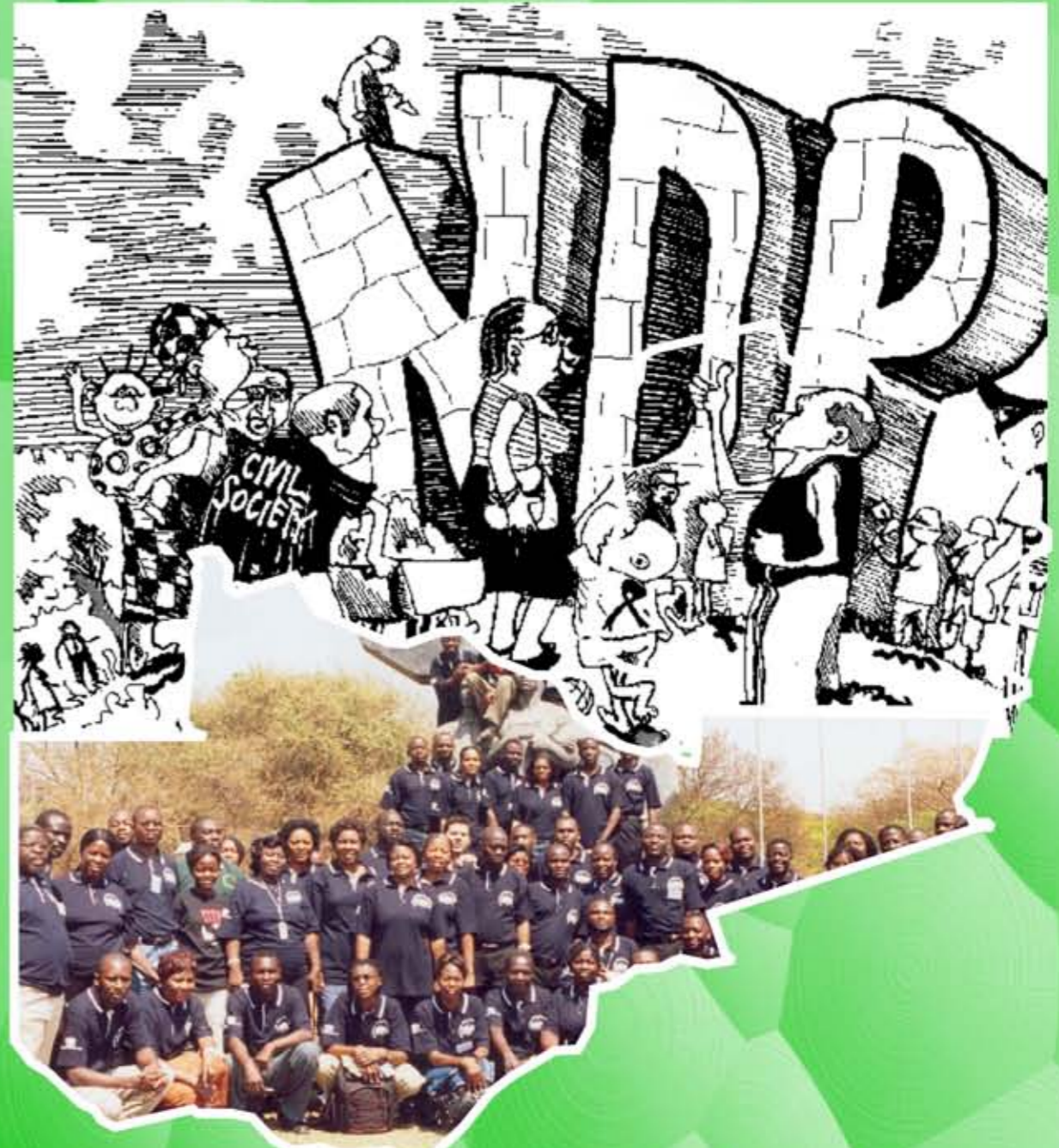


Fifth National Development Plan for Zambia, 2006-2011: A Civil Society Perspective



EXECUTIVE SUMMARY

OCTOBER 2005

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This Executive Summary presents Position Papers prepared by civil society in Zambia, as input into the Fifth National Development Plan (FNDP), 2006-2011, being formulated by the Zambian Government through the Ministry of Finance and National Planning. The objective of this initiative (which has been spearheaded by the organisation Civil Society for Poverty Reduction – CSPR) is to enhance country ownership of the FNDP, through the broad participation of the country's citizens at all levels. Above all, it is essential that the priorities of the FNDP are unambiguously set out; priorities that reflect and incorporate the immediate and pressing needs of the poor and marginalised.

This document is not intended to be an alternative or parallel FNDP; rather it concretises civil society perspectives and recommendations on the FNDP, the expectation being that the Zambian Government, through the Ministry of Finance and National Planning, will incorporate the civil society submissions in the final FNDP document.

The document presents 20 chapters; the first 14 are thematic chapters, dealing with the following:

1. Education, Youth and Child Development
2. Health and Nutrition
3. Water and Sanitation
4. Social Protection
5. Macroeconomics
6. Agriculture and Food Security
7. Industry
8. Mining
9. Employment Promotion
10. Environment
11. Gender
12. HIV/AIDS
13. Governance
14. Information and Communication Technologies.

The second set of chapters are six provincial chapters from the provinces indicated below; these are provinces in which CSPR is engaged:

15. Eastern
16. Luapula
17. Lusaka
18. North-western
19. Southern
20. Western.

Each chapter presents a situation analysis, and then puts forward prioritised recommendations for the FNDP.

1. EDUCATION, YOUTH AND CHILD DEVELOPMENT

The chapter examines the educational, skills and employment challenges of youth and children. It also examines the policy environment as well as the inadequate institutional and resource arrangements that are critical for service delivery. The resolution of these issues is seen as key to poverty reduction.

Long, medium and short-term interventions are recommended, ranging from infrastructure development to issues of provision of particular services, and human resource and skills development.

1.1 Recommendations: Priority Areas in Education

There is need to expand and improve on access, retention and equity in education services and arrest declining standards and low progression rates, especially for girls. There is also need better trained teachers, more school facilities and teachers' houses.

1.1.1 Infrastructure

There is need to improve and scale-up educational infrastructure development focusing on the following:

- a) building more classrooms in keeping with enrolments;
- b) providing more science laboratories, technical equipment and special needs education facilities;
- c) rehabilitation of existing infrastructure, including that for adult education;
- d) building teachers' houses in keeping with their numbers;
- e) improving sanitation and hygiene, with particular attention to gender;
- f) building new infrastructure that is disability friendly, and improving existing infrastructure;
- g) improving adult education service delivery;
- h) improving and expanding existing sports infrastructure.

1.1.2 Incentives and Related Issues

In order to raise teacher morale, there is need to address specific teacher incentives. The following should be addressed within the first six months of the FNDP:

- a) improve incentives for teachers, such as the rural hardship allowance;
- b) establish a mechanism for progressive wage adjustments according to inflationary pressures;
- c) improve provision of teaching and learning materials and other resources for adult education;
- d) establish a comprehensive monitoring and evaluation system for education delivery, matched with annual work plans and budgets.

1.1.3 Capacity Building of Education Managers

There is need for professional training of a management cadre of education at national, provincial and district levels.

1.1.4 Decentralisation

Decentralisation of educational delivery to local authorities needs to be systematically implemented and the respective boards and authorities properly trained in their new responsibilities.

1.1.5 Free Basic Education

The current Free Basic Education Policy needs to be harmonised, and the necessary budgetary arrangements made, to enhance the progression rate between middle and upper basic education.

1.1.6 Upgrading of Basic Schools

The current exercise of upgrading basic schools into high schools should be suspended until proper planning and budget lines have been developed. Similarly the movement of Grades 8 and 9 from secondary to basic school level must be frozen to allow for a better planning process.

1.1.7 Public and School Libraries

There is need for public and school libraries to be established and old ones rehabilitated and properly stocked with reading materials.

1.1.8 Community Schools

- a) There should be effective implementation of the regulatory framework that governs the establishment of Community Schools, including adherence to minimum acceptable standards.
- b) The commendable support that government is already giving to Community Schools through the provision of teachers needs to be improved, by provision of more qualified teachers as well as housing for them.
- c) The management heads of Community Schools should be professionally trained officers with traceable references and qualifications to ensure quality service delivery.
- d) MoE should extend the school health and nutrition programme to Community Schools.

1.1.9 Other Recommendations on Education

- a) Physical education should be made an examinable subject.
- b) Civic education should be introduced in all grades.
- c) Sex education should be introduced at high school level.

1.2 Recommendations: Priority Areas for the Youth

For the youth sub-sector, issues of poverty, unemployment and educational development are central.

1.2.1 Employment Generation

- a) Develop entrepreneurial skills through skills training in the school system and at tertiary level.
- b) The above training must be backed by small-scale business opportunities through provision of access to credit on non-collateral basis, including developing or setting up community based and owned credit schemes.

1.2.2 Health and HIV/AIDS

- a) Information on cost sharing schemes in health centres must be standardised and be made readily available.
- b) The system of youth friendly corners should be reviewed and strengthened.
- c) Treatment of HIV/AIDS should be free and be made readily available to young people.

- d) District hospitals should provide mental health care guidance counsellors on a professional level.

1.2.3 Governance

Youth participation in governance must be fostered in the following areas:

- a) policy formulation and decision-making processes;
- b) development of a legal framework for the role of youth role governance;
- c) Youth Parliaments and Youth Councils should be strengthened and supported;
- d) government should support youth organisations involved in the fight against corruption.

1.2.4 Youth with Special Needs

- a) Infrastructure development should conform to gender and youth needs and must be disability friendly.
- b) Teaching and learning materials for the disabled youth should be made available and in adequate quantities.

1.2.5 Capacity Building

Capacity building is required in the following areas for youth NGOs, the Ministry of Sport, Youth, and Child Development, and the National Youth Development Council:

- a) organisational development and good governance;
- b) fund raising and donor relations;
- c) media work and public relations;
- d) networking, lobbying and advocacy;
- e) international exchange of staff and cross-border knowledge sharing.

1.2.6 Skills Training

- a) Curriculum reform, so that skills training in various areas, such as carpentry, home craft, agriculture, fisheries, etc. are part of the basic and high school education curriculum. Neglected areas such as music, art, physical education and development of the cultural norms of society's value system need to be brought back into the school system.
- b) There must be harmony between training at basic and high school education levels so that pupils can continue with skills and value system development in an organised manner.
- c) Enhance guidance counselling (Careers Masters) in the school system.
- d) The Department of Youth Development in the Ministry of Sport, Youth and Child Development should cooperate with the Technical Education, Vocational and Entrepreneurship Training Authority (TEVETA), chambers of commerce, and national and international partners to evaluate current curricula for vocational training.

1.3 Recommendations: Priority Areas for Child Development

- a) A Child Protection Act should be enacted, as part of the provision of a consolidated and comprehensive legal framework for protecting children's rights.
- b) Rehabilitation centres for street kids, and the street kids should be removed from the Zambian National Service to a civil department, for instance the Community Development or Child Affairs Department.

- c) The school health and nutrition programme offered by the MoE should be extended to Community Centres and Community Schools so as to support vulnerable groups.
- d) More effective regulations and monitoring of childcare facilities and orphanages should be effected.
- e) A comprehensive Early Childhood Care, Development and Education (ECCDE) policy should be developed.
- f) A full directory of ECCDE institutions should be established in MoE.
- g) A clearly articulated budget for ECCDE should be established.
- h) A full ECCDE section or department should be established.
- i) A comprehensive monitoring and evaluation system should be established for all ECCED and child programmes.
- j) Anti-retroviral drugs, care and treatment should be extended to the families of staff and professionals in the ECCDE and child programmes.
- k) A cadre of child and ECCDE centre volunteers working as facilitators, instructors and counsellors should be developed and should given government allowances.
- l) A council for children should be established, similar to the council for youth.
- m) Youth and child development policies and executing agencies should be harmonised.
- n) A standard ECCDE curriculum should be developed so that it fulfils the requirements and needs of children before they enter the school system.
- o) The number of government training institutions for pre-school teachers must be increased.
- p) There should be provision of educational facilities and materials at juvenile rehabilitation centres.
- q) There should be intensive rehabilitation of juvenile centres and provision of recreation and sports facilities.
- r) City bylaws regarding open spaces that were designed for recreation parks being taken up for residential plots should be enforced.

1.4 Recommendations on Sport

- a) An inclusive Sports Policy must be developed and implemented.
- b) A coordinating directorate at the Ministry of Sport, Youth, and Child Development should be established to regulate all sporting activities in all the ministries dealing with the youth.
- c) Modern sports and social centres should be constructed in each province.
- d) The physical education curriculum should be revised to include life skills, sports skills and traditional games.
- e) All the national sports associations should be affiliated to international federations to ensure that national sports bodies are kept in global perspective and in line with global sporting trends.

2. HEALTH AND NUTRITION

Currently, most Zambians do not have equitable access to health services, especially in the rural areas. Health, which is closely interrelated with nutrition, is one of the most important assets of a nation. Moreover, health and nutrition are both fundamental human rights, which are also indispensable to the realization of other human rights.

In general, poverty is the dominant factor affecting the health and nutrition status of the Zambian nation. With 80 percent of the Zambian population living below the poverty datum line, the challenges of poor health and nutrition to health care providers and policy makers cannot be overemphasized. The absence of good quality health and nutrition threatens the country's efforts to build capacity among its people.

In this chapter, civil society recommends ways of improving access to health services, in the expectation that access to and availability of health and nutrition services will be provided to all citizens equitably. Through the FNDDP, encouragement should be given to community involvement in decisions affecting people's health, in particular women, children, the poor, the elderly and the disabled.

