



REPUBLIC OF ZAMBIA

REPORT

OF THE

COMMITTEE ON YOUTH, SPORT AND CHILD MATTERS

FOR THE

THIRD SESSION OF THE TWELFTH NATIONAL ASSEMBLY

Printed by the National Assembly of Zambia

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REPORT OF THE COMMITTEE ON YOUTH, SPORT AND CHILD MATTERS FOR THE THIRD SESSION OF THE TWELFTH NATIONAL ASSEMBLY

1.0 MEMBERSHIP OF THE COMMITTEE

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

The composition of the Committee changed following the appointment of Mrs O M Phiri, MP as a Cabinet Minister. She was replaced by Mrs E Kabanshi, MP. Ms E Kabanshi, MP was, subsequently, elected Vice Chairperson of the Committee.

The Honourable Mr Speaker
National Assembly
Parliament Buildings
LUSAKA

Sir,

The Committee has the honour to present its Report for the Third Session of the Twelfth National Assembly.

FUNCTIONS OF THE COMMITTEE

2.0 The functions of the Committee are to:

- a) Study, report and make appropriate recommendations to the Government through the House on the mandate, management and operations of the Government ministries, departments and agencies under its portfolio;
- b) Carry out detailed scrutiny of certain activities being undertaken by the Government ministries, departments and agencies under its portfolio and make appropriate recommendations to the House for ultimate consideration by the Government;
- c) Make, if considered necessary, recommendations to the Government on the need to review certain policies and existing legislation;
- d) examine annual reports of the Government ministries and departments under its portfolio, in the context of the autonomy and efficiency of Government ministries and departments and determine whether the affairs of the said bodies are being managed according to relevant Acts of Parliament, established regulations, rules and general orders;
- e) Consider any Bills that may be referred to it by the House;
- f) Consider international agreements and treaties in accordance with Article 63 of the Constitution;

- g) Consider special audit reports referred to it by the Speaker or an Order of the House;
- h) Where appropriate, hold public hearings on a matter under its consideration; and
- i) Consider any matter referred to it by the Speaker or an Order of the House.

MEETINGS OF THE COMMITTEE

2.1 In this regard, the Committee held twelve meetings to execute its programme of work and also held a public hearing during its local tour.

PROGRAMME OF WORK

4.0 The Committee carried out the following activities in line with its adopted programme of work for the period under review. A summary of the programme of work is presented below.

- a) Consideration of the Action-Taken Report on the Committee's Report for the Second Session of the Twelfth National Assembly.
- b) Consideration of Topical Issues – “Child Marriage in Zambia” and “Sports Development and Administration in Zambia.”
- c) Local tour to Lusaka, Southern and Western Provinces, including a public hearing in Kaoma district.

PROCEDURE ADOPTED BY THE COMMITTEE

5.0 The Committee requested detailed written memoranda on the topics under consideration from relevant stakeholders. The stakeholders also appeared before the Committee and made oral submissions. During the public hearing, youth organisations and the general public were invited to present their views on the topics under consideration. The list of stakeholders who interacted with the Committee is at Appendix II.

ARRANGEMENT OF THE REPORT

6.0 The Committee's Report is in two parts. Part I highlights the findings of the Committee on its topical issues, “Child Marriage in Zambia” and “Sports Development and Administration in Zambia” while Part II reviews the Action-Taken Report on the Report of the Committee for the Second Session of the Twelfth National Assembly.

PART I

7.0 CONSIDERATION OF TOPICAL ISSUES

7.1 Topic 1: CHILD MARRIAGE IN ZAMBIA

7.1.1 Introduction

According to the 2019 European Union Note on Ending Child Marriage, Zambia had one of the highest child marriage rates in the world in 2002 with 42 per cent of women aged between twenty and twenty-four years being married by the age of eighteen. In another report done by the African Child Policy Forum (ACPF) in 2018, Zambia ranked in the bottom nine “less child friendly” countries ranking 48th out of 52nd African countries, compared to 2013 when it ranked 36th. However, the 2013 – 2014 Zambia Demographic and Health Survey indicated that child marriage rates had declined from 42 per cent to 31 per cent in 2014. Owing to the above facts, child marriage had become an important topic of discussion at several development platforms. This had made the phenomenon more visible to many that were hitherto unaware of its existence. Although the *Marriage Act, Chapter 50 of the Laws of Zambia* established a legal age for marriage, and the Penal Code made sex with a girl under sixteen years an offence in Zambia, these provisions were not applicable in customary marriages. Customary law allowed marriage to take place at puberty, and it was common for girls to be married or have sexual relations by the time they attained the age of sixteen.

The Committee, therefore, resolved to carry out a review of the problem of child marriage in Zambia and the effectiveness of the interventions taken by Government. The specific objectives of this inquiry were to:

- i) understand what child marriage was and its effects on society;
- ii) appreciate the adequacy of the existing legal and policy frameworks aimed at eradicating child marriage in the country;
- iii) gain an insight into the programmes put in place by both the public and private sectors in eradicating child marriage;
- iv) appreciate the challenges encountered in fighting child marriage in the country; and
- v) suggest the way forward.

SUMMARY OF SUBMISSIONS BY STAKEHOLDERS

The following were the submissions by stakeholders who interacted with the Committee during its deliberations and tours.

7.1.2 Key Definitions, Causes and Effects of Child Marriage

7.1.2.1 Definitions

Stakeholders defined two key terms in the discourse around child marriage as set out below.

- i. Children – The Committee learnt that Article 1 of the UN Convention on the Rights of the Child (CRC) defined children as all persons below the age of eighteen years.
- ii. Child Marriage – The Committee learnt that the 2017 Annual Report by United Nations Population Fund - United Nations Children's Fund (UNFPA-UNICEF) Global Programme to Accelerate Action to End Child Marriage, defined child marriage as a marriage where one or both spouses were under the age of eighteen and referred to both formal marriages, whether under civil, customary or religious law, and informal unions.

7.1.2.2 Causes and Effects of Child Marriage in Zambia

Most stakeholders submitted that child marriage was closely associated with a combination of structural and social-cultural factors. The main factors that caused child marriage are set out below.

i. High Levels of Poverty

The Committee heard that high poverty levels in rural areas in Zambia was one of the causes of child marriage, and also an underlying factor for most other drivers of child marriage. Data from the 2015 Living Conditions Monitoring Survey, published by the Central Statistical Office, revealed that the proportion of Zambian households living below the poverty datum line had scarcely changed since 2010. The overall poverty rate stood at 54 per cent (down from 60 per cent) and the extreme poverty rate remained at around 40 per cent (42 per cent in 2010). Inequality between urban and rural areas had widened significantly. It was known that children were disproportionately affected and that poverty drove deprivation in education, health, nutrition and protection, among other dimensions.

ii. Limited Employment Opportunities

Limited job opportunities further increased poverty in households, especially in rural areas. Children grew up in households without any income, and youths had limited access to job opportunities which was compounded by lack of recreational activities and facilities for youth.

iii. Inaccessible, unaffordable and poor-quality schooling

Lack of affordable and accessible secondary schools in rural areas had been a leading factor in high drop-out rates. Stakeholders reiterated that education was the main channel through which sustainable progress in ending child marriage would be achieved as it also addressed poverty as a root cause of child marriage. Keeping children in school, especially girls, had long been used as a strategy for combating child marriage.

iv. Violence and Discrimination within the Family Setting

The Committee heard that this had been exacerbated by weak formal social protection systems. Orphans and vulnerable children, including step children, appeared to be particular victims.

v. Teenage Pregnancies as a Result of Limited or no Access to Sexual and Reproductive Health Information

Stakeholders submitted that the non availability of services and contraceptives, combined with a cultural taboo to speak about what were the contributing factors to child marriage and teenage pregnancies. In Zambia, having a child outside marriage was not culturally accepted and marriage was considered as an appropriate strategy to preserve a girl's reputation and the honour of her family.

vi. Streetism and its Impact on Child Marriage

Stakeholders informed the Committee that streetism was not only a public nuisance, but a social problem which had exposed the breakdown of the extended family system in Zambia. Sexual exploitation of young street girls was also common, thus putting them at risk of early pregnancies and contracting sexually transmitted diseases, including the HIV. According to statistics provided by SOS Children's Village, Zambia had over 13,000 street children, out of which 8,470 children were heading households. This had been exacerbated by the problem of orphans, with a reported total of 1.2 million in the country who needed parental care.

7.1.3 Legal Framework to End Child Marriages in Zambia

7.1.3.1 International and Regional Legal Frameworks

The Committee learnt that Zambia was a state party to numerous international and regional conventions, including those addressing child marriage and protection of the rights of the child in general. These conventions contained specific provisions which imposed obligations on Zambia as a state party to implement them. These included the ones set out hereunder.

a) United Nations Convention on the Rights of the Child (UNCRC)

Zambia signed the United Nations Convention on the Rights of the Child (CRC) in 1990 and ratified it in 1991. The UNCRC covered civil, economic and social rights of children. It further specified that children should be protected from all forms of sexual exploitation and abuse and that children should know about decisions that were likely to affect them, express their opinions and have their opinions taken into account. This treaty was premised on the best interest of a child and as such child marriage had devastating consequences on a child, it clearly was not in conformity with the best interest of the child. Specific Articles relevant to child marriage in the CRC are set out below.

Article 1 states that 'For purposes of this present Convention, a child means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier'

Under Article 9 the CRC provided for separation of a child from parents only in cases where it is in the best interest of the child.

Article 12 provided for the views of the child to be heard in any matter affecting them.

Articles 19 and 20 of the convention particularly make very pertinent provisions. They provide that:

19 (1) provided that “*state parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child*”.

20 (1) stated that: “*a child temporarily or permanently deprived of his or her family environment, or in whose own best interests cannot be allowed to remain in that environment, shall be entitled to special protection and assistance provided by the state*”.

b) The Universal Declaration of Human Rights (UDHR)

The Universal Declaration of Human Rights (1948) signed by Zambia in 1981, in Article 1 affirmed that all human beings were born equal, in terms of dignity, rights and the endowment of reason and conscience. Article 16 went on to provide that any adult had the right to marry and start a family and marriage must be freely contracted and must have the full consent of both spouses. It had to be pointed out that Article 16 was couched in a spirit of ending child marriage as it clearly indicated that people intending to marry must be above the age of 18 years and must give consent.

c) The Convention on the Elimination of Discrimination Against Women (CEDAW)

Article 16 of the Convention on the Elimination of Discrimination Against Women ratified by Zambia in 1985, provided that marriage of a child shall have no legal effect and all necessary action including legislation shall be used to specify age of marriage and make registration of marriage compulsory.

d) African Charter on the Rights and Welfare of the Child (ACRWC)

The African Union (AU) adopted the African Charter on the Rights and Welfare of the Child (ACRWC) in 1990, Zambia signed in 1992 and ratified in 2008. The charter recognised the fact that the child requires particular care due to his or her physical and mental development. The best interests of the child shall be a primary consideration in all actions concerning the child. Specific Articles were as set out below.

Article 21(1) provided that “*state parties to the present charter shall take all appropriate measures to eliminate harmful social and cultural practices affecting the welfare, dignity, normal growth and development of the child and in particular: Those customs and practices prejudicial to the health or life of the child; and those customs and practices discriminatory to the child on the grounds of sex or other status.*”

Article 21 (2) provided that: “*Child marriage and the betrothal of girls and boys shall be prohibited and effective action, including legislation, shall be taken to specify the minimum age of marriage to be 18 years and make registration of all marriages in an official registry compulsory.*”

e) The African Women’s Protocol (AWP)

The African Women's Protocol signed by Zambia in 2005 and ratified in 2006 legitimised the fight against gender oppression as an African struggle. Child marriage was considered as oppression on children as it undermined their full potential. The African Women's Protocol in Article 17 empowered African women by giving them the right to live in a positive cultural context and to enhance participation in the determination of cultural policies by addressing the challenge that existed as a result of multiplicity in the law from customary and religious laws governing personal life to prevailing positive laws and constitutional guarantees.

f) SADC Protocol on Gender and Development

The SADC Protocol on Gender and Development signed by Zambia in 2008 integrated and mainstreamed gender issues into the SADC programmes. It also provided under Article 8 (2) that *“no person under the age of 18 shall marry unless otherwise specified by law which considers the best interests and welfare of the child and that every marriage takes place with the free and full consent of both parties.”*

As a Member to the international community, Zambia was expected to ensure domestication and implementation of these obligations. Despite her ratification of the various international and regional frameworks, there were various shortcomings in terms of actualisation of these ratifications. Further, Zambia had not ratified any of the three Optional Protocols of the CRC, namely Optional Protocol to the Convention on the Rights of the Child on the involvement of Children in Armed Conflict, the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography and the Optional protocol to Convention on the Rights of the Child on the communication procedure.

