M Mungule, Director Empowerment

Mr B Nakaanda, Research Manager

### **The Young Women Christian Association (YWCA)**

Ms P M Ndlovu, Executive Director

Mr R Havwala Mevis, Network Coordinator

Ms R Phiri, Programmes Manager

Ms D K Chiyobe, Programmes Assistant

### **The Zambia National Service**

Major General N Mulenga, Commandant

Colonel J M Jere, Chief of Training and Operations

Lt Col M L Msimuko, Deputy Chief Training and Operations

Lt Col L Chileshe, Deputy Director of Sports and Culture

Col J Kanyense,

### **Technical Education, Vocational & Entrepreneurship Training Authority**

Mr P K Nkanza, Director General

Mr C Takaiza, Director Training Standards

Mr D Chakonta, Director Development

Mr D Mushala, Manager Training Provider

**Ministry of Commerce Trade and Industry**

Mr C Sakwiba, Acting Permanent Secretary

Ms S Zulu, Director

Ms Y Chileshe, Chief Economist

Mr T Mulimbika, Ministry of Commerce Trade and Industry

Mr A Muchanga, Ministry of Commerce Trade and Industry

Mr W Matoka, Zambia Development Agency

Mr D Sichombo, Acting Director-General, Citizens Economic Empowerment Commission

**Zambia National Youth Development Council**

Ms M Mwanamwalye, Programme Manager

Ms B Kalongelwa, Chairperson

Ms E Mphande, Business Development Manager

**Ministry of Education Science and Vocational Training**

Mrs M B C Chinyama, Permanent Secretary

Mr E Lukelo, Acting Chief Tevet Officer Entrepreneurship

Ms C Soko, Human Resource and Administration

Ms P Lisulo, Senior Technical Officer (Skills Development)

Mr S Mubanga, Director Teacher Education & Special Services

Mrs J M Chinkusu, Director, Science & Technology

Mr G Kafula, Human Resource Officer

**Ministry of Community Development, Mother and Child Health**

Professor E Chomba, Permanent Secretary

Mr B Chundu, Director

Mr Y Kakusa, Chief Planner

Mr L Kanyuka, Director-Human Resource

Mr H Nkoma, Director-Child Development

Mr C Ngoi, Chief Child Development Officer

Ms J Munga, Chief Social Welfare Officer

Mr S Phiri, Registrar

**Restless Development**

Ms H Yowela, Senior Programme Manager

Mr B Mwape, Programme Coordinator

Mr D Maubo, Assistant Programme Coordinator

Ms R Zulu, Assistant Programme Coordinator

Mr R Thabo, Expert Volunteer

**Chibembe Holdings Company Limited**

Mr C P Mukumba, Group Executive Chairperson

**MPH Chartered Accountants**

Mr H Mtine, Managing Partner

**Ministry of Youth and Sport**

Ms A Musunga, Permanent Secretary

Mr C Mulonga, Director-Youth

Ms I M K Mbangu, Chief Youth Development Officer

Mr H Kayula, Chief Planner

Mr M K Mukupa, Chief Youth Development Officer

Ms K Mubanga, Planner

Ms K M Imakando, Planner