2.1 Recommendations

2.1.1 Availability of Health Services

- a) Traditional birth attendants and volunteers should be recognised and paid for their services.
- b) There should be adequate provision of transport for all health institutions to get to all health centres, including communication services such as radio and telephone.
- c) Government should increase the budgetary allocation to health services, especially now that the debt burden has been forgiven by major donors. This should in turn be reflected in improved provision of health services, which should be available to all regardless of status and location in society.

2.1.2 Equity of Access

- a) There should be equity of access to health services, regardless of one's location, status in society and whether that person can afford to pay or not. Therefore, there should be a deliberate policy that ensures that those that may be denied access due to various reasons, such as inability to pay, are provided with adequate health services.
- b) Volunteers who provide health services throughout the country should have manageable operational areas to avail this service to every Zambian.
- c) Social security services should be strengthened and all the red tape affecting them currently should be eliminated. Further, this unit should be within the Ministry of Health (MoH) rather than the Ministry of Community Development and Social Services currently.
- d) The cost sharing system in MoH needs review taking into consideration the poverty levels for the majority of the people.
- e) Community health workers and social workers at the community level and community welfare assistance committees should be strengthened/empowered by receiving more funding and training (including training in monitoring) to ensure that there is improved access to health services within the community.
- f) Community social welfare in District Health Management Teams should be introduced as a means for improving social security mandates.
- g) Social safety nets for the implementation of exemptions for vulnerable groups should be included in the FNDDP.

2.1.3 Quality and Acceptability

- a) MoH inspectors should conduct quarterly inspections and provide reports on service delivery so that all are assured of available, affordable and quality health services.
- b) The government should invest in transport to enable monitoring of programmes, performance and services in the health system.
- c) Supervision should include health worker performance to maintain standards of health practice.

2.1.4 Participation

- a) In order to improve participation of both government institutions and the public, line ministries need to collaborate more often to deal with related issues.
- b) District Development Coordinating Committees should be strengthened and given a specific mandate and more funding to do their work (i.e. the current Decentralisation Policy should be fully implemented).
- c) Civil society participation should be considered and included at all levels of health service delivery. There should also be a motivational strategy in the policy provisions for volunteers in the health sector.

2.1.5 Monitoring and Accountability

The Bureau of Standards, Medical Council and Drug and Poison Council as regulating bodies should be strengthened to ensure that they monitor the various aspects that affect the health of Zambians.

2.1.6 HIV/AIDS

- a) Nutrition must be included in the management of HIV/AIDS.
- b) Food security and psycho-social needs should be part of the HIV and AIDS interventions.

2.1.7 Gender

- a) A 'male health corner' should be developed in all health facilities and communities so that men can be more involved in reproductive health.
- b) There is need to reinforce law of succession and legal rights to empower Zambians.

2.1.8 Infrastructure

- a) Programmes should be developed that will continuously re-orient the Neighbourhood Health Committees and other community based agents in health and their functions.
- b) A mechanism should be set up to monitor their impact on health service delivery.

2.1.9 Health and Nutrition Programmes

The following interventions should be incorporated in the FNDP:

- a) training, retraining and retention of health service providers;
- b) provision of HIV/AIDS services to all service delivery levels;
- c) increased availability and accessibility of malaria rapid test kits, Insecticide Treated Nets and anti-malaria drugs;
- d) integrated approach to malaria prevention;
- e) strengthening community response through regular supply of community kits, community mobilisation and community agent retention mechanisms;
- f) improvement of infrastructure;

- g) provision of transport at all levels of service delivery;
- h) provision of computers and setting up a health network system;
- i) integration of community based growth monitoring and promotion with other health services;
- j) introduction of diversified income generating activities for volunteers and vulnerable groups;
- k) reinforcement of fortification policies on all foods;
- l) Bureau of Standards to reinforce food safety policies;
- m) implementation of the Decentralisation Policy;
- n) strengthen monitoring systems.

2.2 Absolute Minimum Priorities

- a) Human resource development and retention, to address the issue of labour shortage in the health sector.
- b) Health financing and financial management, to address the issue of incentives for community health workers and improvement of health and nutrition services.
- c) Drugs and medical supplies, to address the issue of drug stock outs in health facilities.
- d) Investment in monitoring and evaluation of health services, to address weaknesses in the monitoring and evaluation systems.
- e) HIV/AIDS package, to address inadequacies in HIV/AIDS programmes; this should include nutrition in HIV/AIDS, psycho-social counselling and ART management.

2.3 Other Important Priorities

- a) Epidemics: improved public health surveillance and control of epidemics and improve hygiene, sanitation and safe water, which in turn will help reduce and contain epidemics, such as cholera.
- b) Improvement of ICT services in the health sector.
- c) Deliberate targeting to benefit the very poor to seek health services; a clear policy that includes those that cannot afford to pay for basic health care services should be provided and made public to would be beneficiaries.

3. WATER AND SANITATION

The Zambian water sector is considerably off-track in meeting the Millennium Development Goals. The challenges in water and sanitation include major inequities in service delivery, low levels of sustainability and under-investment. In addition, there is under-spending of the already low budget allocation to the sector, poor sector coordination, including donors' tendency to work outside the Water and Sanitation Act of 1997.

Poverty reduction is a valid issue in the water sector. However, the voice of the poor is not easily heard by those responsible for service delivery and resource management. Thus, more real commitment from the politicians and professionals is called for.

Capacity and institution building are both continuous challenges. The environment of the water sector (social, cultural, technical, economic and natural) is in constant change. New challenges call for new skills for all stakeholders in the sector.

3.1 Recommendations

Water is a human right. Civil society's recommendations in the water sector are, therefore, devoted to ensuring that right is fulfilled for all Zambians as quickly as possible. Space is needed for appropriate community participation in implementation. Community responsibility for ongoing management is more likely in rural areas with simpler systems and more stable communities. In urban areas, professional management is preferable although this still needs to be clearly accountable to the community.

Two new policy principles, which should be added to the seven adopted for the sector in 1994 are transparency and beneficiary participation.

3.1.1 Sustainability

To promote ownership, communities should contribute in cash and in kind.

3.1.2 Social Impacts

A minimum of 50% women representation is recommended in rural communities.

3.1.3 Responsibility for Waste Water

Water supply bodies should take care of the wastewater. Drainage should be addressed as an important element of sustainable irrigation.

3.1.4 Areas of Improvement

- a) There should be coordination among sector actors as well as donor harmonisation and alignment behind the FNDP and associated sector plans.
- b) Funding to the sector should be increased; channels of funds to the lowest levels should be strengthened.
- c) The Department of Infrastructure Support Services should spearhead the implementation of the decentralised Rural Water Supply and Sanitation approach contained in the new institutional and financial framework.
- d) The Department of Water Affairs should spearhead water resource management programming.
- e) Protection of water quality and of water sources and safe water storage by the community should be promoted.

3.1.5 Governance

- a) Long-term plans for improved water supply and sanitation (WSS) access in peri-urban areas should be established.
- b) Commercial water utility companies should establish best practices of community managed WSS models in peri-urban areas.
- c) Peri-urban WSS units should be set up in the Ministry of Local Government and Housing and strengthened in commercial utilities.
- d) The sanitation component should be prioritised in peri-urban areas and should include urban drainage, solid waste and environmental sanitation.
- e) More resources should be mobilised to increase WSS coverage in peri-urban areas.

3.1.6 Policy Clarity

The WSS sector policy should be communicated to communities in both peri-urban and rural areas.

3.1.7 *Productive Water Use*

- a) Demonstrations should be conducted of rainwater harvesting and protection of water catchments by communities.
- b) Sensitisation activities should be mounted in the dry areas of Southern Province, on the issue that scarcity of water is linked to eye infections, an important factor in blindness from trachoma.

3.1.8 *HIV/AIDS and Gender*

HIV/AIDS and gender awareness and education should be made an integral part of the WSS programmes, focussing on the following:

- a) mainstreaming crosscutting issues – more advocacy to mainstream gender, e.g. training of pump minders, involving women in leadership committees;
- b) instituting a deliberate policy to involve women in committees;
- c) doing things that are gender sensitive; show that whatever you are doing in WS addresses the needs of both men and women;
- d) adopting technologies that are girl/women friendly;
- e) demonstrating how involvement of the different groups can improve provision of services in the sector;
- f) demonstrating how provision of services will improve the economic state of both men and women;
- g) concerning HIV/AIDS, the role of water (especially drinking water) in preventing diarrhoeal diseases;
- h) demonstrating that water is important for providing food from gardening (nutrition), which is important for HIV/AIDS.

3.1.9 *Major Shift Required to Improve Sector Performance*

- a) Government must prioritise water and sanitation in the FNDP. This should be reflected by an increase in funding allocated to the sector and ensuring that funds are distributed equitably for both urban and rural areas.
- b) There should be full and timely release of allocated funds.
- c) Donors should enhance on-budget support for capacity building and recruitment of professional staff, especially in rural districts.
- d) For transparency and accountability in the sector the sector wide approach should be introduced.
- e) Resources for water and sanitation in district budgets should be ‘ring-fenced’.
- f) Full cost-recovery must be enforced in urban areas.

3.2 *Proposed Programmes: Rural Water Supply and Sanitation*

3.2.1 *Hygiene Education and Sanitation*

Hygiene education campaigns need to be conducted among rural inhabitants with particular focus on school sanitation and hygiene education programmes.

3.2.2 *Subsidies*

A subsidy policy needs to be established and enforced.

3.2.3 Water Supply

Key programmes should focus on the rehabilitation of boreholes and improvement of unprotected wells. New construction should only be made where there is no existing water infrastructure requiring rehabilitation.

3.2.4 Productive Water Use

Programmes for productive water use should be promoted through demonstrations of small-scale water supply for irrigation (e.g. treadle pumps) and fish farming demonstrations.

3.3 Proposed Programmes: Peri-Urban Water Supply and Sanitation

3.3.1 Environmental Sanitation

Attention should be paid to the design of programmes targeting 1 million urban poor through intensive and extensive hygiene education campaigns, construction of various options of sanitation facilities including VIPs and on-site sanitation facilities, which the people demand and can afford, and improvement of drainage and road systems in peri-urban areas.

3.3.2 Water Supply

Programmes should be instituted to focus on improvement of access to the 1 million urban poor people through the construction of water supply schemes managed by communities in areas where water utilities have been unable to reach, and community water schemes operated vendors and but managed water utilities.

3.4 Priority Areas

3.4.1 Rural Water Supply and Sanitation

3.4.1.1 Programme for Water Stressed and Drought Prone Areas

Programme focus should be on increasing access to rural poor inhabitants in these areas through the rehabilitation of boreholes, construction of new ones and improvement of unprotected wells.

3.4.1.2 School Sanitation and Hygiene Education

Hygiene education campaigns need to be conducted among the rural inhabitants with particular focus on school sanitation

3.4.1.3 Productive Water Use

Provision of small-scale water supply infrastructure for irrigation (e.g. treadle pumps) and fish farming and stock watering.

3.4.2 Peri-Urban Water Supply and Sanitation

3.4.2.1 Urban Environmental Sanitation

Intensive and extensive hygiene education campaigns should be mounted, as well as construction of various options of sanitation facilities including VIPs and on-site sanitation facilities.

3.4.2.2 Water Supply for the Urban Poor

Water supply schemes should be established, to be managed by communities in areas where water utilities have been unable to reach.

3.4.3 Monitoring and Evaluation of Programmes

The Ministries of Energy and Water Development, Local Government and Housing, and Health should constitute national level ministerial monitoring teams, which should support

programme implementation at provincial and district levels. Clearly defined indicators and targets should be established. Tracking of flow of funds should be an integral part of this monitoring process.

4. SOCIAL PROTECTION

Social protection focuses on groups that are not benefiting from general economic growth, targeting interventions at key vulnerable groups and critical risks. Most of the existing social assistance programmes are located in the Ministry of Community Development and Social Services, and include the Public Welfare Assistance Scheme; the Food Security Pack programme; and the Micro-Bankers Trust.

As an aspect of social protection, addressing vulnerability is an integral part of addressing poverty. Social protection can play a vital role in reducing vulnerability not only in enhancing equity with regard to exposure to and the adverse affects of shocks but as a worthwhile development investment. In order for Zambia to make progress in achieving the MDGs, especially the reduction of poverty and hunger and universal primary education, social protection must become a higher priority.

4.1 Recommendations

4.1.1 General Profile of the Target Groups

The target groups served by civil society organisations include the destitute and low capacity households on the verge of falling into destitution. These are groups that are unable to access adequate livelihoods without external support and who are incapable of withstanding shocks. They include orphans and vulnerable children, persons with disabilities who are also very poor, the chronically ill, un-supported and isolated subsistence farmers, especially female and incapacitated elderly persons. The priorities of the destitute and low capacity household should be included in the FNDP.

4.1.2 Priorities of the Destitute and Low Capacity Households

The following are the priority programmes that should be included in the FNDP:

- a) Educational support for orphans and vulnerable children;
- b) Access to services, education, and skills training for those persons with disabilities who fall within the category of destitute;
- c) Social assistance to the aged, especially food both in urban and rural areas;
- d) Legal services to help abused persons protect or recover livelihoods;
- e) Access to ARVs together with a food basket for PLWHA;
- f) Agricultural inputs for vulnerable households.

5. MACROECONOMICS

Since 1999, the Zambian economy has registered an average 1.4 % positive growth. The two main sectors contributing to this development are services and industry (supply side) while exports and investments are the main sources on the demand side. The inflation rate fell from 26.7% in 2002 to 17.2% in 2004 and the exchange rate against the United States Dollar remained almost stable between 2003 and 2004. Capital markets also performed quite well between the periods December 2003 to December 2004. In addition, during the period 2002-2004, there was a noticeable increase in non-traditional export receipts from US\$191 million in 2002 to US\$362.7 million in 2004.