7.1.3.2 National Laws and Policies

The Committee was informed that Zambia had various laws which impacted on child marriage in the country. A summary of these are presented below.

i) The Constitution of Zambia Chapter 1 of the Laws of Zambia

The Committee was informed that in its preamble, the Constitution of Zambia, as amended by Act No 2 of 2016, contained two very important provisions in the discussion on the legal and policy framework relating to eradication of child marriage in Zambia. The provisions were that Zambia should uphold the human rights and fundamental freedoms of every person and confirm the equal worth of women and men and their right to freely participate in, determine and build a sustainable political, legal, economic and social order.

The stakeholders stated that the preamble required equality and non-discrimination in the treatment of both men and women, including boys and girls. Any law or practice that allowed some boys and girls to be involved in child marriage deprived the children of an opportunity to grow into healthy, skilled, productive, independent, and responsible adults. Such deprivation would, therefore, be a violation of their fundamental rights and freedoms.

Stakeholders also informed the Committee that Article 23 of the Constitution further provided for protection from discrimination on many grounds, including sex. The Committee also heard that as child marriage affected more girls than boys and more children in rural than in urban

areas, it could be concluded that the practice was largely influenced by power relations as well as poverty. These characteristics and many others were what made child marriage discriminatory in nature and contrary to Article 23.

Some stakeholders, however, highlighted that the same Article 23 allowed for discrimination through exceptions made in 23(4) (c) (d) with respect to adoption, marriage, divorce, burial, devolution of property on death or other matters of personal law; for the application in the case of members of a particular race or tribe, of customary law with respect to any matter to the exclusion of any law with respect to that matter which was applicable in the case of other persons.

Stakeholders noted that the weakness in the Constitution was in the fact that Article 23 still allowed discrimination with respect to the application of customary law. The application of the customary law alongside statutory law created opportunities and loop holes which had perpetuated inequality and subsequent abuses, including child marriages. Most stakeholders were of the view that this left room for the argument that child marriage in the context of customary law was legal.

ii) *The Marriage Act, Chapter 50 of the Laws of Zambia*

Stakeholders informed the Committee that statutory marriage was regulated by the *Marriage Act, Chapter 50 of the Laws of Zambia*. Under this Act, in order to marry, one had to be at least twenty-one years of age. A person below twenty-one years needed parental consent to marry. However, they felt that the law did not specify the threshold below twenty-one years at which consent from parents was not acceptable. The law also allowed a High Court Judge to consent that a child below the age of sixteen be married.

Section 138 of the Penal Code, Chapter 87 of the Laws of Zambia, prohibited sexual intercourse with a person below the age of sixteen and classified it as an offence called “defilement”. Any person who unlawfully had carnal knowledge of a child was guilty of a felony and was liable, upon conviction to a term of imprisonment of not less than fourteen years and not exceeding twenty years.

Stakeholders submitted that the first major weakness with this Act was that the provision in section 33 left room for one to marry a child below the age of sixteen provided the judge was satisfied that in the particular circumstances of the case it was not contrary to the public interest. The other weakness related to section 17 which provided to the effect that a child below twenty-one could remarry without consent for as long as the child was a widow or widower. This meant that a child who was married at twelve (under customary law or having been allowed under section 33 of the Act) and widowed at fourteen could then marry under the Act without parental consent. These provisions needed to be amended as they were bound to perpetuate child marriage in Zambia.

iii) *Anti - Gender Based Violence Act, No. 1 of 2011*

The Committee was informed that under this Act a child was defined as a person below sixteen years of age. It further defined and classified, under section 3, forced marriage and child marriage as forms of gender based violence. Further, and section 2 (1) provided that:

“an act of gender-based violence shall be inquired into, tried, and otherwise dealt with in accordance with the Criminal Procedure Code, the Penal Code and any other written law”.

On the major weaknesses of the Act, stakeholders informed the Committee that, although defining a child as a person below the age of sixteen came close to protecting a child from child marriage, there were no corresponding penalties in the Penal Code. The only remedies available in the Act were the Protection Order and the Occupation Order. A Protection Order was one that prohibited a perpetrator from committing any further acts of gender-based violence. On the other hand, Occupation Order was one that ordered the perpetrator to vacate the matrimonial house.

Stakeholders were of the view that the definition of a child under this statute was inconsistent with *Article 266 of the Constitution of Zambia, Chapter 1 of the Laws of Zambia* as amended by Act No. 2 of 2016, and was, therefore, null and void to the extent of its inconsistency.

iv) *Education Act No. 23 of 2011 (Part IV, Section 18)*

The Committee was informed that the *Education Act No. 23 of 2011*, provided that a child had a right to free basic education. In section 17(1), the Act established mandatory duties of parents or guardians to enrol and ensure that children attended school. Further, section 18 of the Act provided as follows:

18. (1) Subject to the Constitution and any other written law, a learner who is a child shall not contract any form of marriage. (2) A person shall not-
- a) *marry or marry off a learner who is a child; or*
 - b) *prevent or stop a learner who is a child from attending school for the purpose of marrying or marrying off the learner who is a child.*
- (3) A person who contravenes this section commits an offence and is liable, upon conviction, to imprisonment for a period of not less than fifteen years and may be liable to imprisonment for life.

With regard to learners who fell pregnant while attending school, the Committee was informed that section 25(2) of the Act provided for their re-admission into government schools. It, stated, that in this regard, *“[A]learner who falls pregnant or impregnates a female learner while pursuing a course of study at an educational institution shall be re-admitted to the educational institution after delivery of the baby.”*

Stakeholders submitted to the Committee that although the Act was very positive towards the fight against child marriage, section 18, only protected children who were in school and below the age sixteen as a child under this Act was defined as a person below the age of sixteen.

v) *Matrimonial Causes Act, No. 20 of 2007*

Stakeholders submitted that the *Matrimonial Causes Act* made provision for divorce and other matrimonial causes. In section 27(1) (a) (ii), the Act provided to the effect that any marriage

between persons either of whom was under the age of sixteen was void, meaning, it should not be recognised. This was the position despite the fact that the Constitution defined a child as one who was below or had attained the age of eighteen.

Stakeholders noted that a key weakness of this Act was that it did not apply to customary marriages.

vi) *Gender Equity and Equality Act No 22 of 2015*

The Committee heard that the *Gender Equity and Equality Act, No 22 of 2015* was enacted to promote gender equity and equality as a cross cutting issue in all spheres of life. Further, the Act provided in section 22(1)(a) and (b) respectively to the effect that a woman had power to decide and act on all matters relating to marriage and family life including but not limited to freely choose a spouse and to enter into or leave a marriage. In this Act, a woman was defined as a female person who was at least eighteen years of age.

Stakeholders, however, were of the view that the Act had not been popularised and enforced due to limited funding for the implementation of some of its provisions.

vii) Customary Law

With regard to customary law, stakeholders submitted that it was provided in Article 7 of the Constitution of Zambia that customary law was as much part of the law in Zambia as was statutory law. This, therefore, meant that the Courts in Zambia had recognised customary law as part of the laws of Zambia. The validity of customary law was limited to the extent that it was null and void if it was inconsistent with the provisions of the Constitution and indeed any other written law. Customary law had a great impact on the lives of the majority of Zambians in the area of personal law with regard to matters such as marriage, inheritance, and traditional authority.

On the limitations of customary law, stakeholders submitted that customary law was often discriminatory in such areas as bride price, guardianship, inheritance, appointment to traditional offices, exercise of traditional authority, and age of majority. Customary law was widely practiced and allowed for the marriage of young persons, especially for girls, who were usually deemed ready for marriage once they attained puberty. Further, they submitted that it posed a challenge for law enforcement officers to prosecute some defilement cases in Zambia as it happened that most of the cases took place under the umbrella of a traditionally contracted marriage. The challenge posed by customary law in relation to the negative effect of child marriage was that it viewed women as helpers to their men, and did not see them as equals with men while certain customary law norms undermined the dignity of women and were used to justify treating women as second-class citizens.

viii) Proposed Legislation

a) Amendments to Constitution

The Committee was informed that Zambia missed an opportunity to put in place constitutional provisions prohibiting early/child marriages, when the referendum on proposed amendments to the Bill of Rights failed. Some of the key proposed provisions included the following:

i) The proposed Bill of Rights in its Article 47

A person who is nineteen years of age or older has a right to choose a spouse of the opposite sex and marry.

ii) Article 48 (1) (2) (4) (m)

The proposed Articles will emphasise the need to treat all people as being equal before the law. They will also ensure full protection of children by avoiding forcing them to marry.

iii) The Proposed Children's Code Bill

The stakeholders informed the Committee that the Children's Code Bill would help to harmonise the definition of a child and also seal up lacunas left in the country's legislative framework on matters related to children.

7.1.4 Policy Framework and Strategies in Zambia to End Child Marriage

With regard to policies and strategies, the Committee was informed that the Zambian Government had developed and approved several policies and strategies concerning women's and children's rights, which addressed the main drivers of child marriage, such as poverty reduction, access to education and health, access to social protection, and roll-out of birth registration. The key policies, strategies and plans related to women's and children's rights in the respective ministries were as outlined below.

i. The Seventh National Development Plan 2017-2021

This was the overarching GRZ policy outlining the strategic development trajectory concerning inclusive of economic growth and poverty reduction as well as reduction of inequality and enhancement of human development.

ii. Ministry of Gender

- a) The National Strategy on Ending Child Marriage in Zambia 2016-2021 and its National Plan of Action on Child Marriage and the Advocacy and Communication Strategy on Ending Child Marriage in Zambia 2018-2021. This was one of the landmarks scored in Zambia. The strategy aimed at ensuring that the rights of children were upheld by not forcing them into early marriages.
- b) The 2014 National Gender Policy (though under revision); Stakeholders informed the Committee that this Policy provided for measures to resolve customary and statutory law conflicts regarding marriage by reforming laws to ensure that customary law did not tolerate child marriage. It also put in place measures to create awareness on the negative impacts of child marriage and identified partnerships and collaboration amongst key stakeholder institutions to address the scourge.

iii. Ministry of Youth, Sport and Child Development

- a) The 2006 National Children's Policy (NCP)- (under revision) and its National Action Plan. This policy puts the interest of children and youths at the centre of it by protecting them from the vice of early marriage.

- b) The 2015 National Youth Policy (NYP) –
This policy emphasised the need to develop towards a skilled, enlightened, economically empowered and patriotic youth impacting positively on national development. In this policy, a youth was defined as a male or female person aged between 15 and 35 years, in line with the African Youth Charter.

iv. Ministry of General Education

- a) The *Education Act No.23 of 2011*, which allowed for the amendment of the curriculum to introduce Comprehensive Sexuality Education (CSE). The development of the CSE curriculum was completed in 2014, and it had been rolled out to all schools, targeting children aged ten to twenty four in grades 5 to 12. In 2015, a curriculum for out-of-schools, targeting children under the age of twelve years was developed. To ensure the successful implementation of CSE, teacher-training colleges were including it in their curricula. Effective CSE curriculum and the school policy, where discussions on actual use of contraceptives were avoided, and discussions instead were focused on abstinence and delaying of sexual exposure. CSE needed to be combined with adequate access to reproductive health services, including contraceptives.
- b) The 2007 School Re-entry Policy-allowing pregnant girls to return to school after birth. This policy allowed girls who fell pregnant while in school to be given an opportunity to return to school after they delivered.

v. Ministry of Health

- a) The Adolescent Health Strategy (2017-2021)
This strategy prioritised reduction of teenage pregnancy and ending child marriage.
- b) The National Standards and Guidelines for Adolescent Friendly Health Services
These standards and guidelines defined the minimum package that health facilities should offer in order to provide friendly services to adolescents.

vi. Ministry of Community Development and Social Welfare:

- a) Standard Operating Procedures for operationalising integrated case management for child and family welfare.

This procedure helped to standardise what needed to be followed when dealing with cases committed by children (minors).

- b) Alternative care regulatory framework to protect children who cannot be cared for by their parents.

This framework was aimed at ensuring that the rights of a child who could be cared for by his/her parents or guardians were protected.

- c) Social Cash Transfer scheme, providing a social safety net to support vulnerable children. The scheme was aimed at providing some form of society safety to support children without parents or those whose guardians could not afford to provide for their families.

vii. Ministry of Home Affairs

Statutory Instrument (SI) on Decentralisation of Issuing and Printing Birth Certificates. This SI was aimed at providing and maintaining correct records about the actual date of birth of children.

viii. The National Strategy on Ending Child Marriage in Zambia 2016-2021

The Committee was informed that the strategy provided a multi-year and multi-stakeholder national strategy to reduce child marriages by 40 percent. The Strategy provided a harmonised platform for action amongst key stakeholders to end child marriages in Zambia. The strategy had five main focus areas, namely to:

- a) strengthen multi-sectoral responses in order to reduce children's vulnerability to marriage;
- b) facilitate the development and review of policies and legislation in order to ensure consistent interpretation and application of child related interventions;
- c) facilitate positive change in prevailing attitudes, behaviours, beliefs and practices in order to reduce the incidence of child marriage;
- d) facilitate the provision of child sensitive services in order to reduce children's vulnerability to child marriage; and
- e) effectively mobilise financial resources in order to enable implementation of programmes aimed at reducing children's vulnerability to marriage.