In April 2005, Zambia attained the HIPC completion point, which brought debt relief worth of US\$3.8 billion. Another initiative, through the G8 countries, will about further debt relief. The above two initiatives will have significant impact on the development of the country as the resources that were used to service external debts will now be channelled to national development.

5.1 Recommendations

5.1.1 Stable Macroeconomic Environment

a) Fiscal Policy Strategies

1. The government should reduce the tax burden in the formal sector by broadening the tax base through developing a system of incentives that will draw in the informal sector into the formal sector, while at the same time reducing the tax rates in the formal sector.
2. The government should prioritise its expenditures towards the social sectors, agriculture and infrastructure development, especially roads, railways, telecommunications, etc.
3. The government should implement a progressive tax regime that reduces the tax burden on people in the lower income bracket.
4. The government should contain domestic borrowing and at the same time reduce fiscal deficits.
5. The MTEF should continue as a way of ensuring predictability of public expenditure.
6. The government must run a balanced budget.
7. Transparency should be upheld by continuing with Activity Based Budgeting together with an effective integrated information system.
8. The culture of the Office of the President and defence receiving disbursements that are above budgeted amounts must be stopped.
9. There should be no supplementary budgetary system.
10. Budget timings should be reviewed and should be brought into line with the annual calendar.

b) Monetary Policy Strategies

1. There is need to maintain a sound monetary policy that will allow for optimal inflation rates and also promote growth through stimulation of aggregate demand.
2. The government should separate itself from Central Bank operations to ensure an independent Central Bank.
3. Low interest rates should be promoted to stimulate domestic investments.
4. Monetary policy should be strengthened and borrowing from the Central Bank should be reduced.

5.1.2 Exchange Rate Stabilisation

- a) The government should promote diversification as sources of foreign exchange through export oriented crops like cotton, sugar, and tobacco.
- b) The government should concentrate on sectors that have maximum potential for growth through value addition.
- c) Horticulture and floriculture should be promoted for export markets.

- d) The government should build up the capacity of the Zambia Bureau of Standards by providing state of the art laboratories, computers, etc.
- e) The government should promote value addition in gemstones mining.
- f) The government should promote agricultural and rural development by improving the distribution of fertiliser and seed distribution in rural areas.
- g) The government should invest in infrastructure development.
- h) The government should promote the tourism sector by providing credit facilities to small-scale entrepreneurs at affordable lending rates.
- i) The government should promote innovation and value addition in the manufacturing sector by providing incentives, such as tax concessions.
- j) The government should promote growth in gemstone mining, tourism, service and agriculture sectors as well as in processing.

5.1.3 *Establishment of a Comprehensive Trade Policy*

- a) Efforts should be accelerated towards the proposed merger of the Zambia Investment Centre, the Zambia Privatisation Agency, and the Zambia Export Processing Zone so as to have a one stop shop for prospective investors through the proposed Zambia Development Agency.
- b) The government needs to have qualified Trade Attachés in trade missions that matter to enhance representation.
- c) The government should have clear trade positions in trade negotiations based on empirical data.
- d) The government should strengthen the accreditation of the Zambia Bureau of Standards.
- e) The government should avail cheap credit finance to prospective small-scale exporters.
- f) The government should reconsider the issue of Zambia Export Processing Zones.
- g) The government should adopt institutional arrangements that allow exporters to take advantage of trade preferences extended under trade initiatives.

5.1.4 *Strengthen M and E Processes in FNDP Programmes*

- a) Systems should be developed that will enhance the collection and analysis of data in various programmes under the FNDP.
- b) Funding of proposed programmes should be in line with budgeted expenditure.
- c) Implementation of programmes should start immediately the FNDP is approved.
- d) Activity Based Budgeting (ABB) should continue.

5.1.5 *National Policy on Incomes, Employment, Prices and Profits*

- a) The government should develop strategies on monitoring repatriation of profits.
- b) The government should promote joint ventures in:
 1. retail businesses;
 2. manufacturing;
 3. the establishment of a local development fund to help in developing Zambian entrepreneurs.
- c) A policy framework for employment generation should be developed.
- d) Priority in employment should be given to Zambians in all sectors and only when Zambians do not meet the needed qualifications should companies hire expatriates.

- e) Every company should have at least 30% Zambians included in top management jobs as a way of transferring expertise. This will facilitate the creation of a class of indigenous capital owners.
- f) A Zambian Development Board must be formed to promote medium to long-term credit and financing to Zambian Small and Medium Enterprises (SMEs). The board must control the development fund.
- g) Government should create an indigenous empowerment programme/revolving fund where indigenous persons/companies can borrow for investment.
- h) Where local suppliers and contractors are available, industries must contract them.

5.1.6 Debt Management Policy

- a) The government should formulate a debt policy.
- b) Parliament should approve contraction of external debt.
- c) An independent Debt Monitoring Taskforce should be established.

5.1.7 Structural Measures

- a) Development agreements that relate to the privatisation process should be revised.
- b) Inefficient public utilities should be commercialised in a bid to attain efficiency.
- c) Government financial drain in parastatals should be stemmed by commercialisation and putting in place private sector led management.
- d) Accounts of the remaining parastatals must be reviewed and approved by Parliament. This is in a bid to promote transparency and accountability in parastatals.

5.1.8 Infrastructure Development

- a) The government needs to improve the road and rail network to facilitate development, thereby making the cost of doing business affordable.
- b) Feeder roads in productive rural centres should be maintained at all times to link production to markets.
- c) The government needs to promote private/public partnership in building infrastructure, e.g. industrial parks.
- d) Telecommunications should be commercialised and liberalised in order to reduce cost.

5.2 Absolute Priority Areas for the FNDP

5.2.1 Promotion of Economic Diversification

This will reduce dependence on copper earnings and, therefore, cushion the economy from external shocks as well as increasing the countries' earnings/GDP.

5.2.2 Macroeconomic Stability

This is cardinal in making the investment climate in the country predictable.

5.2.3 Development of a Comprehensive Trade Policy

Trade is an important sector for the country in terms of income generation, employment creation, and poverty reduction.

5.2.4 Debt Management Policy

Foreign debt has a retarding effect on the economy as resources that could have been used for investment are diverted to servicing these debts whereas domestic debt crowds out the private sector, thereby reducing private sector contribution to economic growth.

5.3 Other important Priorities

- a) Infrastructure development.
- b) Strengthening the private sector in economic development
- c) Supporting agriculture and rural development.
- d) Improving the effectiveness and efficiency of the public sector.

6. AGRICULTURE AND FOOD SECURITY

Civil society recognises that agriculture is one of the economic sectors that needs to be supported in order to reduce its vulnerability to climatic and price vagaries so that national and household food security is assured and economic growth and poverty reduction achieved. Indeed, civil society is of the firm belief that agriculture is a key tool for poverty reduction.

Although Zambia has 75 million hectares of land of which 60% (42 million hectares) is classified as medium to high potential for agriculture, currently only 14% of this cultivable land is being used. In recent years, the annual contribution of agriculture to GDP has averaged between 18 and 22%. Over 50% of the population derives its basic livelihood from agriculture and an estimated 67% of the labour force is employed in agriculture. Between 1990 and 2004, the contribution of agriculture to non-traditional exports has increased from 21% to 41%.

Although the Government has implemented various poverty related agricultural programmes and some successes have been recorded, several weaknesses and constraints still remain, including continued vulnerability of national food self-sufficiency; low competitiveness; lack of an enabling environment; and poor infrastructure.

6.1 Recommendations

6.1.1 Targeting of Agricultural Activities

Agricultural development programmes should be clearly targeted by either commodity value chain (food, cash and export and import substitution enterprises), geographical area (high potential accessible areas, high potential outlying areas, low potential areas), producer type (subsistence, smallholder, emergent and commercial farmers), or service organisation (commercial outgrower schemes, producer organisations, NGO services). The proportion of expenditure on subsistent and smallholder producers' interventions should be increased/maintained above 50%.

6.1.2 Lack of an Enabling Environment for Pro-Poor Agricultural Development

Expenditure on agriculture should be more than 10% of the total of the national budget to enhance effective development.

6.1.3 Poor Infrastructure

At least 50 % of the roads development funds should be allocated to the rural road network, particularly the feeder roads. In addition, storage facilities (silos, sheds) in strategic areas require being rehabilitated and used to store national strategic food reserves.

6.1.4 Poor Institutional Capacity

The Government should formally recognise civil society as a partner in agricultural development. In addition, civil society should be afforded the opportunity to become active members of the District Development Coordinating Committees and through active sub-contracting for field development activities.

6.1.5 Poor Disaster Preparedness and Mitigation

There is need to increase support to timely early warning systems; promotion of irrigation technology and financing; increased input support to vulnerable but viable farmers and farmers in outlying areas; widening of food diversification; maintenance of strategic food reserves; and promotion of conservation farming and other sustainable yield-enhancing technology. In addition, regarding mitigation, it is important to promote “food for work and assets” in disaster prone areas as a short-term measure.

6.1.6 Low Agribusiness Development

There is need to support the expansion and streamlining of operations of outgrower and contract farming schemes and the establishment of dedicated agricultural finance institutions; revamping the Agricultural Marketing Authority, rural bulking and market centres, and providing incentives for on-farm value adding and processing for crops grown by small-scale farmers.

6.1.7 Low Productivity

There is need to support sustained increase in productivity through improved soil fertility management; support sustainable development and delivery systems for improved seed and germplasm of locally adapted crops; improved cattle production and disease management; improved livestock diversification; and improved fisheries and aquaculture production. Conservation agriculture should also be mainstreamed in the work programme of all agricultural extension officers.

6.1.8 Increased Efforts to Combat HIV/AIDS

There is need to link HIV/AIDS, food and nutrition in mitigation interventions.

6.1.9 Gender Integration in Agricultural Interventions

Gender equality and women’s empowerment should be promoted through mainstreaming gender in the agricultural sector. This should be based on the National Gender Policy and focus should be on the following dimensions of gender equality: (i) basic rights; (ii) access to resources (services, knowledge, information, extension); and (iii) decision-making. In particular, there is need to increase land ownership of women and access to financial credit to at least 50%.

6.1.10 Environmental Sustainability

There is need to promote sustainable utilisation of Zambia’s natural resources. There is also need to reduce land shortages and improve tenure security, especially for women.

6.2 Prioritisation of Interventions and Programmes

6.2.1 Absolute Key Interventions

- a) Irrigation and Conservation Agricultural Development;
- b) Infrastructure and Extension Services Development;
- c) Agricultural Marketing Development;
- d) Equitable access, ownership, control to land and increased tenure security.

6.2.2 Other Important Interventions

- a) Widen food diversification;
- b) Support to timely early warning systems;
- c) Promote farmer organisations, associations and outgrower schemes;
- d) Diversify livestock development and improve production and disease management;

- e) Strengthen the mobility and operational capacity of field extension officers;
- f) Rehabilitation of storage facilities in strategic areas for strategic food reserves;
- g) Food Security Pack for vulnerable but viable farmers;
- h) Fertiliser subsidies for farmers in outlying areas;
- i) Establishment of rural bulking and market centres;
- j) Improved fisheries and aquaculture production;
- k) Formally recognise partnerships with civil society in development;
- l) Promote improved soil fertility management;
- m) Streamline and standardise council commodity levies;
- n) Incentives for on-farm value adding and processing for crops grown by small-scale farmers;
- o) Develop further an open, rule based, predictable, non-discriminatory financial and trading system;
- p) Provide food and nutrient supplement support to HIV/AIDS affected households;
- q) Reduce land shortages and improve the land tenure security;
- r) Expand the role of the private sector in delivering services;
- s) Support decentralised management of resources;
- t) Support sustainable development and delivery system for improved seed and germplasm of locally adapted crops;
- u) Promote sustainable utilisation of natural resources.

7. INDUSTRY

This chapter gives an insight into Zambia's industrial sectors, focussing on agriculture, manufacturing, and tourism. The chapter points out that the growth of industries in Zambia has been constrained by several factors, such as a poor macroeconomic climate; lack of markets; high cost of inputs; limited credit and support services; livestock diseases; unfair competition from subsidised imported commodities; lack of effective long-term capital; high cost of utilities; low levels of industrial skills and artisanry; inadequate infrastructure; depressed domestic demand and limited access to sub-regional, regional and international markets; lack of local participation/ownership; lack of appropriately trained human resource and low levels of skills. These factors have seriously hampered the contribution that industry could make to poverty reduction.

7.1 Recommendations

Zambia requires an annual GDP growth rate of 10% and above if we are to meet the MDGs by 2015 and generate the number of jobs needed to underpin acceptable standards of living for the citizens. Developing industry will contribute to achieving the millennium goals. The following are recommendations that should be strongly considered in the FNDP in order to grow our industrial base.

7.1.1 Recommendations for All Sectors

- a) Encourage the banking sector to develop facilities for affordable long-term credit and venture capital financing.
- b) Create an environment that will support public/private partnerships in infrastructure development, especially in rural areas.
- c) Finalise an empowerment policy and develop an empowerment programme.

7.1.2 Agriculture

a) Access to Markets

1. The domestic market should be induced through the promotion of the 'Buy Zambia' campaign.
2. The capacities of MSMEs should be built up to eliminate supply side constraints, such as poor quality standards.

b) High Cost of Inputs

3. Support to small-scale farmers through initiatives such as the Fertiliser Support Programme should continue.
4. Roads to rural areas should be constructed.
5. Rural electrification should be facilitated.

c) Credit and Support Services

Programmes should be created that will provide various financing windows, such as lease financing for equipment, draught power, etc; input supply services; etc.

d) Infrastructure Support

Private sector investment in telecommunications and other infrastructure development should be facilitated.

e) Livestock Diseases

A long-term livestock disease control programme with adequate funding should be established.

7.1.3 Manufacturing

a) Unfair Competition from Subsidised Imported Commodities

1. Finalise the legislative framework and enforce safeguard measures.
2. Review dual membership of COMESA and SADC as a matter of urgency.¹

b) Lack of Effective Long-Term Capital

1. Promote affordable private sector investment in financing mechanisms, such as venture capital funds, medium and long-term project financing, lease financing, etc.
2. Reduce Government borrowing from local markets.

c) High Cost of Utilities

1. Reduce tax on petroleum products.
2. Review energy policy and encourage more competition.

d) Low Levels of Industrial Skills and Artisanry

1. Re-introduce apprenticeship schemes.
2. Promote pre-employment training schemes and in-service training.

¹ The two regional bodies have overlapping agendas with plans to create customs unions thereby creating unnecessary rivalry and competition.

3. Introduce tax and non-tax incentives for human resource development in industrial skills.
- e) *Inadequate Infrastructure*
1. Promote public private partnerships in infrastructure development.
 2. Provide incentives, such as tax rebates for private investment in infrastructure facilities, such as roads, etc.
- f) *Depressed Domestic Demand and Limited Access to Sub-Regional, Regional and International Markets*
1. Promote programmes such as the 'Buy Zambia' campaign.
 2. Assist domestic producers to eliminate supply side constraints through provision of equipment, financing and access to new technology and innovations.

7.1.4 Tourism

- a) *Inadequate Infrastructure*
1. Develop and rehabilitate access roads.
 2. Upgrade water works and sewerage.
 3. Rehabilitate airports and roads.
- b) *Inadequate Marketing of Zambia as a Major Tourist Attraction*
- Effect marketing of Zambia as the best tourist destination in Africa through our missions abroad and other programmes.
- c) *Lack of Local Participation/Ownership*
1. Promote local participation in the tourism industry through incentives, such as a two-tier fee for domestic and foreign tourists and tax incentives for domestic investments in tourism.
 2. Beef up the Tourism Development Fund to K25 billion.
- d) *Lack of Affordable Long-Term Financing*
1. Create tourism development credit facilities.
 2. Promote joint ventures between local and foreign investors.
- e) *Untrained Human Resource and Low Levels of Skills*
1. Develop in-service training programmes.
 2. Upgrade tourism and hotels training institutes.
- f) *High Cost Destination*
1. Zambia should review the issues of a national airline.
 2. Taxes on fuel should be reduced.
 3. Infrastructure should be improved in order to bring down avoidable costs, such as transport and telecommunications.
- g) *Lack of Good Quality Health Facilities*
- Provision of standard health facilities in remote areas.

7.1.5 *Micro, Small and Medium Enterprises*

- a) Improve access to funding and technical support, entrepreneurial and management skills training.
- b) Facilitate business linkages between MSMEs and large-scale enterprises.
- c) Use public procurement to support the growth of legally compliant small businesses.
- d) Provide fiscal incentives to large-scale business that proactively improves the competitiveness of small-scale products.
- e) Enable small-scale but specialised producers to develop niche exports that are unique to the region.
- f) Finalise economic empowerment policy and develop an empowerment programme for MSMEs.
- g) Reduce tax rates and broaden the tax base.

7.1.6 *Private Sector Development Reform Programme*

- a) The Private Sector Development Reform Programme (**PSDRP**) should be mainstreamed into the national budget to ensure availability of resources for implementation of reforms.
- b) Private sector development (PSD) related activities and implementation of all PSD activities through the PSDRP should be harmonised and rationalised.
- c) Public/private consultation and collaboration should be institutionalised through legislation that will formalise the Zambia Business Council.

7.2 *Absolute Minimum Priorities*

- a) Implementation of the PSDRP.
- b) Encouraging the banking sector to develop facilities for affordable long-term credit and venture capital financing.
- c) Creation of an environment that will support public/private partnerships in infrastructure development, especially in rural areas
- d) Developing programmes to reduce MSME supply-side constraints for penetration into local, regional and domestic markets.
- e) Livestock disease control programmes.

7.3 *Other Important Issues*

- a) Institutionalise public/private consultation and collaboration through legislation that will formalize the Zambia Business Council.
- b) Widen the tax base and reduce taxes.
- c) Implement the 'Buy Zambia' campaign.
- d) Finalise the empowerment policy and develop the empowerment programme for MSMEs.

8. *MINING*

This chapter stresses the importance of the mining industry to the Zambian economy now and in the future, and that even the successful diversification of the economy will to a large extent depend on developments in the mining sector. In spite of the fact that the contribution of mining to GDP and employment has declined steeply, small-scale and gemstone mining have the potential for higher contributions to GDP and employment. However, these have never

been properly harnessed in order to realize desired impact on economic growth, employment creation and poverty reduction.

Among the weaknesses in the mining industry are inadequate geographical data; lack of coordination of Government policies regarding infrastructure; weak monitoring of mining operations; weak backward and forward linkages are weak; lack of support to local industry in the provision supplies and other contracts; lack of credit facilities; lack of skills; lack of market access and fair pricing; lack of incentives; and absence of gem exchange.

8.1 Recommendations

8.1.1 The mining industry should continue with the following five programmes, which have the greatest potential to impact positively on economic growth and poverty reduction:

- a) The Mining Sector Diversification Programme;
- b) The Plant Hire Scheme;
- c) The Gemstone Exchange Scheme;
- d) The Revolving and Community Fund;
- e) Infrastructure Development;
- f) Development and completion of the Lumwana Copper Mining project.

8.1.2 In addition a number of steps should be undertaken to address the weaknesses identified above. The steps include:

- a) Development of effective implementation mechanisms for policies and programmes in the mining industry.
- b) Effective coordination of government policies regarding infrastructure, i.e. telecommunications, road network and energy should be improved upon among line ministries and relevant organizations.
- c) Strengthening geographical data production and dissemination.
- d) Improving health and safety standards, respecting workers' rights and environmental regulations, with adequate monitoring and enforcement mechanisms.
- e) Supporting and encouraging local industries to provide high quality services and products and increase backward and forward linkages in the economy.
- f) Encouraging value addition by further processing of mining products, i.e. copper and gemstones to finished products, copperware and jewellery.
- g) Provision of credit facilities that are not onerous on the small-scale miner, i.e. through the revolving fund concept.
- h) Review of the incentive structure in the mining industry to cover small-scale mining.
- i) Encouraging indigenous Zambians, through selective incentives, to invest in large-scale mining to localize ownership and ensure reinvestment of mining profits.
- j) Instituting measures to curb capital outflow through remittance of profits and transfer pricing.
- k) Formation of groups/associations for purposes of accessing credit and skills development.
- l) Enhancing/strengthening skills and training, including establishment of apprenticeships.

8.1.3 The Mines and Mineral Act needs to be amended, particularly Section 9 on the Development Agreement, so that no investor is exempted from other national legislation that are important to the mining industry if it has to impact positively on economic development and poverty reduction.

8.1.4 Cross-Cutting Issues

a) *Environment*

To enable the Environmental Council of Zambia (ECZ) enforce the Mines and Minerals Act, the Act needs to be amended as stated above. Furthermore, government and ECZ need to work and collaborate with NGOs and such other relevant institutions such as the Copperbelt University and the Engineering Institution of Zambia.

b) *HIV/AIDS*

HIV/AIDS should be made a priority and should be mainstreamed in all activities and programmes as it impacts on the human resource, which is vital to the development of the mining industry.

c) *Gender*

Gender should be mainstreamed in all programmes and activities in the mining industry; this will impact positively on the industry's contribution to poverty reduction and economic development.

d) *The Youth*

1. The Government should encourage large-scale mining companies to support youth programmes through skills training, apprenticeship, sports and recreation to develop a cadre of future skilled miners and workers in related and supporting industrial activities.
2. Youth policy should be mainstreamed into all programmes and activities in the mining industry.

8.2 Prioritisation

8.2.1 Tier One Priorities: Immediate and Medium-Term

- a) Review of the legal framework: amendments to the Mines and Minerals Act; strengthening of environmental, occupational health and safety regulations and respect of labour laws; incentive structure and curbing capital flight.
- b) Mining diversification and downstream processing.
- c) Strengthening of geological survey data.
- d) Support to small-scale mining: plant hire and revolving funds; training and skills development.
- e) Mainstreaming cross-cutting issues: HIV/AIDS, gender, environment and youth.

8.2.2 Tier Two Priorities: Medium and Long-Term

- a) Lumwana Copper Mines Project.
- b) Infrastructure development.
- c) Mainstreaming cross-cutting issues: HIV/AIDS, gender, environment and youth.

9. EMPLOYMENT PROMOTION

This chapter critically examines the employment problems, the interventions, policies and programmes that deal with employment in Zambia, and how these are linked to the overall economic development strategy. It is argued that for interventions, policies and programmes of employment promotion to be successful they need to be closely integrated into wider socio-economic development strategies and macroeconomic policies. Given that one of the fundamental tasks of the FNDP is to stimulate sustained and high rates of employment-creating growth in the economy, the chapter recommends a new employment strategy framework.

The formal sector has been diminishing as the main source of employment in Zambia, from 75 percent of the total labour force in 1975, to 10.3 percent in 1999. Thus the informal sector has become the principal source of employment and livelihood for most Zambians. To arrest unemployment and absorb new entrants into the labour market, overall the Zambian economy must generate more than 600,000 jobs per annum.

9.1 Recommendations

- a) The FNDP must adopt a direct approach to employment promotion by designing and implementing an Employment Strategy Framework (ESF).
- b) To increase the demand for labour, emphasis must be placed on raising both the output and the labour absorption capacity of the economy by:
 1. Creating jobs directly through creation and strengthening of special employment programmes.
 2. Promoting micro and small enterprises in the informal economy.
 3. Supporting agriculture and rural development strategies.
 4. Preserving jobs in the private sector by means of revising the tax regime and maintaining a constant monitoring of trade-offs in policy in order to ensure that no objective is achieved at the significant expense of another.
- c) To strengthen the employability of labour, special attention should be paid to:
 1. Strengthening the availability of skills by supporting a substantial increase in private sector expenditure on training, augmenting skills and infrastructural development through an Infrastructure and Employment Investment Programme and by improving the interface between labour market needs and the education system.
 2. Improving the functioning of the labour market by establishing a Labour Market Information System (LMIS).
 3. Youth employment and skills development, a compulsory six months youth national service skills development programme.
 4. Introducing a youth learnership wage and a youth training subsidy for companies providing youth apprenticeship programmes and on-the-job training.
- d) To promote decent work, emphasis must be placed on productive work in which rights are protected and which generate adequate income with social protection. Attention should be paid to:
 1. The resuscitation of the Minimum Wage Act on the basis of a Poverty Datum Line (PDL). Policy formulation of the PDL should be done through the Tripartite Council.

2. Coordinated wage bargaining.
 3. Adherence to Zambian labour laws, with particular reference to laws relating to child labour and employee safety.
 4. Periodic review of company licenses to ensure compliance with labour laws, safety regulations and anti-pollution measures.
 5. Social security reform to ensure social protection for informal workers.
- e) To prevent and mitigate the impact of HIV/AIDS on employment, workplace HIV/AIDS prevention and care interventions must be enhanced. In this regard, attention should be paid to:
1. Workplace policies that encourage the free provision of anti-retroviral drugs.
 2. Strict observance of labour laws protecting employees from unwarranted tests for HIV or dismissal on account of HIV status.
 3. Workplace programmes aimed at AIDS prevention facilitated by Government and private sector cooperation through the formulation, adoption and implementation of a national policy framework on HIV/AIDS at the workplace.
- f) To promote equal employment opportunities for women, the equal opportunity policy as articulated in the National Gender Policy must be accompanied by sensitisation measures to eliminate gender discrimination in the labour market. Thus, eliminating gender discrimination in the labour market must be achieved by:
1. Increased educational awareness campaigns on women's rights and freedoms in employment.
 2. Removing all legal provisions that discriminate against women in employment.
 3. Supporting programmes that increase girl-child access to education and skills development.
 4. Supporting programmes that are aimed at empowering women economically, such as the Zambia Federation of Women in Business, Women Entrepreneurs Development Association, Association of Women in Mining, Women for Change and the Non-Governmental Organisation Coordinating Council.
- g) To promote employment opportunities for persons with recognised disabilities, emphasis must be placed on supported employment for persons with disabilities. In this regard:
1. The National Trust Fund for the Disabled must be capitalised.
 2. Government must guarantee markets for products made by organisations supporting persons with disabilities.
 3. Public awareness programmes on the employment and training of persons with disabilities must be stepped-up.
 4. Realistic quota legislation, requiring employers to reserve a certain proportion and types of jobs for persons with disabilities must be enacted.
 5. Vocational rehabilitation and workplace adaptation services for persons with disabilities must be introduced.
 6. Specialised services for individual disabled job seekers must be established.

9.2 Absolute Minimum Priorities

9.2.1 Short-Term

- a) A direct and coordinated approach to employment promotion that should place employment at the centre of macroeconomic policy.
- b) Targeted employment programmes for raising output and the labour absorption capacity of the economy.
- c) Employment opportunities for women, youth and persons with disabilities.
- d) HIV/AIDS workplace programmes.

9.2.2 Medium to Long-Term

- a) Establishing a Poverty Datum Line.
- b) Strengthening the availability of skills.

9.3 Other Important Priorities

- a) Establishing a Labour Market Information System.
- b) Review of relevant labour laws to guarantee decent work.