7.1.5 Challenges Faced In Fighting Child Marriage

Most stakeholders were of the view that the strategies, policies and plans developed to protect and uphold women's and children's rights appeared sufficiently complete and robust. According to stakeholders, the policies and strategies seemed to address the main drivers of child marriage. However, they lamented that the actual implementation of these policies and plans was being hampered by the factors below.

- a) Lack of effective and well streamlined birth registration systems making age determination difficult for purposes of enforcing the law on child marriage. Registration of births for ages of girls to be known was not mandatory unless someone gave birth at a clinic or hospital. For children that were born in homes and whose births were not registered, it was difficult for the local leaders to determine their age in instances where the children were involved in child marriage.
- b) The lack of a specific policy and law on child, early and forced marriage which could go a long way in supporting the activities that were being undertaken by civil society, the

Government, traditional leaders and other stakeholders. As a result, marriage could be contracted both under statutory and customary laws while there was no age limit for marriages under customary law.

- c) Due to high levels of poverty, parents and guardians resorted to marrying off their children for survival. There was an upswing of child, early and forced marriage especially in rural areas because parents and guardians were cashing in on the girl children to increase their agricultural productivity. Girls as young as thirteen and fifteen were dragged into marriage by their parents in exchange for farm labour from their sons in-law.
- d) Child headed families as a result of HIV/AIDS also encouraged child marriage due to the vulnerability of the girls in those families. The country had no social security mechanism for such families and the extended family system was almost non-existent due to the high cost of living. This had also proved a challenge for the local leaders in most chiefdoms.
- e) Insufficient allocation in the national budget for gender equality, women empowerment and child protection measures.
- f) Limited or weak management in line ministries to oversee policy implementation.
- g) Weak multi-sectoral coordination and collaboration between line-ministries, leading to them often competing about financial allocations and ministerial mandates.
- h) Lack of standard structures of Trusts in the Chiefdoms to help mobilise resources to assist vulnerable children.

7.1.6 Programmes Aimed at Eradicating Child Marriage in Zambia

a) International Community

The Committee was informed that some support had been received over the years from the international community as set out below.

i) The European Union

The European Union had identified child, early and forced marriage as a priority in the 2015-2019 EU Action Plan on Human Rights and Democracy and in the EU Gender Action Plan for 2016 -2020 (GAP II). Further, the 2008 Guidelines on Violence and Discrimination against Women and Girls and the revised EU Guidelines for the Promotion and Protection of the Rights of the Child (2017) marked the EU's clear political will to treat the issue of violence against children as a priority. It highlighted that raising awareness and promoting gender equality was a priority for EU engagement with partner countries. The European Commission also signed the Istanbul Convention on preventing and combating violence against women and domestic violence.

In Zambia, the EU Human Rights and Democracy Country Strategy 2016-2020 prioritised protection of women and children's rights and fight against gender-based violence, which included child marriage. The European Union regularly raised gender equality, women

empowerment and child marriage within the context of the annual EU-Zambia political dialogue. The European Union further considered migrant children as a particularly vulnerable group requiring special protection, including from the risk of forced marriage, which was laid down in the EU's Communication of April, 2017 on the protection of children in migration.

The EU's development assistance was increasingly being used to advance the rights of women and girls as clearly set out in the new European Consensus on Development, which contributed to the successful implementation of the 2030 Agenda and the achievement of the SDGs. The EU focused on the need for comprehensive strategies to address harmful practices through multi-faceted, multilevel (local, national, regional, international) and multi stakeholder programmes with the aim of adopting protective legislation to enhancing access to quality education and changing communities' social (gender) ideologies, stereotypes and attitudes. The major investments of the European Union to contribute to ending child marriage are set out below.

1. Programme or prevent Sexual and Gender-Based Violence and provide services to survivors of violence in Zambia – Euro 25 Million

Child marriage was considered as a specific form of gender-based violence. The programme would be implemented in Luapula and Northern Province through roll-out of Comprehensive Sexuality Education, partnership with traditional and religious leaders and broadcasts through community and local radios; establishment of one-stop centres in each of the districts of the two provinces combined with packages of training, supervision and mentorship; improved access to psycho-social counselling provided by lifetime/Childline. The Programme would also provide technical assistance to support multi-sectoral coordination and institutional capacity strengthening of Government at national level.

2. UNICEF-UNFPA Global Programme to Accelerate Action to End Child Marriage

The EU contributed EUR 6.4 million to the UNICEF-UNFPA Global Programme to Accelerate Action to End Child Marriage which aimed at ending this harmful practice in one generation by encouraging a change in social norms and educational opportunities, whilst also addressing the needs of girls and women who suffered the consequences of the practice. The Programme targeted communities from a group of twelve countries and focused on education, access to healthcare, strengthening enforcement mechanisms, girls' empowerment and social norms change. It was a fifteen year strategy which was very unique and demonstrated strong commitment from organisations and donors.

3. Programme Towards Universal Birth Registration in Africa: Burkina Faso, Cameroon, Uganda and Zambia – Birth Registration Phase II – 2016-2019 – Euro 6 Million

Results of the Programme were technical assistance in development of the statutory instrument for decentralisation of issuance and printing of birth certificates; infrastructure and equipment of three provincial-level printing centres; and set-up of more than 500 birth registration desks within health facilities, including training of staff.

4. EU's Euro 50 Million Reproductive, Maternal, Neonatal, Child, Adolescent Health and Nutrition Programme (MDGi programme)

The Programme included many activities related to adolescent health, creation of safe spaces, delivery of youth friendly services, provision of comprehensive sexuality education for in-and out of school youth.

Apart from the above stated interventions, the EU had several contracts with civil society organisations concerning gender equality and women empowerment, including prevention of child marriage. This included large contract with NGOCC (EUR 1 Million), resulting in forty-seven sub-grants to small community-based organisations focusing on economic empowerment of women and girls, and re-entry of girls into the educational system. The EU supported also Norwegian Church Aid, Women for Change and Plan International in projects aiming at raising awareness to children about their rights, and training marriage counsellors for discouraging child marriages in rural areas.

ii) Youth Leadership Development Programme (YLDP)

The Committee also noted that another international organisation, Friedrich Ebert Stiftung, through its Youth Leadership Development Programme (YLDP), was on record as champions of children, youth and women's rights and social justice. The thrust of their interventions included policy lobbying and advocacy for law reform to better the lives of women and children, and safeguard children's lives through the provision of counselling and safe spaces.

b) Local Programmes by the Government

Stakeholders submitted that Zambia had demonstrated strong political commitment and leadership to prevent and end child marriage at the highest levels of Government both within Zambia and in the global arena. Some of the endeavours are set out hereunder.

- i) Zambia supported the Africa Unions Campaign on Child, Early and Forced Marriage by launching its own national campaign to end child marriage.
- ii) Zambia co-sponsored the 2014 UN General Assembly Resolutions to end child marriage.
- iii) Zambia organised and hosted the First African Girls summit in 2015.
- iv) Zambia had demonstrated a clear commitment to the implementation of the 2030 Agenda on Sustainable Development, which offered a real opportunity to push gender equality forward, especially under target 5.3 "*Eliminate all harmful practices, such as child, early and forced marriage*" and target 16.2 "*End all forms of violence against children.*"
- v) The National Programme on Ending Child Marriage in Zambia The Programme was supported by several strategies as listed below:

1. Community-Led By-Laws

In support of the strategy, traditional leaders in Zambia had developed chieftdom by-Laws which aimed at complimenting national legislation on ending child marriage. The by-laws provided for a prescription of penalties for persons that perpetuated violence against children such as child marriage.

2. He For She

This initiative was aimed at inculcating values in boys and men that could contribute to the protection of girls and women's rights by ensuring that the male folk supported the well-being of girls and women at all levels.

3. Chieftdom Anti - Gender Based Violence Strategies

Stakeholders such as the Zambia Centre for Communication Programmes, USAID and other cooperating partners had been promoting the protection of women and girls that were at risk of gender based violence and associated vulnerabilities in the chieftdoms. The partners had since established Chieftdom Anti-Gender Based Violence Secretariats as one-stop centres for victims and survivors of GBV.

4. GEWELL - Girls and Women Empowerment

Under this initiative, the Ministry of Chiefs and Traditional Affairs as well as the House of chiefs contributed to girl child education through the 'Keeping Girls in School' project. The Chiefs were quite instrumental in promoting the development of girl children in the chieftdoms in this regard.

7.1.7 Findings from the Local Tour of the Committee - Public Hearing

During its local tour, the Committee held one public hearing in Kaoma District where it interacted with stakeholders and the community specifically on the topic "Child Marriage in Zambia". A summary of submissions from the stakeholders who comprised pupils, teachers, parents and other stakeholders is set out below.

- i) Social circumstances, including being orphaned at early age were a factor perpetuating child marriage since most girls were left with no option but to get married when they lost parents who were their major source of income.
- ii) Another factor perpetuating child marriage was cited as lack of parental guidance.
- iii) It was noted that sex education was not well implemented in schools; as a result, many children remained with inadequate knowledge about the consequences of early and illicit sex.
- iv) Stakeholders also submitted that there was little publicity on the school re-entry policy, resulting in most girls who fell pregnant dropping out from school due to loss of hope and stigmatisation.
- v) Stakeholders also highlighted that peer pressure and a bad attitude coupled with moral degradation among children were emerging as major causes of child marriage.

- vi) Stakeholders argued that some parents actually forced their children into marriage in order for them to get away from responsibilities and ultimately get the benefit through dowry, partly due to high poverty levels.
- vii) Some stakeholders submitted that the package received from organisations like CAMFED and World Vision were inadequate to support a girl child since girls needed more than school fees and sanitary towels for sustenance.
- viii) Stakeholders informed the Committee that some schools were not serving as reformatory centres to some way-ward children. Stakeholders emphasised the need for all schools to embrace pupils regardless of their background.
- ix) Stakeholders further submitted that some forms of corporal punishments given to boys and girls in schools on offences of misconduct discouraged and affected children's morale and interest for continuing with education,
- x) Lack of support to District Child Labour Committees was also one of the challenges to sensitisation on child marriage, especially among the traditional authorities.

7.1.8 Committee's Observations and Recommendations

Following interactions with stakeholder and a public hearing, the Committee observes with serious concern that child marriage in Zambia had taken a toll on individuals, families and societies, perpetuating an intergenerational cycle of poverty, low education, early child bearing and poor health. The Committee is of the view that a collective national political commitment by all players is needed in order to address the challenges highlighted above. The Committee, therefore, observes and makes recommendations as set out below.

- a) The Committee is concerned that the Government has taken too long to harmonise the provisions of the law relating to the definition of a child as well as failure to enforce existing progressive legislations. It is also observed that recognition and application of customary law impedes the application of progressive provisions in the Constitution on child marriage.

The Committee strongly recommends that the Government must expedite the process of finalising the Children's Code Bill which will help resolve all or most of the lacunas observed in the legal framework relating to child matters. Further, the Committee urges the Government to ensure that progressive pieces of legislation pertaining to children are enforced and fully operationalised to strengthen the legislative framework.

- b) The Committee notes with great concern that sexual exploitation of young street girls has remained a common practice, thus putting these girls at risk of early pregnancies and marriages as well as contracting sexually transmitted diseases or STIs, including HIV.

The Government is urged to develop and implement, as a matter of urgency, a robust programme to eradicate streetism in the country.

- c) The Committee notes with great concern the inadequacy and inaccessibility of schools in rural areas by most children. In this regard, children have to walk long distances to attend school and there is a severe shortage of teachers which tends to discourage children from attending classes. Further, most available schools have no boarding facilities, which puts the girl child at risk of being raped on their way to schools. Moreover, the lack of sanitary facilities keeps many girls away from school. This situation has contributed to the high incidences of child marriage, among other challenges.

In this regard, the Committee recommends that:

- i) the Government should ensure that development of school infrastructure in all parts of the country is in line with the Seventh National Development Plan theme, “Leaving No One Behind.” Further, building of new schools must be prioritised in infrastructure development. E learning should also be promoted throughout the country;
 - ii) the Government should ensure that schools are equipped with necessary resources including adequate staffing and sanitary facilities in order to encourage learning across the country, which in turn will reduce illiteracy levels and discourage child marriage in the communities;
 - iii) E-learning should be implemented in all schools throughout the country to encourage access of education material by all learners; and
 - iv) School fees should be reduced further in all Government schools to encourage access to education by young people.
- d) The Committee agrees with stakeholders that there have been insufficient budgetary allocations over the years from the national budget towards gender equality, women empowerment and child protection measures. This has been exacerbated by inadequate and weak monitoring mechanisms in place in the ministries responsible.