10. ENVIRONMENT

This chapter relates to the biophysical environment that provides goods (natural resources) and ecosystem services necessary for human sustenance. Environmental goods and services are major elements of the livelihoods of urban and rural populations in Zambia and, therefore, are an important factor in improving the livelihoods of communities in these localities. Ecosystem goods and services do not only provide for wealth creation but are also necessary for health, security, good social relations and freedom of choice and action.

The key environmental issues identifiable in Zambia can be classified into the following: pollution, biodiversity, community participation, land use planning, institutional development and coordination, and monitoring and evaluation. Moreover, the importance of the linkages between the environment and poverty in Zambia is underpinned by four factors: firstly, that the poor live in places that are ecologically more vulnerable and that they are forced to earn their living from low-productivity natural resources; secondly, that poor households, especially in rural areas, derive their livelihood from natural resources; thirdly, that the intensity of suffering of the poor from the adverse impacts of environmental shocks is much higher than that of the rich; and fourthly, that the poor damage the environment, essentially due to lack of alternatives.

10.1 Recommendations

There are a number of practical actions that can be taken in order to protect the environment as well as reduce poverty, as follows:

10.1.1 Pollution Reduction

- a) Strengthening compliance with environmental laws;
- b) Instituting broader economic policies.

10.1.2 Biodiversity

- a) Protecting core biodiversity areas;
- b) Protecting the natural asset base of the poor, including women;
- c) Expanding the natural asset base of the poor.

10.1.3 Community Participation

- a) Strengthening participation of the poor in decision-making related to environmental goods and services;
- b) Co-management and co-investment in environmental services and resources with the poor.

10.1.4 Land Use Planning

- a) Developing a common approach to land use planning;
- b) Developing a facilitating legal framework ;
- c) Promoting environmental infrastructure and technology that benefit the poor.

10.2 Other Key Recommendations

- a) Environmental policy development and implementation;
- b) Improving the planning data base;
- c) Mainstreaming HIV/AIDS into environmental management;
- d) Raising awareness levels.

10.3 Absolute Minimum Priorities

- a) Build national capacity for more effective environmental management and the incorporation of regional and global agreements and conventions into national processes.
- b) Build capacity for effectively harmonising existing legal, policy and institutional interventions aimed at addressing environmental issues in order to embrace the overall vision of the National Environmental Policy, which will reconcile related sectoral policies in its framework.
- c) Develop a national community based natural resource management policy to guide participatory approaches in environmental and natural resource management.
- d) Develop institutional mechanisms under the National Environmental Policy for promoting sustainable land management (agriculture, settlement, mining, industry, and commerce), pollution control (land, water and air) and natural resources management and utilisation (land, minerals, water, air, forests, wildlife, fisheries) at national and local levels.
- e) Routinely conduct strategic environmental assessments for sectoral programmes, such as health education, agriculture, transport, energy and public sector reform to capitalise on environmental opportunities.
- f) Raise awareness levels on the importance of the environment and the need to mainstream the environment into national development.

10.4 Other Important Priorities

- a) Support civil society, the private sector and knowledge and research programmes that reduce poverty through better environmental management by:
 - 1. raising environmental standards in small, medium and large enterprises;
 - 2. raising awareness on poverty-environment linkages that affect women;
 - 3. raising awareness on the impacts of HIV on environmental management capacities.
- b) Carry out resource assessments for key natural resources – especially forest, fish and wildlife, in order to provide basic data for strategic decision-making.
- c) Improve solid waste management systems.

- d) Improve coordination of institutions of environmental and natural resource management by expanding the reach of the Natural Resources Consultative Forum.

11. GENDER

In Zambia, gender imbalances in social, economic, cultural and political spheres have prevented females from contributing effectively to and benefiting from the development process. Many discriminatory practices are legal under customary law and serve to legitimise some negative rules and norms practiced even by Government departments. Government, however, recognises the importance of gender and that gender issues cut across all areas of development and involve multiple institutions and sectors. In the National Gender Policy, Government has decided to streamline the institutional framework for gender mainstreaming, to ensure effective implementation, coordination, monitoring and evaluation of the Policy.

This chapter stresses the need for the inclusion of the Strategic Plan of Action for the National Gender Policy in the FNDP. It should be pointed out at the outset, however, that the logical framework presented in the Strategic Plan of Action for the National Gender Policy has a number of gaps, as follows: chiefs and traditional leaders have not been included in any of the activities; allocation of quotas should include spheres of development; the effects of Tuberculosis and HIV/AIDS on women and children should be included as women are more vulnerable to these diseases.

11.1 Recommendations

11.1.1 Gender Indicators, Use of the Quota System and Affirmative Action

- a) There should be affirmative action, use of the quota system and strong political commitment at all levels of policy making necessary to deal with gender issues and improve the situation of women and the attainment of the minimum 30% women representation in decision-making without further delay.
- b) 50% of the nominated Members of Parliament should be women.
- c) Data at health institutions should be gender disaggregated to track down the budget access of both women and men.

11.1.2 Inequality between Men and Women in Power Sharing and Decision-Making

- a) Government should give women traders preferential treatment/special exemption.
- b) Women should be empowered to participate in the designing and implementation of development programmes to meet their needs.
- c) 'Women and men having equal opportunities in attaining financial independence' should be the cornerstone of the National Gender Policy.
- d) Government should develop appropriate gender sensitive social safety nets that have an employment income generating component, instead of those that are social welfare oriented.
- e) The existing tax policies should be reviewed so as to ensure that they enhance productive capacities and improve the entrepreneurship of women and men.
- f) Government should be lobbied to address gender imbalances in labour, employment and social security at all levels.
- g) Employers, men and women, should be gender sensitised on gender roles and issues pertaining to labour employment.
- h) More females should be trained in farming in local communities.
- i) Training should be provided to agricultural and rural farmer groups and extension officers in gender education, as a continuous process.

- j) More female extension officers should be trained.

11.1.3 Engendering the Budget

- a) Budgetary allocations for gender action measures should be explicit.
- b) There should be gender indicators for the FNDP. The budget should be gender explicit and should respond to the respective needs of women and men.

11.1.4 Institutional Framework

- a) There should be a full Cabinet Minister in charge of Gender at Cabinet Office.
- b) Collaboration between GIDD and NGOCC should be enhanced; for harmonization, NGOCC should be represented in all SAGs as key stakeholders in the implementation of the SPANGP.
- c) A Gender Commission should be established for proper implementation of the NGP and its SPANGP.
- d) An institutional framework should be established, which will coordinate the activities and monitor the impact of complementary efforts by various stakeholders dealing with poverty alleviation and reduction programmes.

11.1.5 Gender Responsive HIV/AIDS Interventions

- a) HIV/AIDS should be treated as a cross-cutting issue at all levels.
- b) A TB/HIV/AIDS coordinating body should be established to promote and coordinate the response of the two programmes at all levels.
- c) Affirmative action should be instituted to deliberately increase the number of women and youth accessing ARVs.
- d) Collaboration should be improved between TB and HIV/AIDS programmes; this will lead to more effective control of TB among HIV infected people, especially women.

11.1.6 Youth/Girl's Education

- a) A much more aggressive approach is needed to address gender imbalances and mechanisms are needed for the retention of girls in education.
- b) There is need to put a gender responsive curriculum in place.
- c) The issue of child labour (16 years old and below), persons with disabilities and retrenchments should be addressed.
- d) Targeting women training in certain professions should be part of the FNDP.
- e) Government should institute a policy that compels parents and guardians to send their girl children to school and ensure their retention up to university level.

11.1.7 Violence against Women

- a) A bill on violence against women and children should be adopted to curb the scourge.
- b) Support should be provided to the Victim Support Unit (VSU) and sex disaggregation of data should be enforced.
- c) The VSU should be interlinked with various areas of intervention, such as medical and legal sections dealing with cases that are reported.

11.1.8 Legal Framework

- a) All international instruments on gender, i.e. international instruments and conventions that promote gender equality and equity and women's full empowerment, should be converted/domesticated into law.

- b) Family education in different forms, with special focus on socialisation and on how boys and girls are raised, should be promoted and encouraged.
- c) Gender sensitisation programmes from State House down to the village levels should be carried out continuously.
- d) Article 23(4) d of the Republican Constitution should be amended to prohibit gender discrimination.
- e) Laws that hinder women's access to and control over factors of production, such as land, technology and information, should be reviewed and amended.
- f) All procedures for land acquisition and ownership should be simplified.
- g) Women should be sensitised on land rights.
- h) Traditional rulers should be gender sensitized.
- i) The legal framework that will promote the ownership of land by women, especially at community level, should be streamlined and enforced.
- j) The quota system should be employed in ensuring that women access jobs and stay in employment.
- k) Laws should be reviewed and amended to criminalize gender violence and introduce stiffer punishment for perpetrators of violence against women and children.
- l) A bill should be enacted on violence against women and children.
- m) The Bill of Rights should enshrine Education for All.

11.1.9 Gender Mainstreaming

- a) 'Gender Mainstreaming' as a concept should be unpacked and together with the Rights based approach should be adopted in policy development and implementation.
- b) Gender should be integrated into the environment impact assessment process.
- c) Gender should be mainstreamed into policies, programmes, and projects dealing with management and utilisation of the environment and natural resources.
- d) A strategy should be developed to mainstream gender in the overall health system through development of planning manuals.
- e) The transport system should be gender mainstreamed and the policies on transport and communication should be engendered.

11.1.10 Housing, Factors of Production and Income Generating Projects

- a) The provision of agricultural services, credit, and extension research to women and youth farmers should be facilitated and strengthened through the use affirmative action and a quota system.
- b) Affirmative action should be employed to ensure that there is equitable acquisition of land, housing and farm inputs between women and men.
- c) Formation of women's development groups should be promoted, where women can get together and work on income generating projects.
- d) The provision that 30% of available land is reserved for women should be implemented; also women should participate equitably in the remaining 70%.
- e) Affirmative action should be employed to ensure equitable access to housing between women and men.
- f) Gender should be incorporated in the allocation criteria of housing units.
- g) Women should be linked to various shelter providing organizations, such as Habitat for Humanity and the National Housing Authority.
- h) Small and Medium Enterprise (SME) programmes should be provided for women.

- i) A policy that will enable women have access to and control over factors of production should be instituted.

11.1.11 The Rural Disadvantaged/Disabled and Aged Women

- a) Attention should also be focused on the needs of the rural disabled and aged women.
- b) Tax incentives should be provided to institutions providing transport and communication facilities in rural areas, as this will advantage women more.
- c) Government should construct more schools, especially in rural areas, to reduce on the distances that children have to walk to schools, as this affects girls more.

11.1.12 Monitoring and Evaluation

- a) Continuous monitoring and evaluation should be effected to ensure that Gender Mainstreaming is effected at all levels.
- b) An indicative mechanism should be put in place to measure whether or not the health needs of women and children are being addressed.

11.1.13 Triple Roles of Women

- a) The reproductive needs of women should be effectively articulated in the FNDP.
- b) The construction of roads and health centres should take into account the improvement of the reproductive health needs of women.
- c) There should be increased budget allocations for health and specifically reproductive health needs.
- d) Measures should be put in place to decrease maternal mortality.

11.1.14 National Gender Policy

- a) Gender sensitive policies should be formulated in environment and tourism.
- b) The commerce, trade and industry policy should be engendered.
- c) Media institutions should be compelled to institute policies that strongly advocate for gender issues.

11.1.15 Media

Opportunities should be provided for women to become ICT literate.

11.2 Absolute Minimum Priorities

11.2.1 Inequality between Women and Men in the Sharing of Power and Decision-Making

- a) Affirmative action to achieve the minimum of 30% at all levels and use of a quota system.
- b) Unpacking of Gender Mainstreaming (GM) as a concept and adoption of GM and a Woman's Rights based approach in policy development and implementation.

11.2.2 Eradication of Poverty among Women

- a) Strengthen agricultural services, credit extension, and research to benefit women through affirmative action.
- b) Ensure equitable distribution of agricultural inputs to both female and male headed households.
- c) Economic empowerment for women.
- d) Provision of easy credit facilities.

- e) SME development programmes for women.

11.2.3 Cross-Cutting Issues

- a) Gender mainstreaming.
- b) TB; HIV/AIDS collaboration.
- c) Promotion of human rights of women.
- d) Establishing Gender Commission.
- e) Need for gender desegregated data.
- f) Institutionalised monitoring and evaluation.
- g) Women's rights with a focus on gender violence, and review and amend laws to criminalise gender violence.
- h) Education and literacy.

11.2.4 Labour, Employment and Social Security

Gender sensitisation to be mandatory and continuous at all places of work as well as adherence to International Labour Organisation rules and regulations and their domestication.

11.2.5 Legal Framework

- a) Domestication of international instruments and conventions that promote gender equality and equity and women's full empowerment
- b) Enactment of a Bill on violence against women and children
- c) Amendment of Article 23 (4) d of the Republican Constitution to promote gender equality.

11.3 Other Important Priorities

11.3.1 Health

- a) Deliberate efforts through affirmative action to increase numbers of women and the youth accessing ARVs.
- b) Establishment of TB and HIV/AIDS coordinating body to promote and coordinate the response of the two programmes at all levels ensuring that gender is mainstreamed at all levels.

11.3.2 Commerce, Trade and Industry

- a) Engendering the Commerce, Trade and Industry Policy.
- b) Affirmative action in giving women traders preferential treatment/special exemption.

11.3.3 Monitoring and Evaluation

Establishment of an integrated system of monitoring and evaluation as well as instruments for the implementation of the NGP and SPANGP.

12. HIV/AIDS

Among the forces in the Zambian response to the prevention and mitigation of the impact of HIV/AIDS in Zambia, civil society organisations have been in the forefront. HIV/AIDS is the greatest developmental challenge facing Zambian society, as it threatens to reverse the social and economic achievements realized since independence. Therefore, the FNDP should mainstream HIV/AIDS throughout its considerations from the legal, ethical and human rights

dimensions. There is need to develop an inclusive and participatory plan that includes stakeholders, such as civil society, development partners, and poor people at large.

12.1 Recommendations

12.1.1 The Principle of Three Ones

The three ones principle requires that there should exist one national strategic plan prepared by stakeholders under public-private sector partnerships and its implementation is overseen by one national coordinating partnership body – the National AIDS Council; and one monitoring and evaluation plan prepared by technical stakeholders under public-private sector partnership. All stakeholders contribute to the fight against HIV/AIDS as public and private sector entities under the three ones principle.

12.1.2 Reduction in HIV/STI Transmission

This will be achieved through the following:

- a) Improving STI management and treatment.
- b) Implementation of multi-sectoral change.
- c) Distribution of free condoms by government.
- d) Expansion of access to safer blood.
- e) Expansion of programmes targeting high risk groups.
- f) Expansion of access to quality VCT services.
- g) Expansion of access to quality PMTCT services.
- h) Mobilisation of a multi-sectoral response, i.e. macro-meso-micro approaches.
- i) Promotion of behavioural change: abstinence, mutual faithfulness or condom use.
- j) Increased and improved STI prevention and control.
- k) Reduction of high-risk behaviour (e.g. multi partners, ritual/sexual cleansing).
- l) Destigmatization of HIV/AIDS (e.g. red ribbon campaigns, political advocacy).
- m) Increased VCT.
- n) Improved home based care and support for people living with HIV/AIDS.
- o) Community based support for orphans and vulnerable target groups (i.e. children and mothers).
- p) Improved drug supply for treatment of STIs, TB and HIV-positive patients.
- q) Improved hospital-level care.
- r) Creation of an environment and process of demystifying sexuality.

12.1.3 Reduction of the Socio-Economic Impact of HIV/AIDS

The following measures should be put in place:

- a) Support for PLWHA.
- b) Interventions to prolong and improve the quality of life for PLWHA.
- c) Increase HIV/AIDS workplace awareness and programmes.
- d) Strengthening of home based care systems.
- e) Increase programmes for orphans and vulnerable children.

12.2 Absolute Minimum Priorities

Civil society will continue to buy into the intervention strategy plan that is being developed by all HIV/AIDS stakeholders in the country under the public-private partnership, given the principle of three ones.

12.3 Other Important Priorities

Use of existing disbursement modalities of funds by some donors, such as the Global Fund, is proposed in order to avoid delays and disruption of programme implementation. In this regard, funding should be channelled to specific principal recipients such CHAZ and ZNAN who in turn should sub-grant to individual civil society members best suited to implement activities. A government percentage of 10% for HIV/AIDS in the national budget should be made available, money that should be used by government and civil society.

13. GOVERNANCE

In the context of the FNDP, governance is a key component to poverty reduction. The plan should provide a framework for strengthening governance, promoting human rights and engaging civil society and other stakeholders to participate and take decisions in the resource allocation process and poverty reduction delivery systems. From the governance perspective, poverty not only means little or lack of access to incomes through employment, but also exclusion from participation in institutions and processes that govern one's life, leading to voicelessness and powerlessness in these processes and institutions. This chapter proposes some policy and action programmes for inclusion under the theme of governance and poverty reduction.

13.1 Recommendations

13.1.1 Constitution

- a) The legal, financial, administrative and logistical requirements for the repeal and enactment of the Constitution should be addressed.
- b) The Constitution should be adopted by a constituent assembly, constitutional conference, or another popular body.

13.1.2 Electoral Regime

The FNDP must cater for the implementation of the various recommendations of the Electoral Reform Technical Committee as agreed or endorsed by all the stakeholders.

13.1.3 Media Laws

There is need to enact the freedom of information law, as well as to reform various laws that impede press freedom.

13.1.4 Judiciary

There is need to include in the FNDP such measures as improving conditions of service for judiciary workers, recruiting more personnel, creating more court rooms and establishing juvenile courts throughout the country to cater for the increasing number of juvenile offenders.

13.1.5 Parliamentary Reforms

- a) There should be two weeks' notification for bills other than constitutional bills through both the Government Gazette and other easily accessible media.
- b) The language of all bills and legislation should be plain and easy to understand.

- c) Parliament should take appropriate measures to facilitate utmost accessibility by the people to parliamentary proceedings.
- d) MPs must be accountable to the electorate in terms of their views and positions in Parliament. This could be enhanced through introduction of the power to recall MPs whose performance is below expectation.

13.1.6 Funding of Political Parties

Political parties should be funded by the state. The criteria for funding will be based on the ERTC recommendations, which apportion the funds in relation to the number of seats attained in an election.

13.1.7 Transparency and Accountability

- a) There is need to review the mechanisms for ensuring transparency and accountability. This review should be extended to institutions like the Judiciary, the Zambia National Tender Board and all other public institutions.
- b) The office of the Auditor-General should be decentralised.

13.1.8 Prisons

- a) The proposed amendment to establish a Prison Health Facility should be implemented.
- b) The Prison Service should contribute to the country's food basket through the prison farms.

13.1.9 Decentralisation of the Local Government System

The Decentralisation Policy should be implemented.

13.1.10 Zambia Police Service

Conditions of service for the Police Service should be improved in order to reduce incidences of corruption.

13.1.11 Social Rights: HIV/AIDS and Gender

- a) There is need for effective leadership and political will to ensure that the fight against HIV/AIDS is mainstreamed.
- b) The National Gender Policy and strategy should be operationalised with sufficient budgetary allocation.
- c) The SADC Gender Protocol of 30% women representation should be effected during the plan cycle.
- c) There is need to rehabilitate and increase social amenities for the physically challenged, e.g. health and education. Further, all new public constructions should be user friendly to persons with disabilities.

13.1.12 Equity in Resource Distribution

A policy should be instituted on equitable distribution of national resources. This equity must address the urban-rural disparities, which are currently severe.

13.1.13 The New Partnership for Africa's Development

Zambia should domesticate the New Partnership for Africa's Development (NEPAD) in order to eradicate poverty, attain sustainable growth and development, integrate into Africa and the global economy and accelerate the empowerment of women.

13.1.14 Democratisation of NGOs and Institutionalisation in National Planning

NGOs should be included among the national planning institutions and in the framework for participation with resources allocated to them clearly spelt out. This is likely to promote better use of resources and minimise the desire for self-enrichment by those in control of national resources.

13.2 Absolute Minimum Priorities

The FNDP must:

- a) Address the legal, financial, administrative and logistical requirements for the repeal and enactment of the Constitution.
- b) Cater for the implementation of the various recommendations of the Electoral Reform Technical Committee as agreed or endorsed by all the stakeholders.
- c) Provide for the completion of the process of reforming laws relating to promotion of a free media (print and electronic), as well as providing for a statutory right to access information held by public authorities.
- d) Provide for the establishment of the Independent Broadcasting Authority (IBA) and fully convert the Zambia National Broadcasting Corporation (ZNBC) from a state owned and controlled broadcaster into a public broadcaster.
- e) Provide for the implementation of the Decentralisation Policy in full in order to enable deconcentration and devolution of functions and power from the central government to local authorities.
- f) Provide for the completion and implementation of the parliamentary reforms in order to enhance the oversight role of the legislature as well as to provide for accountability of the legislature and space for public participation in the legislative process.

13.3 Other Important Priorities

a) HIV/AIDS

There is need for effective leadership and political will to ensure that the fight against HIV/AIDS is mainstreamed. In particular, there is an urgent need to finalise the HIV/AIDS draft policy and provide a legal framework for implementation of the HIV/AIDS policy.

b) Judiciary

There is need to include in the FNDP measures such as improvement of conditions of service for judiciary workers, recruiting more personnel, creating more court rooms and establishing juvenile courts throughout the country to cater for the increasing number of juvenile offenders.

c) Prisons

The proposed amendment to establish a Prison Health Facility should be implemented.

d) Zambia Police Service

Conditions of service for the police should be improved in order to reduce incidences of corruption.

14. INFORMATION AND COMMUNICATION TECHNOLOGIES

Information and Communication Technology (ICT) encompasses the broad fields of data/information processing, transmission and communication by means of computer and telecommunication techniques. ICTs can be grouped into three categories: information technology; telecommunications technology; and networking technology.

In this chapter the focus is on how vital information can be communicated efficiently and effectively to foster development and poverty reduction through the FNDP, particularly in such areas as education, government, commerce, agriculture, and health, mining, tourism, governance, and the judiciary.

A few gaps are identifiable concerning ICTs in Zambia, such as: ICT projects are being implemented in the public sector with very little coordination and integration with existing systems at operational level; over-duplication of telecommunication infrastructure has resulted in inefficient and ineffective projects with little positive impact on the overall development agenda; low income households in Zambia tend to have lower access to ICT than high income households; communications systems in Zambia still remain largely underdeveloped; the operational efficiency of postal services requires to be propped up if it is to contribute effectively to economic growth and poverty reduction.

14.1 Recommendations

- a) Development Ignition Points should be established. The concept is to take ICTs to or stimulate them in those areas with immediate economic viability, which will act as stimuli for economic activity.
- b) Government together with other stakeholders should set up Centres of Excellence in higher learning Institutions.
- c) Laws and related licensing systems that allow for ICT for Development should be enacted.
- d) Government should undertake an audit of ICT infrastructure among and between ministries and quasi-governmental organisations countrywide.
- e) The National ICT Policy should be finalised and adopted.
- f) A National ICT Coordinating Agency should be established to oversee all ICT activities and to implement ICT programmes.
- g) Health monitoring and health supporting ICT equipment should be made available and affordable by removing any direct or indirect taxes.
- h) Government with other key stakeholders should invest in ICT equipment that will mitigate the risks associated with disaster management and early warning systems.
- i) Both Real Access and Universal Access to ICT products and services should be facilitated.
- j) ICT for development should be mainstreamed by all ministries.
- k) Computer studies/ICT should be compulsory in all private and public schools.
- l) Constant research and development in ICTs and their applications should be funded by government and the private sector.

15. EASTERN PROVINCE

This chapter constitutes civil society input from the Eastern Province into the FNDP. The input is intended to assist Government develop the right priorities, especially focusing on poverty reduction for sustainable development, and also to achieve the MDGs.

15.1 Recommendations

15.1.1 Education, Youth and Child Development

- a) Improve incentives for teachers in rural areas;
- b) Government to construct good houses for teachers at each school;
- c) Government to regularize PTA contributions as this has a negative impact on free education;
- d) Government to employ more teachers; even teachers trained at private institutions should be considered for recruitment by Government;
- e) Government to speed up the rural electrification programme for teachers to benefit;
- f) Government to provide furniture and necessary materials to all schools;
- g) Government to provide good water supply and ensure each school has adequate toilets;
- h) Culture to be incorporated in the school curriculum;
- i) Government to build more schools and upgrade current existing basic schools;
- j) Sustain practical subjects in schools, as they are vital;
- k) Government to establish regional universities, e.g. one for Eastern Province.

15.1.2 Health

- a) Introduction of Health Centres for every 4 square kilometres;
- b) Physical control of mosquito breeding and spraying in homes;
- c) Provision of Health Centres with the necessary equipment and materials, including equipment for screening diseases;
- d) Upgrading of Chadiza and Nyimba Clinics into District Hospitals;
- e) Despatching of 14 doctors to Chipata General Hospital;
- f) Provision of good quality accommodation for health workers at every health post as well as attractive incentives and conditions of service;
- g) Provision of training and employment of more health workers by Government.

15.1.3 Nutrition

Equipping expectant mothers with skills in nutrition.

15.1.4 Water and Sanitation

- a) Safe and clean water for both rural and urban areas;
- b) Regularize water tariffs;
- c) Construct more dams and boreholes;
- d) Engage the private sector in timely garbage collection;
- e) Improve on drainage in urban areas;
- f) Sinking of public and private conveniences in each district;
- g) Plan for adequate sewerage facilities in each district;
- h) Sensitization on hygiene;

- i) Employ health inspectors.

15.1.5 Low Cost Housing

Construct 200 low cost housing units in each district.

15.1.6 Social Protection and Employment

- a) Socio-economic rights to be enshrined in the Constitution;
- b) Capacity to be built up for the general public on social protection and employment.

15.1.7 Macroeconomics

- a) Government to revisit the tax exemption it has given to investors, e.g. mines have been exempted from paying tax for a period of 20 years; strict policies should be implemented to curb evaders of tax (through tax rebates);
- b) Introduction of regional tax retention.

15.1.8 Agriculture and Foods Security

- a) Timely delivery of inputs;
- b) Government to introduce loans for small-scale farmers;
- c) Government to improve the floor price for staple food, e.g. maize;
- d) Support for wetland farming;
- e) Erection of storage sheds in each ward;
- f) Diversification of the agricultural policy by supporting animal farming;
- g) Construction of dams, where applicable;
- h) Government to employ more Extension Officers and to provide them with suitable transport;
- i) Re-introduction of young farmer clubs in schools;
- j) Introduction of viable cooperatives;
- k) Re-opening of the Cooperative Bank.

15.1.9 Mining and Industry

- a) Government to provide an enabling environment for registration of small-scale miners;
- b) Government to encourage foreign investors to erect permanent structures;
- c) Government to encourage small-scale mining industry;
- d) Government to provide loans to small-scale mining, with equity gender balanced participation;
- e) Implementation of rural electrification, which is vital for people in rural areas to participate fully in small-scale mining;
- f) Provision of a good road network;
- g) Regulation of tax policy, e.g. exemption of mining companies from paying tax for a period of 20 years is retrogressive;
- h) Government to encourage local processing industries, e.g. for cotton, tobacco, sunflower and groundnuts;
- i) Government to encourage local and international partnerships.