The Government is urged to consider increasing allocations to gender equality, women empowerment and child protection programmes in order to help deal with the problem of child marriage. Further, the Government is urged to ensure that strong monitoring mechanisms are put in place to curb mismanagement of funds allocated to these programmes.

- e) The Committee observes that there is no standard structure of Trusts in the chiefdoms to help mobilise resources to assist vulnerable children and curb the problem of child marriage in the chiefdoms.

The Committee urges the Government to consider establishing Chiefdom Trusts to mobilise resources to assist vulnerable families in chiefdoms specifically to pay for school fees.

- f) The Committee observes that guidance and counselling programme in schools is slowly losing its grip to help the children harness their full potential in education. It is worrying that

the Government has also stopped incentivising guidance and counselling services which served as a motivating factor for teachers tasked with the responsibility of providing it.

The Committee, therefore, urges the Government to consider enhancing its efforts in providing guidance and counselling in all schools in order to curb the fast growing trends in child marriages among school going children.

- g) The Committee appreciates the fact that sex education is undertaken from early childhood up to tertiary levels of education. However, the Committee is concerned that sex education is not being implemented in some schools as it is not fully and exclusively taught.

The Committee urges the Government to consider enhancing the implementation of sex education so as to harness the full benefits of it as intended.

- h) While it is appreciated that some organisations are assisting the Government by supporting girl children in schools, the Committee observes that the packages offered by these organisations fall below the requirements of the girl child.

It is the view of the Committee that the Government must consider lobbying for girls to be given, in addition to this support, a little stipend to enable them meet other pressing needs. The Government is also urged to enhance its support in programmes like the social cash transfer in order to empower young people and reduce less privileged girls and boys from the communities and streets.

- i) The Committee observes that there is low sensitisation of programmes on child marriage, especially among local leaders. It is worrying to note that some local leaders still condone child marriage through customary law.

It is the view of the Committee that sensitisation programmes should be enhanced in the communities to counter effects of marrying off young people.

7.2 Topic 2 SPORTS DEVELOPMENT AND ADMINISTRATION IN ZAMBIA

7.2.1 Introduction

Zambia as a member of the global, continental and regional sporting groupings had been participating in various competitions organised at different levels in various international games such as the Olympics. However, the country's performance had been dismal as the athletes did not reap any medals from these games. One such example was the 2016 Rio Olympic Games where the country performed marginally despite sponsoring seven participants in swimming, athletics, boxing and judo disciplines. The Committee, therefore, undertook a study to appreciate the challenges associated with the development and administration of sports in Zambia. The Specific objectives of the study were to:

- i) appreciate the adequacy of the legal and policy frameworks supporting the development of sports in Zambia;
- ii) understand the administration of sports disciplines;

- iii) appreciate the state of existing sports infrastructure in the country;
- iv) appreciate the systems that were in place to tap talent in the various sports disciplines in the country; and
- v) appreciate the collaboration between public and private sector players in developing sport and talent in the country.

Summary of Submissions by Stakeholders

Below is a consolidated summary of submissions by stakeholders who interacted with the Committee during its deliberations.

7.2.2 Legal and Policy Framework

The Committee learnt that there were two pieces of legislation which had governed sports development in Zambia since independence. These were:

- a) *The National Sports Council Act, Chapter 142 of the Laws of Zambia.*
This Act was first enacted in 1977 as a legal provision to support the development of sport in the country. The piece of legislation remained in place until 1988 when some of its sections were amended. This was after eleven years of its existence. Further amendments were made in 1994, six years after the 1988 amendments.
- b) *The Professional Boxing and Wrestling Control Board Act, Chapter 156 of the Laws*
This Act focused on specific aspects of professional boxing and wrestling control. It was enacted in 1993.
- c) In terms of the policy framework, the stakeholders submitted that the only policy on this matter was the National Sports Policy.

The Committee was informed that, with the Commonwealth's support, the national sport policy was reviewed recently in 2016 to align sport policy direction with the country's development priorities to fully maximise the potential of sport. The Government's leadership provided a clear strategic focus and policy direction for all stakeholders on the development priorities that highlight how sport could contribute to development in the country. Stakeholders, however, observed that in its implementation, this policy mainly emphasised football to the disadvantage of other sports disciplines.

7.2.2.1 Adequacy of the Legal and Policy Frameworks

The Committee heard that the issue of anti-doping in sport needed to be provided for in the country's legal framework as demanded by the United Nations Educational Scientific and Cultural Organisation (UNESCO) Convention against Doping in Sport to which Zambia was a State Party. This component of legislation would allow for formation of an independent National Anti-Doping Organisation (NADO), its mandate and sanctions against perpetrators, among other aspects. This was a critical compliance issue demanded by UNESCO.

There was also great need to include aspects of regulating betting in sport which had sprung up over a short period of time. The legal provision component must provide for the registration of betting companies with the National Sports Council of Zambia for regulation and monitoring to avoid match fixing vices.

In addition, the Committee was informed that the establishment of academies and construction of sports infrastructure by the private sector must be regulated by the National Sports Council of Zambia through the national legislation.

7.2.3 Sports Administrations

The Committee learnt that by the end of 2018, forty sports associations had affiliated to the National Sport Council of Zambia. Out of these associations, only one, the Football Association of Zambia (FAZ), had well established structures both administratively and technically. FAZ had full time workers at its fixed traceable headquarters which was popularly known as Football House. Additionally, FAZ had structures in all the ten provinces of Zambia with clear defined leagues such as: Premier, Division I, Division II, Division III and Amateur. FAZ had also effective systems of competition, talent identification, harnessing and development.

The Committee was also informed that the strong administration obtaining at the Football Association of Zambia were not only out of Government support financially but also from their continental and global bodies, that is, the Confederation of African Football (CAF) and the Federation of International Football Association (FIFA). The popularity of sport across the country coupled with enhanced systems had been selling as a brand to the corporate institutions which had continued to partner with the association and investing significant financial resources. The administrative system obtaining at FAZ, though not perfect, could be considered as a good example, locally, of what was required in all sports associations in terms of becoming effective and efficient in fostering administration in sports disciplines available in the country.

The Committee heard that, on the other hand, some sports associations had been dissolved or suspended due to various reasons. This in itself was proof enough that some sports associations had not been effective and efficient enough to meet the expectations of the sports fraternity. Further, only a few sports associations were working with relevant ministries like the Ministries of General Education and Youth, Sport and Child Development. Some sports associations only visited Government Departments when they wanted to get permission for a member of their association travelling within or outside the country to participate in a tournament. The Government, however, also had good working relationships with some associations such as the Volleyball Association of Zambia (VAZ), Zambia Amateur Athletics Association (ZAAA) and Chess Federation of Zambia (CFZ). The Ministry of General Education, specifically, lamented that there was need for all sports associations to have very good working relationships with them as they were best suited to be used in nurturing would-be sportsmen and women.

The Committee was informed that in terms of the persons with disabilities, there were no effective and efficient sports administration pathways to develop disability sport in Zambia apart from capacity support under the National Paralympics Committee (NPC) and Special Olympics. This came through partners like the British High Commission in Zambia, the German Embassy in Zambia, the United Nations Children's Fund (UNICEF) and the American Embassy which was given between 2010- 2012. Additional, sports for persons with disabilities were largely

organised by Disabled People's Organisations (DPOs). Sports administration had not been very effective as most persons with disabilities had either been discriminated against, or had not been considered for participation in most mainstream sporting activities.

7.2.4 Systems to Help Tap Talent

The Committee learnt that there seemed to be a very weak system of talent identification in the country. According to sports experts, talent could be identified at various settings, including community schools, sports competitions, clubs and sports academics.

The Committee heard, however, that much of the talent identification was only focused on clubs and sports academics at the expense of the other three settings. This had not been effective enough as the identification pool was narrowed. The Ministry of General Education held sports competitions at classroom, school, zone, district and provincial levels at which learners competed in various disciplines. However, very few sports associations sent scouts to tap or identify talent during such competitions. In many cases, only FAZ and the ZAAA sent scouts to school and college sports competitions. Stakeholders noted that these were some of the missed opportunities for talent identification which ought to be exploited by all those in the sports fraternity.

7.2.5 Key Government Programmes To Empower Players With Sports Skills

The Committee was informed that there were many programmes that were being implemented by the Government to empower players with sports skills in the country. Some of the programmes involved activities such as workshops and seminars, sports talks, refresher courses for coaches, sports competitions, creation of sports academics and clubs.

The Committee was also informed that the Government, through the Ministry of Youth, Sports and Child Development had initiated a lot of sports programmes, especially for the youths. There used to be the creation of sports teams and community competitions in districts which was an avenue for talent identification and skills development in the past. However, this seemed to have diminished and there was little evidence of efforts to resuscitate these activities in the communities, especially in the rural. The current programmes being used were not very effective as there were very few beneficiaries.

The Committee further heard that in the Ministry of General Education, Physical Education was taught as a subject to all learners at primary level and it was an elective subject at secondary school. In colleges of education for primary teacher training, all students were trained to teach Physical Education as a subject. In this way, learners were empowered with sports skills.

Further, the creation of sports academics and clubs had proved very effective in nurturing sports talent in players in the past. However, this seemed to be happening only in football, basketball, cricket and boxing and not much in other sports disciplines. Two examples were the Chiparamba Football Academy and Edusport who had produced a lot of national team players in football.

7.2.6 The State of Sports Infrastructure in the Country

The Committee learnt that the challenges of sports infrastructure in the country were historical and went as far back as the period before the privatisation of the mines. In the days before privatisation, sport was thriving, especially in the mining towns of the Copperbelt and along the line of rail because the mining conglomerate used to finance sports and maintain the sports infrastructure. These firms provided recreational opportunities in the communities and every youth interested in any form of sport could access these facilities, thereby helping in developing talent through organised competitions. Unfortunately, after privatisation, sports infrastructure was totally neglected by the new owners, leading to vandalism and general dilapidation.

It was, therefore, submitted by stakeholders that most infrastructure was dilapidated in the country and inadequate to meet the increasing demands. One case in point was the boxing discipline which only had one boxing ring in the country donated from Italy. The Committee heard that the public did not have access to the ring as it was only used during tournaments usually held at the Government Complex in Lusaka. The situation with other sports disciplines was not far from this scenario.

Further, the state of the infrastructure and equipment did not encourage persons with disabilities to participate effectively in various sports disciplines as most infrastructure available was not disability friendly.

7.2.7 Partnership between Public and Private Sector

The Committee was informed that some private sector entities sponsored competitions in various sports disciplines but these sponsorships did not have a development component and were by and large for commercial motives which benefited the sponsors more than the sports persons. Some of the interventions in terms of partnerships between the public and private sectors had been seen in the following:

- a) The Government had partnered with Zambian Breweries who sponsored Coca-Cola Cup for Boys Football.
- b) The Government also worked with sports associations like the Volleyball Association of Zambia who sponsored the inter-schools boys' and girls' volleyball competitions annually to improve volleyball development in schools and the country. The Government also worked with sports organisations like the Special Olympics Zambia in the promotion of sports for learners with intellectual impairment and those with physical disabilities. This was to ensure that learners with disabilities were not left behind. The Government through the Zambia Schools Sports Association (ZASSA), which was responsible for oversight of sports competitions in primary and secondary schools, organised workshops aimed at equipping sports teachers with skills in various sports disciplines.
- c) MTN Zambia sponsored the super leagues in football.

7.2.8 Challenges Faced In Developing Sports In The Country

Some of the challenges faced by the Government in developing sports in the country were these set out below.

- a) The concentration on the capital city in terms of sports infrastructure development that support sport. Major infrastructure was centre in the capital of the country, leaving potential talent untapped in other areas.
- b) Related to infrastructure was the issue of lack of maintenance of sports facilities in community zones and schools.
- c) Some sports infrastructure had suffered the fate of change of land use or had been encroached upon by illegal squatters or business houses.
- d) Although the Government had directed that sport be an examinable subject in the education curriculum, there were challenges in adhering to the policy directive due to no access to the sports infrastructure and competition programmes within and outside the school premises and curriculum, respectively.
- e) There was a general lack of equipment to drive sport towards a high performance for athletes and trainers.
- f) Budgetary allocations were inadequate to support the full development and preparation of athletes and teams. Funding affected how athletes camped and trained prior to the games and late release of funds could result in decreased performance levels overall. The release of adequate funds in a timely manner would allow full preparation of athletes. It would also enable the relevant bodies to organise international preparatory engagements (or friendlies) to equip the athletes before the actual participation in international games.
- g) Inadequate exposure and participation by athletes in international tournaments and competitions had also hampered the development of sport in the country. In some sports disciplines such as boxing and judo, for example, if the sports code required athletes to compete in a minimum number of regional/international competitions to gain points in order to become eligible for final competitions such as the Olympic and Commonwealth Games.
- h) Some sports disciplines required participants to undergo some special tests like the Magnetic Resonance Imaging (MRI) which were unaffordable by most would-be participants.
- i) There was no clearly defined intermediary development support to athletes who wished to pursue careers in sport. It was strongly pointed out by stakeholders that most athletes had no managers within the country to manage their development.
- j) There was also lack of sponsorship and partnerships to help develop minor sports in the country.