15.1.10 Transport

- a) Provision of a good road network;
- b) Construction of Chipata-Mchinji railway line;
- c) Construction of an International Airport in Chipata District similar to Chileka Airport in Blantyre;
- d) Construction of good bridges;
- e) Government to collect road levies;
- f) Government to recognize qualified contractors with proper equipment.

57.1.11 Communication

- a) Good reception television and telephone network;
- b) Reliable postal services.

15.1.12 Energy

- a) Implementation of rural electrification;
- b) Export of electricity for foreign exchange.

15.1.13 Environment

- a) Government to come out strongly in the sensitization of preserving nature, e.g. tobacco growing to be accompanied by tree growing;
- b) Marshlands and water tables to be reserved;
- c) Policy on pollution to be backed by law.

15.1.14 Gender

Government to uphold the following:

- a) No gender discrimination;
- b) Gender equality;
- c) Equal job opportunities;
- d) Women to be involved in mainstream of decision-making.

15.1.15 HIV/AIDS

- a) Zonal Clinics to screen and prescribe drugs for HIV/AIDS patients;
- b) Government to strongly support HIV/AIDS curriculum in schools;
- c) Government to fully sponsor sensitization programmes and provide VCT centres in every community;
- d) Government to provide home based care facilities, especially in rural areas.

15.1.16 Governance

- a) Transparency and accountability in Government;
- b) Good Constitution with good policies.

16. LUAPULA PROVINCE

Although as a result of the PRSP overall Luapula Province recorded a number of positive changes as regards the living standards of people, most people still live in abject poverty. Most of the PRSP programmes were not properly monitored hence there was displacement of priorities in the implementation stages. This chapter presents the input of Luapula Province civil society into the FNDP process.

16.1 Recommendations

16.1.1 Health

- a) Inaccessibility of ARVs: the administration of ARVs should be decentralised down to rural health centres and they should be free; also, VCT should be established at all rural health centres.
- b) Continued HIV/AIDS drug research: in spite of government encouragement to HIV/AIDS researchers, there is need to empower individuals and institutions with resources to take part in the research; this should include both cosmopolitan and traditional practitioners.
- c) Inadequacy of rural health centres, infrastructure, qualified personnel:
 1. homes/hospices should be established in the community to care for the aged and for Tuberculosis and HIV/AIDS patients;
 2. there should be trained personnel to manage the established health centres;
 3. in the absence of health centres mobile services be introduced;
 4. infrastructure needs to be rehabilitated in most of the districts;
 5. the government should encourage private investment in the health sector in rural areas;
 6. there is need to ease access for medical facilities
 7. there should be appropriate administering of drugs; this will enable the community at least receive treatment once in a while.
- d) Inadequacy of medical personnel:
 1. the government should recruit more trained personnel;
 2. the government should design a deliberate policy to stop the brain drain;
 3. rural incentives should be extended to personnel working in rural health centres.
- e) In accessible drugs: government should ensure deliveries of medical kits to every health centre at least every month.

16.1.2 Water and Sanitation

- a) Unsafe water:
 1. there is need to encourage the community by providing boreholes and protected shallow wells;
 2. there is need to maintain the existing running pipes;
 3. there should be an expansion programme by the government to cater for the emerging peri-urban areas.
- b) Poor drainage systems:
 1. there is need for the government to establish an institution for drainage control;

2. there is need to encourage the community to have VIP toilets for every household.

16.1.3 Works and Supply

- a) Dilapidated road infrastructure: The government must tar and upgrade these roads, which are very important; there will then be immense economic growth as communication and trade will improve.
- b) Long distance from Mansa to the capital, Lusaka and the Copperbelt: the government should construct a bridge at Chembe as has been talked about for so long; the cost of transport to and from Lusaka and the Copperbelt will be reduced greatly and trade with Congo DR will improve.

16.1.4 Tourism

- a) No promotion of tourism in the province:
 1. the government should support local and foreign investors to promote tourism in the province;
 2. the government should establish an office for tourism promotion in the province.
- b) Inaccessibility to the Tourism Fund: the government should empower the community with funds in order for them to participate fully in the promotion of tourism.

16.1.5 Communication and Energy

Slow pace of implementation of rural electrification: The government should ensure that all places are catered for to enhance balanced development of the province.

16.1.6 Mining

Untapped mines: the government should empower local people to own mines by providing them with grants or loans.

16.1.7 Social Development

Erosion of culture: the government should come up with a deliberate policy to address the issue.

16.1.8 Local Government

- a) Inadequacy of essential infrastructure, such as housing, markets, and recreational amenities:
 1. the Ministry of Local Government and Housing should get councils to build houses for rent, markets and recreational facilities;
 2. through the councils, the government should also introduce a housing scheme to promote home ownership; many people will afford owning houses and this will facilitate the movement of people on transfer from one place to another.
- b) Unnamed township roads: there is need to name them, especially after the names of heroes.

17. LUSAKA PROVINCE

As part of civil society input into the FNDP, this chapter makes recommendations that are aimed at addressing and correcting the present situation in Lusaka Province concerning hindrances to development and poverty reduction.

17.1 Recommendations

17.1.1 Employment

a) Formal Sector

1. The Republican President's statement on increasing the minimum wages should be taken very seriously. It is hoped that this will affect the rest of the labour force whose wages will also go up thereby improving their quality of life.
2. Retirees and retrenched should be given their terminal benefits on time to enable them lead a decent human life.
3. Conditions of service should be improved by employers, including the private sector.
4. Government should not totally wash its hands of the affairs of privatised companies. Instead it should continue to play a regulatory role and ensure that its citizens, the employees of these private enterprises, are not in any way disadvantaged.

b) Informal Sector

1. Credit facilities should be made available to enterprising business women, men and youth who want to get involved in the informal sector of the economy.
2. Government and other stakeholders should provide skills training, both technical and business management skills, to potential and current entrepreneurs.
3. Local authorities should ensure cleanliness of the premises on which small-scale entrepreneurs of the informal sector operate

17.1.2 Farming

- a) Agencies responsible for farm input supplies should supply these on time.
- b) Government and other concerned stakeholders should seek ways to improve upon the provision of credit to farmers, both small and large-scale farmers, and men and women.
- c) Government should improve upon the agricultural extension services by, among other things, filling all the vacant positions.
- d) The crop marketing system should be looked at very closely and improved upon, thus ensuring that farmers, especially the small-scale ones, get what is due to them.
- e) Rural electrification should be enhanced and expanded as this will promote irrigation, which is the sure answer to the food shortages that are brought about by persistent droughts.
- f) Access to land should be facilitated, especially for women and for residents of low income peri-urban areas.

17.1.3 Health, Water and Sanitation

- a) In order to bring health services as near to the family as possible, Government and other stakeholders need to construct more health institutions.
- b) There is need to improve upon the infrastructure of many health institutions by adding onto them such facilities as mortuaries, laboratories, VCT centres, etc.

- c) In order to reduce and totally eliminate water shortages relevant authorities (Councils, Water and Sewerage Companies, etc.) should dig boreholes, which will ensure steady and reliable water supplies for Lusaka Province residents, both rural and urban.
- d) Local Authorities should ensure that garbage is collected regularly from residential areas and that it does not collect and prove a health hazard.
- e) Local Authorities should ensure that residential areas are sprayed against mosquitoes in order to reduce the incidence of malaria.
- f) Awareness creation and sensitisation with regard to HIV/AIDS should be intensified.
- g) Local Authorities should ensure that bars open and close at the right times and thus do not become breeding places for HIV/AIDS.
- h) The Central Statistical Office should ensure that maternal health/mortality rates are included in its Living Conditions Monitoring Surveys to enable development planners carry out their functions effectively.

17.1.4 Education

- a) Government should remove educational costs (school fees) from Grades 8 to 12. This will increase pupil enrolments as has been the case for the primary school level.
- b) There should be more basic schools built to cater for the many primary school leavers whose numbers have grown due to the introduction of the Free Basic Education Policy.
- c) School infrastructure should be further improved by rehabilitating and constructing more schools, and providing desks.
- d) The Ministry of Education (MoE) should ensure that education materials are provided to all schools.
- e) MoE should ensure that Government Grants are given to the schools on time.
- f) MoE should attract qualified teachers, including and especially females, to rural areas by providing adequate incentives.
- g) MoE should ensure that schools are adequately staffed, by among other things, ensuring that those who retire or die are replaced.

17.1.5 Tourism

Relevant authorities in the tourism sector should ensure that tourism centres are attractive by, among other things, producing and providing information on them, ensuring good infrastructure both in terms of roads leading to these centres and the centres themselves.

17.1.6 Transport

- a) Local Authorities (LAs) should ensure cleanliness in the areas and surroundings of intensive transport business operations.
- b) LAs, the police and transport operators should ensure peaceful operations at bus stations and bus stops.

17.1.7 Mining

- a) Government and other stakeholders should access more funding for the small-mining sector to enable entrepreneurs operate profitably.
- b) Government, civil society and other stakeholders should find ways of removing children and women from the tedious stone crushing business by involving them in other more lucrative but less demanding activities.

17.1.8 Poverty

- a) Government, through the Ministry of Community Development and Social Services, should increase the number of destitute people it targets in the Public Welfare Assistance Scheme.
- b) All stakeholders who include Government, civil society, the donor community, the private sector and the poor themselves should work together to achieve the MDG target of reducing current poverty levels by half by the year 2015.

18. NORTH-WESTERN PROVINCE

This chapter constitutes the input of civil society in North-western Province into the FNDP process. The chapter highlights vital issues in the province such as opportunities and strengths, and also indicates the recommendations from the community concerning proposed developmental programmes and activities, which are directly linked to poverty reduction.

Among the constraints in the province are the following: poor state of the road network; lack of electricity supply; and poor communication facilities. Among the major opportunities are opening up of the mines, which would have a knock-on effect on other needs directly/indirectly associated with mining.

18.1 Recommendations

18.1.1 Tourism

- a) Infrastructure development of roads leading to tourist centres by 2010, i.e. Kifubwa National Monument, Mutanda Falls in Solwezi, Nyambwezu National Monument, Zambezi Source National Monument, Zambezi Rapids in Mwinilunga East and West, Lunga National Parks in Mufumbwe and Kasempa respectively, Chinyingi foot bridge, Kafue and Kabompo Rivers, Chavuma Rapids, and Zambezi beach.
- b) Improve accommodation standards in the above tourist centres by 2010.
- c) Construction of a five star hotel in Solwezi by 2010.
- d) Construction of a National Museum in Solwezi by 2010.

18.1.2 Energy

- a) Connect Chavuma, Mwinilunga, Mufumbwe, Kabompo, and Zambezi to the national power grid by 2007.
- b) All rural health centres, rural schools and their surrounding communities should be supplied with solar power by 2009.
- c) Intensify oil prospecting in Kabompo and Zambezi.

18.1.3 Trade

The province is privileged to be bordered by two countries, Angola and Democratic Republic of Congo. This provides a great opportunity for cross-border trade. The following are, therefore, vital:

- a) Rehabilitation of all feeder roads in the province.
- b) Construction of modern market facilities in Solwezi, Kasempa, Mufumbwe, Kabompo, Zambezi and Chavuma.
- c) Institutionalising and establishment of financial support for District Advisory Committees in all the districts in the province by 2009.
- d) Construction of traders' warehouses in all the trade centres in the districts.

18.1.4 Transport and Communication

- a) Tarring of the M8 (Mutanda-Chavuma) Road by 2007.
- b) Tarring of the Solwezi-Kipushi Road by 2010.
- c) Tarring of the local roads in Solwezi. These include Kimasala, Kyafukuma, Mbonge, Messengers, Kyalalankuba, Kyafukuma and all the streets within the township of Solwezi by 2010.
- d) Construction of the railway line from Chingola to Benguela (Angola) through Solwezi and Mwinilunga by 2010.
- e) Construction of the dual carriage way from Chingola to Lumwana by 2007.
- f) Rehabilitation of all airstrips in the province by 2010.
- g) Extend the coverage and improve the quality of ZNBC television facilities and establish community radio station stations in the remaining six districts in the province by 2008.
- h) Rehabilitate and expand Kifubwa, Solwezi, Mutanda, and Mundanya Bridges by 2008.

18.1.5 Mining

- a) Construction of a gemstone processing plant in polishing stones by 2007, to provide an opportunity for investment by small-scale miners.
- b) Exploration and report documentation of newly discovered minerals in the province should be an ongoing activity.
- c) Establishment of a Mining Licensing office in Solwezi by 2006.
- d) Establishment of mineral information centres in Solwezi, Mufumbwe and Mwinilunga by 2007.

18.1.6 Agriculture

- a) Improve agriculture infrastructure through the rehabilitation of the existing farm training centres and agriculture camps by 2007.
- b) On-going refresher courses for agriculture staff.
- c) Establishment of livestock breeding centres in Solwezi, Mwinilunga, Kabompo and Zambezi by 2010.
- d) Construction of cassava and pineapple processing plants in Mwinilunga by 2009.
- e) Construction of a rice processing plant in Zambezi by 2008.
- f) Expand the honey factory in Kabompo in order to start producing candle and wax by 2009.
- g) Construct a milling plant in Solwezi for cereals by 2010.
- h) Rehabilitation and maintenance of a cordon line to control animal movements in Chavuma, Mwinilunga, and Solwezi by 2006.

18.1.7 Manufacturing

- a) Construct a fruit processing plant for mangoes, citrus fruits and bananas in Zambezi and Mwinilunga respectively by 2010.
- b) Establish a leather industry in Zambezi by 2010.
- c) Establish a timber processing plant in Solwezi by 2007.
- d) Establish a coffee processing plant in Solwezi by 2010.