7.2.9 Local Tour Report

The Committee undertook a local tour to Lusaka, Southern and Western Provinces covering selected sports academies, sports administrations, sports clubs, local authorities, a school and a private company that supported sports. The aim of this activity was to appreciate the role these various stakeholders were playing in the area of talent identification, sports administration and development of sport in their jurisdictions.

A synopsis of the discussions and findings in each province were as set out below.

7.2.9.1 Lusaka Province

7.2.9.1.1 Chiparamba Breakthrough Academy

This was one of the oldest academies in the country and had contributed greatly to the development of talent through community sport. The academy was accessed by the whole of Mandevu Constituency in Lusaka. A few other centres were also opened in selected places on the Copperbelt and North-western provinces. Some of its success stories included those set out below.

- i) The Academy nurtured over 1000 children drawn from Copperbelt, North Western and Lusaka Provinces.
- ii) The Academy was affiliated to Street Football World, Sport For Social Change Africa, Football Association of Zambia and the Zambia Football Network.
- iii) Along with their partners, the Academy carried out re-integration programmes aimed at alleviating streetism in the country by involving street kids in sport.
- iv) The Academy was a pioneer of girls' football in the country.
- v) The Academy had a sports exchange programmes with some partners from Norway.

Some of the challenges encountered by Chiparamba Sports academy included those outlined below.

- i) Lack of support from the Government in terms of funding and their physical presence to offer guidance during competitions.
- ii) Lack of support from graduates after they left the academy.
- iii) Lack of sports facilities and equipment.
- iv) Lack of regulation by the Government on the sale of alcohol and other harmful drugs which impacted negatively on the targeted children and youths.

7.2.9.1.2. Bauleni United Sports Academy

The Committee learnt that this Academy was a community driven non-governmental organisation whose focus was integrating education and sport, especially targeting the marginalised children and youth in the country. They worked closely with local schools in promoting skills development, good health, physical education and partnerships for the intended goals. The Academy had recorded several achievements, including the following:

- a) presence in six out of ten provinces in the country with an intention to spread to all the remaining provinces;
- b) they were involved in training children and youth in becoming coaches, community leaders, peer coaches, professional athletes, local role models and community mobilisers;
- c) they were rated as the best performing academy in the country through their correct implementation of their concepts including “Peer to Peer Promise for Life,” “The Future Changers” and “She For We” concepts;
- d) sponsored over 200 young people through the back to school programme;
- e) offered scholarships to volunteers to go to colleges and universities both within and outside the country;
- f) had produced a good number of athletes who had participated and won some medals both internationally and within the country;
- g) had produced a good number of boys and girls who had played in the under-17 national teams and aimed to continue doing so; and
- h) since 2005, the Academy had been successfully holding the “Annual Children’s Cup”, the country’s biggest children’s competition which usually attracted more than 3,000 children across the country.

The key challenges faced by the Academy included:

- a) low engagement with the Ministry of Youth, Sport and Child Development,
- b) some parents were not supportive and proved to be a hindrance to their children’s involvement in sport,
- c) due to limited resources, coverage was not in all the arterial ends of the country, and
- d) while their aim was to develop more sports disciplines, there was a hindrance due to limited operating space.

7.2.9.2 Southern Province

7.2.9.2.1 Mazabuka District

i) Zambia Sugar Plc

The Committee learnt that Zambia Sugar Plc, under its corporate social responsibility programme, supported golf, athletics, karate, cycling, boxing, darts and football. The Company had been participating in various sports activities in the country and had for the past five years been the winners of inter-company relay competitions. Other achievements included success in junior golf competitions where the Company's team had emerged national champions for two consecutive years; Nakambala Leopards Football Club (a team in premier League and wholly sponsored by Zambia Sugar Company Plc) had also contributed to the national team through some players who were selected for national duty and the sale of football players to other clubs both within and outside the country.

Management of the Company submitted to the Committee that they spent over K8 million per year to sustain the Nakambala Leopards Football Club while all other remaining sports disciplines supported by the Company shared a total of K1 million Kwacha per year. The Company felt that the withdrawal of such support, especially to the football team, would be detrimental to the community. It was emphasised that Nakambala Leopards Football Club was a pride of the District as it was the only team which had represented the whole District at premier league.

Some of its activities in sport included the following:

a) Golf

Zambia Sugar Plc had signed a ten year sponsorship agreement from 2009 to 2019 and a five year sponsorship at the Lusaka Golf Club. In both of these projects, the Company had invested over K10 million to ensure the development of the sport.

b) Football

The Committee heard that the Company was the sole sponsor of Nakambala Leopards Football Club which had consistently performed well over the years. The Committee was happy to learn that all players both in golf and football disciplines were on the Company's payroll at different lengths of contracts.

c) Challenges

On major challenges, the Management highlighted changing weather patterns, high water abstraction tariffs, pests and weeds, and high input costs as major challenges being encountered by the Company. With these rising obligations, the Company felt that their component on corporate social responsibility, which included sports, could be affected negatively.

The Management of Zambia Sugar PLC appealed to the Committee to consider offering the Company some tax relief as an incentive to encourage them to sponsor sports activities in the District.

ii) Mazabuka District Sports Council

The Committee learnt from the Town Clerk that the District had various sports disciplines, including polo, motor rally, tennis, karate, netball, football, volleyball, basketball and boxing. The Committee visited two sports centres, namely the Mazabuka Golf Course and Lusumpuko Centre of Sport.

a) Lusumpuko Centre of Sports

The Committee appreciated the efforts being made to show case talent in various sports disciplines. The Committee learnt that some sports disciplines at the centre survived using the community's own resources. The teams, however, lamented about the lack of sponsorship and support from the Government despite the District being endowed with great talent.

b) The Golf Club

The Committee learnt that Mazabuka Golf Course was established in 1926 and had over twenty members drawn from different companies within Mazabuka. The Club was nurturing young golfers who were the current Junior Golfers Champions in the country.

Challenges

- i) The Committee heard that the junior golfers had challenges with sports equipment for training which they needed to use on the course. The management at the golf course alluded to the fact that, unlike other sports disciplines, golf encouraged discipline and transparency in the young golfers. Therefore, with support from the relevant stakeholders engaging young people in golf would go a long way in combating harmful vices in the community.
- ii) Management also complained about the lack of support from the Government on the marginalised sports disciplines like golf in the country. They lamented that funding was biased towards soccer, to the exclusion of other minor sports.
- iii) The Committee was also informed that the country lacked a strong sports policy implementation strategy.

7.2.9.2.2 Monze District

i) Monze Swallows

The Committee learnt that Monze Swallows was a community based team formed with its structure mainly for football. Some other sports disciplines were introduced by the Club over the past decade. For instance, volleyball was introduced in 2008, while chess and boxing were introduced in 2016. The Club also comprised school going children, boys and girls who played for the Under 12, Under 13, Under 17, Under 20 and Under 23 Teams.

The Committee was informed that the Club had wrangles within the management structures at the Club, which resulted in the fresh registration of the Club as a new entity under the name "New Monze Swallows" and registered in the name of one of the former coaches of the team. This resulted in the withdrawal of support by Monze District Council which had been one of its major sponsors from inception.

Challenges

The following were some of the challenges faced by Monze Swallows:

- i. the new management of Monze Swallows had pending debts with its players and referees due to its failure to attract sponsors at super league level;
- ii. the Club had no support from would-be sponsors as most of them shunned it due to its new registration arrangements whereby the entire society was held in the name of an individual;
- iii. the team had no sports equipment suitable for developing young players;
- iv. the team had no infrastructure of its own, making it difficult for the Club to attract sponsorship from FIFA networks;
- v. the only available stadium was not well maintained; and
- vi. lack of support from Government departments and agencies responsible for sport.

7.2.9.2.3 Livingstone District

i) Meeting with Provincial Minister and District Administration

The Committee learnt that the City of Livingstone had no meaningful sporting activities and the City needed a serious turn-around strategy to revamp its lost glory in the area of sport. During a meeting in Livingstone with the Committee as part of its tour, the Southern Province Minister lamented that the infrastructure in the town was not encouraging athletes to participate in sport as most of it was dilapidated. However, the Town Clerk informed the Committee that Livingstone had various sports activities, mostly at amateur level, including athletics, basketball, table tennis, rugby, chess, handball, golf and football.

The Committee also learnt that K1,500,000 was required to rehabilitate Maramba Stadium, the only one in Livingstone town, to usable standard. So far, the Council had approved an amount of K250,000 towards minor rehabilitation works which were scheduled to take place within the second quarter of 2019. In addition, the Town Clerk submitted that they had set aside 11 hectares of land for sports infrastructure, which included infrastructure for all sports disciplines. The Livingstone City Council was contemplating engaging a private developer through a Public Private Partnership arrangement so as to expedite its construction.

Challenges

The Town Clerk informed the Committee that the City faced several challenges with regard to sport. These included lack of state of the art stadium and other infrastructure and lack of sponsorship for almost all sports disciplines.

ii) Livingstone Golf Course

The Committee learnt that the course had been in existence since 1908 and since then no serious rehabilitation programme had been carried out. The facility sat on 54 hectares of land with a radius of up to about 13 kilometres. The course was an 18 hole course and had other facilities, including a tennis court, club house, a gym and a bowling court.

The Committee also learnt that there had been an investor who had expressed interest in investing in the facility, but due to unfavorable conditions hinging on the profitability and viability of the facility, the investor pulled out. The caretaker of the whole facility submitted to the Committee that there were some pending court cases which also scared off the investor, especially with regard to pending rentals at the facility. However, recently, fresh investors had expressed interest in the facility and were being considered to run it.

7.2.9.3 Western Province

7.2.9.3.1 Senanga District

The Committee interacted with various stakeholders including the District Commissioner, Senanga District Council management and some sports clubs within the District. The Committee was saddened to learn that the fishing competition which existed in the past had been discontinued due to the extinction of the tiger fish species from the water bodies in Senanga. The stakeholders, however, informed the Committee that they were trying to explore other options to restock the tiger fish and possibly revive the competition which added to the social calendar in the District.

Other findings by the Committee included the following:

- i) football was the only prominent sport in the area. The District Commissioner's office was trying to support other sports like basketball, volleyball and netball;
- ii) sport in the District was almost non-existent due to lack of sponsorship by key stakeholders like the local authority and the business community;
- iii) the Committee also observed with great concern that infrastructure in the District was so dilapidated and in some cases unsuitable for use to develop talent among the athletes from both schools and the community; and
- iv) the Committee learnt that the local authority had allocated K30,000 from the 2018 CDF budget to help level the only community football ground in the District.

7.2.9.3.2 Mongu District

The Committee met the Provincial Sports Coordinator, the Provincial FAZ Coordinator, the Western Province School Sports Association, the Provincial and District Education Board Secretaries and the school administration at Kambule Secondary School. The Committee also toured some sports infrastructure including the Mongu Stadium and two school sports grounds. The key findings and observations made during the meetings are set out below.

- i) The Province participated in a number of sports including football, chess, netball, basketball, volleyball, handball, badminton, pool and table tennis.
- ii) The Province did not have functional District Sports Advisory Committees as most of the Committees' tenures had expired. The Permanent Secretary's Office assured the Committee that they were working on modalities to renew District Sports Advisory Committees while the provincial committee was yet to be constituted.
- iii) The Provincial Sports Coordinator informed the Committee that he had received and distributed fifteen sports kits which were distributed to fifteen wards around the province. The criterion was that each of the districts received the kits through one of their wards and the far fledged wards were prioritised.
- iv) Kambule Secondary School boasted of being a leading champion in soccer in the Province compared to other schools but its performance at national level was not as good.

The athletes from the Province performed marginally at national level due to lack of appropriate training facilities and poor infrastructure.. This was exacerbated by encroachments on the facilities by the community There was a strong recommendation from stakeholders to set aside a prescribed percentage of the CDF to channel it towards sports infrastructure development so as to improve the current status of sport in the province.

- v) The local authorities and the corporate entities were not keen to support sport as part of their corporate social responsibility. The only institutions which supported some teams within their perimeters were Zambia National Service in Mangango area, ZESCO in Mongu and Zambia Army in Kaoma.

There was a strong view that enacted policy must be developed to compel all local authorities and corporate entities operating in the districts to support at least one sports team or club.