18.1.8 Health

- a) Provide adequate equipment in all the rural health centres and district hospitals in the province.
- b) Increase numbers of staff in all health centres in the province.
- c) Abolish fee paying in all the health centres in the province.
- d) Provide free ARVs in all the health centres in the province.
- e) Supply CD 4 count machines in all the major hospitals in the province by 2006.
- f) Construct four new rural health centres per district by 2008.
- g) Construct a nursing school in Mwinilunga by 2006.
- h) Upgrade Solwezi School of Nursing in order to offer Registered Nursing services by 2008.

18.1.9 Education

- a) Construct two new high schools per district by 2009.
- b) Ongoing provision of teaching materials to all schools in the seven districts in the province.
- c) Establishment of a university bursaries office in Solwezi by 2006.
- d) Upgrade four community schools to government schools per district by 2008.
- e) Construct a university in Solwezi by 2010.

18.1.10 Science and Technology

- a) Construct a new teachers' college by 2010.
- b) Construct trades training institutions in Solwezi, Mwinilunga, Zambezi and Kasempa by 2009.
- c) Develop a localised curriculum by 2006.

18.1.11 Water and Sanitation

- a) Sink 150 boreholes per district by 2007.
- b) Construct ten public toilets in Solwezi and five per district by 2006.
- c) Provide refuse bins in all township areas by 2006.
- d) Construct seven sewer systems in Solwezi and five new ones per district by 2007.

18.1.12 Social Protection

- a) Empower vulnerable groups in entrepreneurship skills.
- b) Create two orphanage centres per district by 2007.
- c) Improve social welfare delivery in all the districts by 2008.
- d) Renovate and establish recreation centres in all the districts by 2008.
- e) Introduce payment of mid-service gratuity to retirees.

18.1.13 Cross-Cutting Issues

- a) Provide free ARVs in rural areas to all health centres in the province.
- b) Train more health service providers in handling of ARVs.
- c) Encourage tree-replanting programmes.
- d) Put in place measures to control air pollution in the new mines.
- e) Promote more women to decision-making positions; seven at local level by 2010.

- f) Provide credit facilities to gender-sensitive women clubs by 2006.
- g) Increase sponsorship for women to higher institutions of learning by 2008.

18.1.14 Army

Construct barracks in Chavuma, Mwinilunga and Solwezi for army officers at border towns by 2010.

18.1.15 Police

- a) Construct houses for all officers in all the districts by 2010.
- b) Construct office accommodation and provision of utility vehicles to Kabompo Chavuma, Manyinga, Solwezi, Kasempa, Mufumbwe, Mwinilunga and Zambezi districts by 2009.
- c) Revive Kafunfula ZNS camp in Kasempa district by 2009.

18.1.16 Prisons

- a) Construct houses and offices in each district by 2010.
- b) Provide agricultural inputs and equipments in all the district prisons to enhance productivity.
- c) Provide uniforms for prisoners in the province.

18.1.17 Drug Enforcement

- a) Construct offices in all districts by 2010.
- b) Deploy staff in all districts by 2009.

18.1.18 Immigration

- a) Construct offices and deploy more staff in border towns by 2008.
- b) Construct houses for staff by 2008.

18.1.19 Anti-Corruption Commission

- a) Decentralise operations to districts.
- b) Construct houses and provide utility vehicles to staff in all districts by 2009.

18.1.20 Law and Order

- a) Provide funds for sensitization on.
- b) Construct a high court by 2006.
- c) Provide more equipment for communications by 2009.
- d) Provide Resident Magistrates in all districts by 2007.

18.2 Absolute Minimum Priorities

The following have been identified as priority areas in the province:

- a) The connection of the remaining five districts to the national grid.
- b) Tarring of the M8 (Mutanda-Chavuma Road).
- c) Tarring of the Solwezi-Kipushi Road.
- d) Tarring of the local roads and streets in Solwezi.
- e) Rehabilitation of bridges in the province.
- f) Supply of free ARVs to all the health centres in all districts in the province.

- g) Construction of four new rural health centres in each district by 2009.
- h) Construction of modern market facilities in all the districts in the province.
- i) Provision of CD4 count machines in all health centres in all districts in the province.
- j) Rehabilitation of farming training centres in all the districts.
- k) Construction of a gemstone processing and polishing plant.
- l) Construction of a nursing school in Mwinilunga.
- m) Establishment of a university bursaries office in Solwezi.
- n) Sinking of boreholes in all the districts in the province.
- o) Construction of a high court in Solwezi.
- p) Construction of a university in Solwezi
- q) Establishment of orphanage centres in all the districts in the province.
- r) Development of a localized curriculum.

19. SOUTHERN PROVINCE

This chapter constitutes Southern Province civil society input into the FNDP. Over the years, natural disasters, including floods, droughts, disease and pest invasions have led to loss of animals, crops and human assets in Southern Province, resulting into complex vulnerability. This has been exacerbated by changing weather and reduced rain patterns, coupled with a chronically deteriorating national economy. These have led to even more susceptibility of communities to both internal and external shocks. The food situation has become particularly fragile at household level.

Concerning agriculture in particular, the province faces the following constraints: untimely payments by FRA for maize purchased; inadequate storage facilities; high cost of transportation for fertilizer; lack of access to credit facilities; prevalence of animal diseases; high production cost for maize.

19.1 Recommendations

19.1.1 Agriculture

- a) Poor road networks:
 - 1. government to grade all gazetted feeder roads;
 - 2. government to tar trunk roads, e.g. Namwala, Choma and Monze roads.
- b) Poor marketing of agricultural produce:
 - 1. strengthening of cooperatives;
 - 2. provision of readily available markets for agricultural produce.
- c) Non-availability of irrigation schemes:
 - 1. construction of dams for irrigation purposes;
 - 2. introduction of irrigation schemes where there is availability of water.

19.1.2 Education

- a) Few schools: government to construct more basic and high schools.
- b) Dilapidated structures: rehabilitation of broken down infrastructure.
- c) Shortage of teachers: employment of more teachers.

- d) Lack of accommodation for teachers: construction of more teachers' houses.
- e) Inconsistency of the school curriculum: government to have a more stable curriculum.

19.1.3 Water and Sanitation

Points for fetching water are very far; changes in patterns of rainfall:

- 1. government to drill more bore holes and construct dams;
- 2. government to expand the exhibiting water reservoirs.

19.1.4 Health

- a) Inadequate medical personnel: employment of more personnel.
- b) Long distances from hospitals: construction of more rural health centres.
- c) Inadequate drugs: increased supply of drugs.

19.1.4 Mining

Lack of investment in mining: increased investment opportunities through instituting a policy that will attract investment in the province.

19.1.5 Environment

- a) Degradation of the environment: strengthening of the policy on the environment.
- b) Garbage dumping: sensitising the community on the need to protect the environment.

19.1.6 HIV/AIDS

Non-availability and accessibility of ARVs:

- 1. increase in the supply of ARVs;
- 2. sensitising the people on how to access and use of ARVs.

19.1.17 Gender

- a) High dropout of girl children from schools: provision of a girl friendly school environment.
- b) Lack of ownership of land: strengthening of gender policy on land ownership.

20. WESTERN PROVINCE

This chapter presents Western Province civil society input into the FNDP. The chapter presents the strengths, weaknesses, opportunities, and threats (SWOT) of the province and makes recommendations for inclusion in the FNDP. The following are the priority areas for poverty reduction:

- a) Agricultural production and productivity (crops and Livestock);
- b) Road infrastructure development;
- c) Health;
- d) Education;
- e) Manufacturing of local raw materials.

The year 2004 saw a marked improvement in the province's social status. Poverty levels reduced from 87% in 2003 to 65% in 2004, according to Living Conditions Survey conducted by the Central Statistical Office. This was due to positive impacts of various programmes government put in place for poverty reduction, such as the fertilizer support programme, the livestock development programme, the Zambia Initiative, roads rehabilitation and provision of social and economic infrastructure through government ministries and cooperating partners. The gains from improved social status were, however, frustrated by the HIV/AIDS scourge, which claimed significant proportions of the labour force and the population in general, leaving behind an army of orphans and vulnerable children.

Though statistics indicate an upward improvement in levels of poverty in Western Province, the actual situation on the ground, especially with regard to food consumption, is negligible. The available data on accessibility to meals a day indicate that 72% of the people in Western Province do not have three meals a day. Given this situation, it goes without saying that a lot needs to be done with respect to addressing issues of poverty. The FNDP is the hope of the people of the province in that they look to this instrument of development as an opportunity to enhance efforts that will accelerate pro-poor activities.

20.1 Recommendations: Goals and Objectives

20.1.1 Goal: To promote increased household incomes in Western Province.

20.1.2 Objectives

- a) To increase agricultural production and productivity.
- b) To improve road communication network.
- c) To increase people's access to health facilities.
- d) To increase people's access to education.
- e) To promote manufacturing of local raw materials.
- f) To promote good governance.

20.1.3 Strategies, Programmes and Activities

The following strategies, programmes and activities are recommended:

a) Increase agricultural production and productivity

i) Programmes

- a) Promote large-scale farming.
- b) Supply small-scale farmers with inputs (fertilizer and seed).
- c) Rehabilitate farmers' training centres.
- d) Improve agricultural extension services.
- e) Maintain fertilizer support programme.
- f) Create outgrower schemes.
- g) Promote animal production and health.
- h) Redesign land policy.
- i) Improve land and water management.
- j) Effect tsetse control.

ii) Activities

- a) Staff existing camps with extension workers.
- b) Conduct 3 farmers' training courses per quarter for 6 years.
- c) Design and construct one irrigation scheme per district.

- d) Construct 4 new dams per district.
 - e) Support cashew, tobacco, cotton and paprika outgrower schemes.
 - f) Train and equip 2 village livestock workers per ward.
 - g) Procure 100 Boran Bulls per year for 6 years.
 - h) Eradicate tsetse fly in Kaoma and Shang'ombo districts.
- b) *Improve road communication network*
- i) *Programmes*
 - a) Rehabilitate existing trunk roads.
 - b) Increase the network of trunk roads.
 - c) Improve the feeder road network.
 - d) Equip the Roads Department (revive road camps).
 - ii) *Activities*
 - a) Resurface Mongu-Lusaka Road.
 - b) Rehabilitate Mongu-Senanga Road.
 - c) Reconstruct Senanga-Sesheke Road.
 - d) Construct Kalongola Bridge.
 - e) Reconstruct Katunda-Lukulu Road.
 - f) Construct Mongu-Lukulu Road.
 - g) Construct Senanga-Kalabo Road.
 - h) Reconstruct Kalabo Sikongo Road.
 - i) Construct Luampa-Machile Road.
- c) *Increase people's access to health facilities*
- i) *Programmes*
 - a) Rehabilitate and expand health centres.
 - b) Construct and rehabilitate of water points.
 - c) Improve Primary Health Care.
 - ii) *Activities*
 - a) Rehabilitate existing rural health centres.
 - b) Construct 4 new rural health centres.
 - c) Construct 4 new health posts per district.
 - d) Construct a Provincial General Hospital.
 - e) Upgrade and expand Lewanika School of Nursing.
 - f) Extend VCT services to each rural health centre.
 - g) Rehabilitate hospitals.
 - h) Construct 20 water points per ward.
 - i) Rehabilitate boreholes in all wards.
 - j) Improve conditions of services for health personnel.
- d) *Increase people's access to education*
- i) *Programmes*
 - a) Rehabilitate and expand basic schools.

- b) Rehabilitate and expand high schools.
 - c) Improve tertiary education.
- ii) *Activities*
- a) Construct one new high school per district.
 - b) Construct one new college.
 - a) Provide laboratory equipment for each basic and high school.
 - b) Improve conditions of services for teachers.
- e) *Promote manufacturing of local raw materials*
- i) *Programme*
Increase Industrial production.
- ii) *Activities*
- a) Establish cashew processing industry.
 - b) Establish timber processing industry.
 - c) Establish fish processing industry.
 - d) Establish leather processing industry.
 - e) Revive mango processing industry.
 - f) Establish industrial production credit scheme.
- f) *Promote good governance*
- i) *Programme*
Improve government policy
- ii) *Activities*
- a) Review land policy.
 - b) Review procurement policy.
 - c) Review mandate of electorate vis-à-vis Members of Parliament.

20.2 Absolute Minimum Priorities

Sector	Most important activities
Agricultural production and productivity (crops and livestock)	<ul style="list-style-type: none"> 2. Timely provision of agricultural inputs 3. Train and equip extension officers and village livestock workers 4. Barotse Royal Establishment and government to harmonise land allocation
Road infrastructure development	<ul style="list-style-type: none"> 1. Rehabilitate Mongu-Senanga Road 2. Reconstruct Senanga-Sesheke road 3. Reconstruct Katunda-Lukulu Road
Health	<ul style="list-style-type: none"> 1. Upgrade and expand Lewanika School of Nursing 2. Construct 4 new rural health centres per district 3. Extend VCT services to each rural health centre
Education	<ul style="list-style-type: none"> 1. Construct one new high school per district 2. Construct one new basic school per ward 3. Provide laboratory equipment for each basic and high school
Manufacturing of local raw materials	<ul style="list-style-type: none"> 1. Establish industrial production credit scheme 2. Establish timber processing industry 3. Establish leather processing industry

20.3 Other Important Priorities

- a) Rehabilitate farmers' training centres.
- b) Create outgrower schemes.
- c) Construct Kalongola Bridge.
- d) Rehabilitate hospitals.
- e) Construct 20 water points per ward.
- f) Rehabilitate boreholes in all wards.
- g) Improve conditions of services for health personnel.
- h) Improve conditions of services for teachers.
- i) Establish cashew processing industry.
- j) Establish fish processing industry.
- k) Establish leather processing industry.
- l) Revive mango processing industry.
- m) Review mandate of electorate vis-à-vis Members of Parliament.
- n) Review land policy.