- vi) Stakeholders complained about lack of transparency in the selection criteria used to select national participants in a number of sports disciplines.
- vii) There was no coordination between the Ministry of Youth, Sport and Child Development and the Ministry of General Education, especially with regard to supporting sports. In this regard, there was a strong view that the ministry responsible for sport must take keen interest in supporting sport in schools, especially in relation to resources and maintenance of sports infrastructure like the stadium.
- viii) The lack of a structure at district level in the Ministry of Youth, Sport and Child Development also posed a great challenge in supervising and monitoring of sport in the districts.
- ix) It was also highlighted that there were no incentives for both trainers and trainees in sports activities; as a result, they were not motivated to encourage the development of sporting talent, especially in schools.

7.2.10 Committee's Observations and Recommendations

After a detailed analysis of the written memoranda and careful consideration of oral submissions from the stakeholders and the subsequent findings from the local tour, the Committee makes the observations and recommendations set out below.

- a) The Committee observes with concern that there is general lack of sports facilities coupled with inadequate capacity of coaching staff to promote sporting activities in schools. The Committee is also concerned that there are no notable exchange visits and tournaments in schools for talent identification, which is impacting negatively on sports development in the country.

The Committee therefore recommends that in order to enhance sports development and talent identification in schools, the following actions should be undertaken.

- i. The Government should take measures to refurbish all sports facilities in schools and to enhance recruitment and training of physical education teachers. Further, the Government should provide the necessary tools in the education system to ensure that well trained teachers are present in schools and that teacher training fully integrates disability inclusion.
 - ii. The Government, working with stakeholders, should come up with exchange programmes with countries that have good coaching courses for educationists so as to enhance the sports skills of local coaches.
 - iii. The Government and the other stakeholders should collaborate in working with stakeholders and consider establishing collegiate leagues for all major sports in the country.
 - iv. The Government should establish strong primary and secondary school teams as nurseries for national sports teams.
- b) The Committee notes with concern the lack of clearly defined intermediary development support systems for athletes who may wish to pursue careers in sport. The Committee also agrees with stakeholders that most athletes in both minor and major sports have no managers within the country to manage their development.

The Committee, therefore, recommends the following:

- i. The Ministry of Youth, Sport and Child Development should create a standard integrated approach to athletes' development to be followed by all sports administrations in the country.
- ii. Further, the Committee encourages the ministry responsible for sport to use its existing organised systems to develop a well defined commercial entrepreneur career path to attract managers who may wish to market and expose athletes to higher levels.

- c) The Committee notes with great concern that due to lack of policy guidance in the country, sports facilities used in most schools are not appropriate for pre and primary school children who are of tender age, and this impacts negatively on their development of various sports skills.

The Committee, therefore, urges the Government to come up with a clear policy direction on the sizes of sports facilities in schools for all sports disciplines in order to create age appropriate facilities for use by different ages.

- d) The Committee observes with concern the inadequate budgetary allocation to sports development and administration year after year, which has greatly affected the development and performance of athletes in international competitions. The Committee is of the view that minor sports have suffered the most due to inadequate funding by the Government.

The Committee, therefore, strongly recommends that the Government should prioritise funding to sports and development in order to improve athletes, and teams' performance in both minor and major sports in the country.

- e) The Committee also notes with concern the general lack of sports infrastructure in the country coupled with the concentration of the available facilities in the cities. The Committee is of the view that this has been exacerbated by the lack of a maintenance plan for existing infrastructure. The Committee is further concerned that the sports infrastructure available in the country is unfriendly to the persons living with disabilities which is hindering their participation in sport. Furthermore, the Committee observes that the Government has neglected support to sports infrastructure situated in areas with bad terrain like the Western Province.

The Committee, therefore, urges the Government to:

- i. come up with a robust sports infrastructure development plan so as to have new sports infrastructure facilities across the country;
 - ii. come up with a maintenance plan for sports infrastructure, expeditiously, in order to maintain the existing sports facilities in the country; and
 - iii. put in place special facilities in all infrastructures which are tailor-made for use by PLWD in order to be all inclusive and to enhance the participation in sport of persons living with disabilities.
 - iv. consider developing certain special sports disciplines like beach sports in line with the theme of the Seventh National Development Plan, "Leaving No one Behind."
- f) The Committee observes that modern sports equipment and services are too expensive to be afforded by athletes in special sports disciplines. For instance, it is very costly for athletes to access special tests and facilities like the Magnetic Resonance Imaging (MRI) which are usually a requirement for one to participate in international tournaments in boxing, judo and rugby sports.

The Committee urges the Government to take measures to reduce the cost by subsidising these services and waiving taxes on selected imported sports equipment to encourage participation of athletes in international tournaments.

- g) The Committee observes with concern that the unstable energy tariff structure has paused a serious toll on the profitability of some corporate firms. This has been exacerbated by the introduction of some obligatory payments (levies) by the Government in the water sector. The Committee is of the view that these new arrangements are discouraging some firms to provide the much needed corporate social responsibility which includes support to sports development by these firms.

The Committee, therefore, strongly recommends that the Government must consider providing some form of rebates to incentivise companies who support sport in the country as a way of encouraging them.

- h) While it is appreciated that few firms and local authorities have a defined corporate social responsibility programme, the Committee observes with concern the lack of participation by some of these firms and local authorities in the area of sports. It is regrettable that some multi-national firms like Shoprite Checkers, ZAMBEEF and some councils in the Western Province operated in the areas without considering paying back to the communities they were operating in.

In light of this, the Committee strongly recommends that the Government must enact a piece of legislation to compel all companies and local authorities operating in the country to include, in their corporate social responsibility programme, a component of support to sport. The Committee further urges the Government to consider implementing this matter with urgency to enable the athletes, clubs and academies to have some support to exploit their full potential and ultimately improve sports development and talent identification in the country.

- i) The Committee observes that most academies operate without any support from the Government. It is sad to note that the Government remained in the peripheral to an extent of even failing to participate or officiate when called upon during competitive events held by these academies.

The Committee recommends that the Government must devise a plan to help academies to grow and also ensure that they are adequately exposed to other sources of income provision. The Committee stresses that some of the academies have proved to be major developers of athletes who participated at national teams in the various sports disciplines and hence the Government must appreciate their contribution and efforts they make in complimenting its work. The Permanent Secretary responsible for sport is strongly urged to ensure that all events of sport in the country are given much attention by the Ministry and its departments in order to encourage collaborations with all the various players in sport.

- j) The Committee agrees with the stakeholders that there is no coordination between the Ministry of Youth, Sport and Child Development and the Ministry of General Education especially as it relate to supporting sports.

The Committee strongly recommends that, as a matter of urgency, the Permanent Secretaries from the two Ministries responsible for sport and education should have an intended meeting to consider forming an inter-ministerial committee aimed at fostering sport in the districts and provinces in schools. It is the considered view of the Committee that there should be a well defined support system to sport in schools coupled with resource allocation in order to counter the state of affairs obtaining in these jurisdictions.

- k) The Committee observes that some provinces visited during the local tour did not have functioning sports advisory committees at both the provincial and district levels. The Committee wonders how sport is being run in these provinces, given that the Ministry of Youth, Sport and Child Development has no offices at district level.

The Committee strongly urges the Government to consider decentralising the Ministry of Youth, Sport and Child Development to district level as a matter of urgency in order to strengthen the monitoring of sports and children's affairs in the districts. The Committee also strongly recommends that sports advisory structures be established to work closely with all provincial sports coordinators in promoting sport at provincial level.

PART II

8.0 CONSIDERTION OF ACTION TAKEN REPORT ON THE REPORT OF THE COMMITTEE ON YOUTH, SPORT AND CHILD MATTERS FOR THE SECOND SESSION OF THE TWELFTH NATIONAL ASSEMBLY

8.1 YOUTH UNEMPLOYMENT IN ZAMBIA

Arising from the Action-Taken Report, the Committee made the observations and recommendations set out below.

- a) The previous Committee had recommended that the Government should seriously consider transferring the management of the Youth Development Fund to a special purpose vehicle or otherwise to the Citizens Economic Empowerment Commission. The Committee was of the view that the Commission had the requisite expertise and infrastructure to competently manage the Fund and only provide reports to the Ministry.

Executive's Response

The Government, through the Ministry of Youth, Sport and Child Development took note of the recommendation of the Committee. The Ministry was reviewing the mechanisms for the management of the Youth Development Fund in collaboration with relevant stakeholders.

Committee's Observations and Recommendations

The Committee, while noting the response, awaits a progress report on the review of mechanisms for the management of the Youth Development Fund which is being undertaken by the Ministry of Youth, Sport and Child Development in collaboration with relevant stakeholders. The Committee urges the Executive to expedite this process.

- b) The Committee had previously resolved that the Government should consider decentralising the Ministry of Youth, Sport and Child Development to district level without delay in order to improve its monitoring and coordination of youth, sport and children programmes.

Executive's Response

The Committee was informed in the Action-Taken report that the Ministry revised its organisational structure in 2012 and it was approved by Cabinet Office in 2013. The Ministry awaited Treasury Authority in order to implement the new organisational structure. In addition, the Ministry had been earmarked to devolve some of its functions to local authorities under the Decentralisation Policy. The functions to be devolved included; sports development, community sport and child development. The Ministry had since developed and submitted a draft Sector Devolution Plan and awaited feedback from the Decentralisation Secretariat.

Committee's Observations and Recommendations

The Committee notes the response but is saddened by the lack of implementation of the strategy by the Government, especially as it relates to the new approved organisation structure for the Ministry of Youth, Sport and Child Development. While noting the response by the Executive regarding decentralisation of the Ministry of Youth, Sport and Child Development, the Committee finds it unacceptable that a new structure which was approved in 2013 is yet to be implemented. The Committee strongly urges the Executive to expedite the process of implementing the new structure in the Ministry and also implementing decentralisation of its functions to local authorities under the Decentralisation Policy.

- b) The Committee in the previous session urged the Government to consider decentralising the Youth Development Fund to district level so as to enhance monitoring and evaluation of projects funded under the Fund.

Executive's Response

The Government, through the Ministry of Youth, Sport and Child Development, took note of the recommendation of the Committee and would consider implementing of the Committee's recommendation when the Ministry was decentralised.

Committee's Observations and Recommendations

The Committee awaits a progress report on the decentralisation of the Youth Development Fund.

- a) In the previous session, the Committee had urged the Government to consider bringing back programmes under the Zambia National Service or establish a similar programme with a view to helping empower young people. It was the view of the Committee that these programmes would help the young people to know and understand that everyone had to work to get any benefit.

Executive's Response

The Government, under the Ministry of Youth, Sport and Child Development, had engaged the Zambia National Service to partner with them in the area of skills training for street and vulnerable children. Through these centres, the youth would be trained in various vocational and life skills. In addition, the Ministry had partnered with the International Youth Fellowship, an international organisation from South Korea to establish a school on mindset education in Chilanga District. The school would, among other things, teach positive mindset in the youth. The school was currently being constructed with support from the International Youth Fellowship and was currently at 75 percent completion. It was expected to enrol its first students in the first quarter of 2019.

Committee's Observations and Recommendations

While appreciating the efforts made so far, the Committee resolves to await a progress report on the possibility of revamping the Zambia National Service Programme in schools.

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

Executive's Response

The Government would engage the relevant stakeholders to discuss how best the recommendation could be implemented.

Committee's Observation and Recommendations

The Committee resolves to await a progress report on the consideration of providing incentives to the private sector to invest in delivery of education and skills training to improve private sector participation in skills development for out of school youth. Further, the Committee awaits an update on the possibility of implementing programmes such as the Public-Private Partnership Skills Development Fund.

The Committee, in the last session, urged the Government as set out below.

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

Executive's Response

The Government under the Ministry of Youth, Sport, and Child Development, took note of the recommendation of the Committee and would engage the relevant line ministries or institutions, accordingly.

Committee's Observations and Recommendations

The Committee resolves to await a progress report on the establishment of linkages between the curriculum content provided by the various education institutions and the specific job requirements of various employers.

- b) The Government should consider providing incentives to companies that provided internship and mentorship programmes to the youth. Further, the Committee also urged the Government to ensure that out of all the contractual work which were made available in the country, between 20 percent to 40 percent were reserved for the youth groups (cooperatives or companies) in order to empower them to grow their businesses.

Executive's Response

The Government, through the Ministry of Youth, Sport and Child Development, took note of the recommendation of the Committee and would engage the relevant institutions.

Committee's Observations and Recommendations

The Committee reiterates its earlier position and resolves to await a progress report on the provision of incentives to companies that provide internship and mentorship programmes to the youth. The Committee also urges the Government to ensure that out of all the contractual work which is made available in the country, between 20 percent to 40 percent, are reserved for the youth groups (cooperatives or companies) in order to empower them to grow their is businesses.

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

Executive's Response

The Government, through Ministry of Higher Education, took note and would ensure that the concept of job fairs was made mandatory.

Committee's Observations and Recommendations

The Committee resolves to await a progress report on ensuring that the concept of job fairs is made mandatory by the Ministry of Higher Education.

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

Executive Response

The Government, through Ministry of Labour and Social Security, was responsible for apprenticeship matters and if it gave instructions to Ministry of Justice for reform in this area then the Ministry of Justice would assist in the drafting of the same.

Committee's Observations and Recommendations

The Committee reiterates its earlier position that the *Apprenticeship Act, Chapter 275 of the Laws of Zambia* be reviewed by the Government without any further delay. The Committee resolves to await a progress report on the matter.

- i) The Committee in the previous session had urged the Government to strictly and firmly enforce the regulation to ban casualisation in the country and possibly put in place stiff penalties to punish those who contravened these regulations in order to avert this problem. There was also need for the Government to pursue Active Labour Market Policies (ALMP) by directly helping unemployed individuals transition to self-employment where necessary to further counter this problem.

Executive's Response

The Government had intensified the labour inspections through which compliance to the set labour regulations was monitored, including casualisation. The Government was considering employing more labour inspectors to beef up the existing constrained human resource. Stiff penalties were already in place to punish perpetrators as the law made casualisation of labour a criminal offense. It had also been observed that the law on casualisation had been misunderstood by the general public and to this end, the Government continued to create awareness through inspections and the media to redress the existing situation. As recommended by the Committee, the Government would consider pursuing Active Labour Market Policies through Public Employment Exchange Services and the formalisation of the Apprenticeship/ Internship programmes.

Committee's Observations and Recommendations

While noting the efforts made by the Government towards criminalising casualisation, the Committee, however, observes that the Executive has taken too long to beef up staff levels of labour inspectors. The Committee reiterates its earlier recommendation that Government must consider pursuing Active Labour Market Policies through Public Employment Exchange Services and the formalisation of the Apprenticeship/ Internship programmes. A progress report will be awaited.

- ii) The Committee urged the Government in the previous session to carry out a robust review of all laws and legislations relevant to youth employment with a view of designing laws that were supportive to youth employment. The Committee, further, urged the Government to ensure that effective enforcement of laws and monitoring systems are put in place.

Executive's Response

The Government, through Ministry of Labour and Social Security, had undertaken a comprehensive and broad based labour law review. To this end, the Government, in consultation with its social partners had come up with a draft Labour Code Bill, 2017 which when enforced would take care of the employment interests and enhance the protection of various social groupings in the country, including the youth.

Committee's Observations and Recommendations

The Committee awaits a progress report on the introduction of a draft Labour Code Bill.

- iii) The Committee recommended as set out below.
 - a) The Government should consider creating labour market information system to be co-ordinated by the National Employment Office. One task of this system would be to give information on the job status, which would include job situation in regions where public and private media were rare.

Executive's Response

The Government, under Ministry of Labour and Social Security, had commenced the process of developing the Labour Market Information System (LMIS). The System was expected to be operationalised in the first quarter of 2019. Among the main functions that the LMIS would carry out was not only the provision of information on jobs available in the different regions of the country but would also link would be job seekers with the prospective employers through the Public Employment Exchange Services that would be set up as part of the robust LMIS. The System would also supplement information on the Key Indicators of the Labour Market such as the size of the Labour Force and magnitude of unemployment which was currently only available through the Labour Force Surveys.

Committee's Observations and Recommendations

The Committee notes the response and awaits a progress report on the full implementation of the Labour Market Information System (LMIS).

- iv) The Committee in the previous session had recommended that the Government should consider releasing adequate funds to complete the construction of Youth Resource Centres which were still under construction as a matter of urgency. Further, the Government should consider building schools of higher learning in all the districts. Further, the Committee recommended that there was need to standardise the structure and equipment to be stocked at each resource centre countrywide.

Executive's Response

The Committee was informed in the Action-Taken Report that the Government was prioritising the completion of all ongoing infrastructure works in the country. To this effect, a Committee of Ministers chaired by the Republican, President and a Technical Committee comprising senior

Government Officials had been constituted to facilitate the completion of all ongoing infrastructure projects. In this regard, arrears owed to contractors of Youth Resource Centres were being paid, depending on the availability of funds. It was hoped that the Youth Resource Centres would be completed by December, 2018.

Committee's Observations and Recommendations

The Committee resolves to await a progress report on the completion of the construction all Youth Resource Centres spread across the country and the Permanent Secretary is strongly urged to ensure that the matter is addressed without any further delay liaising with the relevant institutions.

- v) The Committee in the previous session had urged Government to consider creating a Youth Employment Coordinating Committee in each district, the members of which would be drawn from various government and private institutions.

Executive's Response

The Government, through the Ministry of Youth, Sport and Child Development took note of the recommendation of the Committee and agrees with the recommendation. The Ministry would, thereafter, consider the inclusion of provisions for the establishment of the Youth Employment Coordinating Committees in the Youth Development Council Act, as it was being reviewed.

Committee's Observations and Recommendations

The Committee resolves to await a progress report on the full establishment of the Youth Employment Coordinating Committees in all the districts.

8.2 YOUTH PARTICIPATION IN DECISION MAKING

- a) The Committee previously had resolved to await a progress report on the formalisation of structures which would promote youth participation starting with the grassroots in districts, provinces through to national levels.

Executive's Response

The Government took note of the recommendation and stated that the Ministry responsible was still in consultations with relevant institutions on how best the establishment and implementation of the Youth Parliament could be done in order to promote youth participation in decision making processes.

Committee's Observations and Recommendations

The Committee resolves to await a progress report on the consultations with stakeholders regarding the establishment of the Youth Parliament.

- b) The Committee had previously resolved to await a progress report on enacting a law that would ensure that there was a minimum participation of youth representation in Parliament.

Executive's Response

The Government under Ministry of Youth, Sport and Child Development took note of the recommendation of the Committee and informed it that the Ministry was still in consultation with relevant institutions.

Committee's Observations and Recommendations

The Committee reiterates its recommendation that in order to promote youth participation in political processes, the Government should enact a law to guarantee a minimum level of youth representation in Parliament by the parties represented in the House.

- c) The Committee had previously noted the submission but expressed concern that the curricula relating to child development had not been addressed and hence reiterated its earlier position by urging the Government to expedite the process of reviewing the curriculum even in primary schools. The Committee resolved to await a progress report on the matter.

Executive's Response

In line with the portfolio mandates assigned to the Ministries of Higher and General Education by the Presidential decree that established them, the Government, through Ministry of Higher Education was only mandated to deal with University Education, Technical Education, Vocational and Entrepreneurship Training (TEVET) and Science and Technology. Primary education was within the mandate of the Ministry of General Education. Consequently, the review of curricula for primary schools falls under the mandate of the Ministry of General Education.

Committee's Observations and Recommendations

The Committee strongly urges the Executive to provide an update on the process of reviewing the curriculum in primary schools without any further delay.

- d) The Committee in the previous session had urged the Ministry of Youth, Sport and Child Development to expedite the process of appointing a new board at National Youth Development Council in order to strengthen its governance system.

Executive's Response

The Government through the Ministry of Youth, Sport and Child Development submitted a Cabinet Memorandum to appoint the NYDC Board for Cabinet approval. However, the Ministry was advised to first review the Act in order to bring it in tandem with current trends in youth development, after which the Board would be appointed when the Act had been revised. The Act was currently being reviewed and it was anticipated that the Bill would be ready by December, 2018.

Committee's Observations and Recommendations

The Committee resolves to await a progress report on the appointment of board members on the NYDC.

- e) The Committee previously had noted the response and awaited a progress report on the acquisition of land in all districts.

Executive Response

The Government through Ministry of Youth, Sport and Child Development has requested the Provincial Administration to provide land for the establishment of Youth Resettlement Centres in all Provinces. So far, Northern and North Western Provinces have provided land and the Ministry was working with the Provincial Administrations to resettle youth at Mwange in Northern Province and Kasempa in North Western Province.

Committee's Observations and Recommendations

The Committee reiterates its earlier recommendation by urging the Government to secure land in each district to resettle the youths who are willing to engage in agriculture. The land should be protected from being sold off and should be repossessed and re-distributed if not developed within a specified period of time.

8.3 REPORT ON THE FOREIGN TOUR TO THE REPUBLIC OF KENYA

- a) The Committee in the previous session had noted the response but urged the Government to consider amending the Constitution so that one of the Presidential nominations was allocated to a youth. Further, the Committee expressed concern at the failure by the Executive to provide a solution relating to youth representation in Parliament with particular emphasis to Presidential nominations of the eight Members of Parliament, in accordance with Article 69 of the Constitution of Zambia. The Committee urged the Government to enact legislation which would compel all political parties to involve the youth in adoptions for political positions and offices and also in their governance structures. The Committee resolved to await a progress report on the matter.

Executive's Response

The Government through Ministry of Youth, Sport and Child Development, took note of the recommendation of the Committee and would engage the relevant institutions in order to implement the recommendation of the Committee.

Committee's Observations and Recommendations

The Committee reiterates its earlier position by urging the Government to consider amending the Constitution so that a percentage of the Presidential nominations can be allocated to youths. Further, the Committee urges the Government to enact legislation which will compel all political parties to involve the youth in adoptions for political positions and offices and also in their governance structures. The Committee resolves to await a progress report on the matter.

8.4 THE EFFECTIVENESS OF THE JUVENILE JUSTICE SYSTEM IN ZAMBIA

- a) The Committee previously had urged the Government to expedite the enactment of the Child Code Bill and the review of the *Juveniles Act*.

Executive's Response

In 2018, the Ministry of Community Development and Social Services has planned for the review of the *Juveniles Act, Chapter 53 of the Laws of Zambia* to amend sections that impeded its smooth implementation within the current operational systems. This review would align the provisions of the Act with operational issues. The Ministry had mobilised resources for the review of the Act and soon, the review process, with the support from cooperating partners, would commence. However, it had to be noted that the review of the *Juveniles Act* did not impede the development of the Children Code Bill. The Ministry with its cooperating partners had set aside resources to undertake this process and it was expected that by the end of 2018, the proposed amendments of the *Juveniles Act Chapter 53 of the Laws of Zambia* would be tabled before Parliament.

Committee's Observations and Recommendations

The Committee awaits an update from the Government on the enactment of the Children Code Bill and the review of the *Juveniles Act*.

- b) The Committee resolved to await a progress report and also strongly urged the Government to ensure that the study on the juvenile justice system was undertaken expeditiously.

Executive's Response

The Government, through Ministry of Community Development and Social Services, in partnership with Zambia Civic Education Association, supported by Programme Legal Empowerment and Enhanced Justice under GIZ, did a survey on Juveniles Justice System in 2016 and 2017 which necessitated a further study planned for 2018. Currently, a study was underway in the collaboration with the aforementioned partners, to understand the delays in Juvenile Justice System, especially in reference to report writing, confirmations and conveyance. Once concluded, the findings would be shared with all stakeholders, including the National Assembly.

Committee's Observations and Recommendations

The Committee awaits an update from the Government on ensuring that the study on the juvenile justice system is undertaken expeditiously.

- c) The Committee in the previous session had resolved to await a progress report and also urged the Government to enhance its efforts aimed at ensuring that the transformation process of the Social Workers' Association of Zambia into a legal body is expedited.

Executive's Response

The Government took note of the Committee's recommendation to expedite the process of transforming the Social Worker's Association of Zambia into a legal body and as such reported the following progress:

- i) The Ministry of Community Development and Social Services in consultation with the Social Workers' Association of Zambia initiated the process of transforming the Social Workers' Association of Zambia into a legal body in 2009.
- ii) Cabinet granted approval in principle to introduction of the Social Workers' Association of Zambia Bill in Parliament.
- iii) The first phase of the provincial consultations on the draft Bill was successfully conducted in seven provinces.
- iv) The next step on the roadmap was to carry out the second phase of provincial consultations, after which the Bill will be submitted to Ministry of Justice for Drafting by September, 2018.

Committee's Observations and Recommendations

The Committee awaits an update from the Government on the presentation to Parliament of the Social Workers' Association of Zambia Bill.

- d) The Committee previously had noted the response and strongly urged the Government to ensure that work on the revised training curriculum for the Zambia Police Service is finalised. The Committee awaited a progress report on the matter.

Executive's Response

The Government took note of the recommendation of the Committee and stated the Ministry of Home Affairs was still in consultations with relevant stakeholders and relevant institutions on the revision of the training curriculum for the Zambia Police.

Committee's Observation and Recommendations

The Committee awaits an update from the Government on the revision of the training curriculum for the Zambia Police Service.

8.5 FINANCING MECHANISMS FOR YOUTH DEVELOPMENT PROJECTS

The Committee previously had noted the response and strongly urged Government to ensure that the review of the *National Youth Development Council Act* and renewing of the operations of the National Youth Development Council (NYDC) are expedited. It awaited a progress report on the matter.

Executive's Response

The Government took note of the recommendation of the Committee and stated that the Ministry was in the process of finalising the review of the NYDC. To date, a Draft Bill had been developed and was yet to be validated by stakeholders.

Committee's Observations and Recommendations

The Committee awaits an update from the Government on the review of the National Youth Development Council Act and further the review of the NYDC Council.

8.6 TOUR OF CHIYOTA YOUTH RESOURCE CENTRE

The Committee in the previous session had strongly urged the Government to ensure that an audit was carried out at Chiyota Youth Resource Centre without any further delay and that the matter relating to its operations was resolved by the end of 2018. The Committee awaited a progress report on the matter.

Executive's Response

The Government, through Ministry of Youth, Sport and Child Development took note of the recommendation of the Committee. The Committee was informed that the Ministry undertook an audit of the Centre. However, issues relating to operations were not resolved because the Centre was still under construction.

Committee's Observations and Recommendations

The Committee resolves to await a progress report on the resolution of operational challenges being experienced at Chiyota Youth Resource Centre.

8.7 EXPANSION OF KALINGALINGA YOUTH RESOURCE CENTRE

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

Executive Response

The Government, through Ministry of Youth, Sport, and Child Development, took note of the recommendation of the Committee. The Committee was informed that the Ministry had written to the Provincial Administration for Lusaka Province to facilitate the acquisition of land for the Centre. The Ministry awaited a response. Further, the Ministry had engaged the Ministry of Finance to increase funding to the Youth Resource Centres to enable them operate effectively.

Committee's Observations and Recommendations

The Committee resolves to await a progress report on the acquisition of land for construction of Lusaka Youth Resource Centre without any further delay and also that funds were provided to enhance its effectiveness.

8.8 TOUR OF LEVY MWANAWASA STADIUM

The Committee in the previous session strongly urged the Government to ensure that relevant officers were expeditiously employed to manage the Levy Mwanawasa Stadium efficiently and effectively. The Committee resolved to await a progress report on the matter.

Executive's Response

The Government took note of the recommendation of the Committee and responded that the Treasury Authority for employment of permanent staff at the Stadium has not been funded yet due to financial constraints. However, the Ministry had been working closely with the Public Service Management Division (PSMD) to ensure that appropriate by qualified staff were attached to the facility. These included officers from Ministry of Works and Supply, selected Government ministries and institutions. The Ministry had since written to PSMD to request for attachment of the staff at the Stadium that included the placement of the Stadium Director on permanent deployment to the facility.

Committee's Observations and Recommendations

The Committee resolves to await a progress report on the employment of permanent and qualified staff to manage the Levy Mwanawasa Stadium efficiently and effectively.

8.9 THE FOOTBALL ASSOCIATION OF ZAMBIA (FAZ) DEBT TO THE STADIUM

The Committee in the previous session had expressed concern at the failure by the Football Association of Zambia to settle the debt owed to Levy Mwanawasa Stadium. The Committee strongly urged the Government to immediately take strong measures to ensure that the Football Association of Zambia (FAZ) expeditiously settled the outstanding debt.

Executive's Response

The Committee was informed that the Football Association of Zambia (FAZ) had not yet settled the outstanding debt with the Levy Mwanawasa Stadium. However, FAZ had prepared a repayment plan and had committed to settle the debt in due course.

Committee's Observation and Recommendations

The Committee resolves to await a progress report on the full settlement of the outstanding debt owed to Levy Mwanawasa Stadium by FAZ.

8.10 TEENAGE PREGNANCY IN ZAMBIA

The Committee previously had urged the Government to ensure that the Marriage Bill was presented in Parliament before the end of the Second Session of the Twelfth National Assembly. The Committee resolved to await a progress report on the matter.

Executive's Response

The Government, through the Ministry of Justice, received further instructions on the draft Bill in the fourth quarter of 2017 and was in the process of finalising the draft Bill for possible consideration in the next Legislative meeting of Parliament in February, 2019.

Committee's Observations and recommendations

The Committee resolves to await a progress report on the finalisation of the Marriage Bill which is yet to be presented to Parliament.

8.11 REVISION OF THE NATIONAL SPORTS COUNCIL OF ZAMBIA ACT

In the previous session, the Committee had expressed concern at the delay by the Government in reviewing the *National Sports Council of Zambia Act, Chapter 142 of the Laws of Zambia*. The Committee strongly urged the Government to ensure that amendment Bill was presented to Parliament before the end of the Second Session of the Twelfth National Assembly. The Committee resolved to await a progress report on the matter.

Executive's Response

The Committee was informed that the Ministry in collaboration with the Zambia Law Development Commission commenced the process of reviewing the *National Sports Council of Zambia (NSCZ) Act, Chapter 142 of the Laws of Zambia*. The first provincial consultative and review meeting was held on the Copperbelt in Ndola from 4th to 5th June, 2018. The consultative meeting received submissions from fifteen sports associations/Federations on the areas that need to be addressed in the.

The second provincial consultative meeting was held in Lusaka on 7th and 8th June, 2018. The consultative meeting also received submissions from nineteen Lusaka based sports associations/federations on the areas that needed to be addressed in the
The next steps of the review process were:

1. compiling of the Report from the two provincial consultative and review meetings by the Zambia Law Development Commission;
2. meeting between Zambia Law Development Commission and the Technical Working Group on the Act to discuss the findings;
3. drafting of the Bill;
4. national validation meeting; and,
5. submission of the Bill to Ministry of Justice.

The review process was expected to be completed by December, 2018, pending availability of funds.

Committee's Observations and Recommendations

The Committee resolves to await a progress report on the review of the *National Sports Council of Zambia Act, Chapter 142 of the Laws of Zambia*.

9.0 CONCLUSION

In conclusion, the Committee wishes to emphasize the need for Government to ensure that direct funding is given to develop various sports in the country and also that competition structures in all sports disciplines are built for the future, focusing at grass root levels. The Committee also strongly urges the Government to ensure that schools' sports programmes and community sport are given attention being major talent identification systems available in the country. Concerning child marriage, the Committee reiterates its emphasis to urge the Government to expedite the process of presenting the Children Code Bill before Parliament by the end of this Parliamentary year in order to help resolve the lacunas observed in the legal framework currently in the country.

The Committee is grateful to you, Mr Speaker for the guidance rendered to it during the Session. The Committee is also grateful to the Office of the Clerk of the National Assembly and her staff for the support rendered to it throughout the Session. The Committee is further indebted to all witnesses that submitted memoranda and appeared before it. Finally, the Committee is hopeful that its observations and recommendations will be considered by the Executive in addressing the challenges highlighted in the Report.

C Miyutu, MP
CHAIRPERSON

June, 2019
LUSAKA

APPENDIX I

List of National Assembly Officials

Ms C Musonda, Principal Clerk of Committees

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

Mr S Chiwota, Senior Committee Clerk (SC)

Mr A Chilambwe, Committee Clerk

Ms I Mwiya, Typist

Mr M Chikome, Committee Assistant

Mr D Lupiya, Committee Assistant

Mr M Kantumoya, Parliamentary Messenger

APPENDIX II - Witnesses

Ministry of Youth, Sport and Child Development

Mr Joe Kapembwa, Permanent Secretary
Mr John C Zulu, Director Child Development
Ms Phillis N K Chisha, Acting Director HRA
Mr Nicholas Banda, Chief Child Development Officer
Mr David Mpanda, Chief Youth Development Officer
Mr Bergin Katongo, Acting Director Finance
Mr Lackson Chipampa, Chief Child Development Officer
Ms Bessie Chiteme, Director of Sport

Ministry of Gender

Dr A B Ponga, Permanent Secretary
Mr W C Kaputo, Head – Planning Unit
Mr Simon M Kapilima, Assistant Director

Ministry of General Education

Dr Jobbicks Kalumbe, Permanent Secretary
Dr Sunday Mwale, Director
Dr Grace C Chilekwe, Director-Tess
Dr Charles Ndakala, Chief Programmes Officer
Ms Nondo Chilongo, Spokesperson
Ms Cecilia Sakala, Director-ECE
Ms Moya Bridget, Director-DODE
Ms Deborah Daka, Acting Parliamentary and Liason Officer
Ms Constance Mutale, Parliamentary Liason Officer

Ministry of Chiefs and Traditional Affairs

Ms Yande P Mwape, Permanent Secretary
Ms Julian K Mulenga, Clerk House of Chiefs
Ms Chileshe Kaoma, Principal Traditional Affairs Officer
Ms Madrine B Mbuta, Director Planning
Mr Joseph Mpishi, Director- CTA
Mr Elias Daka, Acting Head of Procurement
Mr Owen Phiri, Director Finance

Ministry of General Education

Ms Bridget Moya, Director, DODE
Ms Cecilia Sakala, Director ECG
Dr Grace C Chilekwe, Director-Tess
Ms Prisca C Simukonda, Assistant Director Standards
Ms Deborah Daka, Parliamentary Liason Officer
Ms Constance Mutale, Parliamentary Liason Officer
Mr Patron Hangoma, Chief Accountant
Ms Abigail Tughli, Senior Education Standards Officer

National Sports Council of Zambia

Mr Raphael Mulenga, Acting General Secretary
Ms Pheobe Silabo, Sports Development Officer
Ms Mary Sakala, Accountant

Zambia Amateur Athletics Association of Zambia

Mr Elias Mpondela, President
Mr Davison Mungambata, General Secretary
Ms Maureen Kalomwe, Vice General Secretary
Mr Douglas Kalembo, National Couch

Zambia Rugby Union

Gen Sikamba, President

Zambia Professional Boxing and Wrestling Control Board

Mr Expendito C Chipalo, Board Secretary
Mr Abynoty P Mulela, Board Member
Mr John Shipanuka, Board Member

Netball Association of Zambia

Ms Getrude Mukuma, President
Mr Prithard Ngoma, General Secretary

National Olympic Committee of Zambia

Mr Alfred Foloin, President
Ms Brenda Chipanda, Executive Director
Mr Boniface Kambikambi, Secretary General
Mr Victor B Banda, Treasurer

Edusport

Mr Micheal Mwenya, Executive Director
Mr Gregory Shikombelo, Training Co-ordinator

National Paralympic Committee of Zambia

Mr Moses Chishimba, General Secretary
Mr Lassam Katongo, Board Member

Football Association of Zambia

Mr Andrew Kamanga, President
Mr Adrian Kashala, General Secretary
Mr Joseph Chipampwe, Deputy General Secretary

Youth Leadership Development Programme

Mr Helmut Elisher, Resident Air
Ms Felessa Manico, Student
Mr Keith Mulenga, Student
Mr Lazarous Banda, Student
Ms Mirriam Makumba, Student

Mr Prince Ndoyi, Student

Zambia Agency for Persons with Disabilities

Ms Julien Mwape, Acting Director
Mr John Kinuna, Insepctor
Ms Inger Mutenekwa, Senior Planner
Mr Lazarious Chola, Driver

House of Chiefs

His Royal Highness, Chief Chamuka
Her Royal Highness, Chief Chitesha
Ms Julian K Mulenga, Clerk
Mr Joseph Kawanana, Deputy Clerk
Ms Chileshe Koama, Principal Traditional Affairs Officers
Ms Kafishi Chitesha, Committee Clerk

Save the Children

Ms Chilobe Kambikambi, Director Programs
Ms Mary Chavula, CRG/A-TS
Mr Malama Mwila, Communcations Coordinator

Member of the Public

Ms Sepo Muyenga,

Human Rights Commission

Ms Florence Chibwe, Director
Mr Foster Hamuyumba,
Mr Kims Banda, Chief Investigations Officer

United Nations International Children Emergency Fund (UNICEF)

Ms Precious Habeenzu, Communications Officer
Ms Katlin, Chief Child Protection
Ms Angola, Child Protection Officer
Ms Jeanette, UN Youth Advocate
Mr Shadrack, Representative

Zambia Law Development Commission (ZLDC)

Ms H M Chanda, Director
Ms Nga'ndu, Library Officer
Ms I Akolwa, Senior Research Officer

Alliance for Accountability Advocates Zambia

Mr Luchembe M K Chilufya, Executive Director
Mr Walter S Kasempa, ICT Officer
Ms Kangwa Chizyuka, Administrative Director
Mr Chintu Masanta, Intern

Women in Law in Southern Africa (WILSA)

Ms Trecha Maureen, Executive Director

Campaign for Female Children Education (CAMFED)

Ms Dorothy Kasanda, National Director

Ms Inutu Siachiwena, Monitoring and Evaluation Officer

Ms Muka Mweemba, Program Manager

Common Grounds Network

Mr David Mvula, National Coordinator

Ms Lungowe Nyambe, Education Coordinator

Ms Trinavante Lungu, Education Coordinator

Mr Willson Sakala, Youth Specialist

European Union

Mr Alessandro Mariani, Ambassador

Ms Esther Bouma, Health and Social Advocate