



**THE REPUBLIC OF ZIMBABWE**  
MINISTRY OF YOUTH,  
SPORT, ARTS AND RECREATION



**NATIONAL  
YOUTH  
POLICY  
2020-2025**







# NATIONAL YOUTH POLICY 2020-2025



**THE REPUBLIC OF ZIMBABWE**  
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SPORT, ARTS AND RECREATION

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## FOREWORD

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This third National Youth Policy is one of the many ways my Government is declaring its commitment to prioritise, provide direction and practical support to the development and empowerment of its young men and women while clearly defining their place, role and responsibility in all spheres of society.

The youth who constitute a significant proportion of the national population are a critical partner for achieving the national development vision of becoming an upper middle-income economy by 2030. In order to harness the potential dividends from this demographic grouping, it is imperative that sound investments are made towards their development and empowerment. In this regard, Government, under the Second Republic, will continue to prioritise resource mobilisation towards the youth sector especially in the areas of education and skills development, employment and entrepreneurship, youth leadership development and their active participation in decision making processes as well as their health and well-being.

The main goal of this Policy is to create **“An empowered youth actively involved in national development”**. Its primary audience are the youth of Zimbabwe and their stakeholders. It therefore provides a guiding framework to youth; Government in its entirety, that is, all Government Line Ministries, departments, and agencies at every level; all State, and Non-State actors as they develop and implement programmes and projects for the development and empowerment of young people in Zimbabwe. The Policy is consistent with the Constitution of Zimbabwe and major regional and international Conventions and Agreements that the Government of Zimbabwe is Party to. In order to ensure coordinated implementation of programmes the Policy shall be complemented by a National Action Plan.

In this regard, all young people, Government Line Ministries and departments, the private sector, development partners, NGOs and the nation at large are called upon to work together in championing the implementation of this Revised National Youth Policy.

It is my pleasure therefore to present this revised **National Youth Policy** to the nation.

His Excellency E. D. Mnangagwa  
PRESIDENT OF THE REPUBLIC OF ZIMBABWE



## PREFACE

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Over the years, Zimbabwean youth have displayed amazing talent in the face of both opportunities and challenges the country has been experiencing. Currently the Ministry of Youth, Sport, Arts and Recreation is witnessing great innovations by young people to fight the global pandemic, Covid-19, that has shut down the world. In that regard, Zimbabwean youth are seeking solutions to cope with the new normal and to fight the virus. With the right investments, made at the right time, the young people of Zimbabwe who account for 36% of the population can champion our industrial revolution and catapult the economy into an upper middle-class economy by the year 2030.

It is with this realization that the National Youth Policy has been revised in order to reenergise the youth and the youth sector, re-engage partners of youth and refocus national energies, efforts and resources towards the development of our young women and men. The Ministry of Youth, Sport, Arts and Recreation looks to strengthen the bonds between young people and all players in the economy. The youth agenda is everyone's agenda. Through the revision of the National Youth Policy the Ministry has repackaged the voice of young people, their experiences and aspirations. Extensive consultations with young people culminated into this vibrant Policy which provides clarity on the task at hand and invites all, state and nonstate actors to the work at hand.

The Policy is a comprehensive document that will be constantly updated to address on the ground realities and continually inspire Zimbabwean youth to achieve global standards. It seeks to align youth initiatives and offers an overall sense of direction in line with national development and empowerment goals.

In addition to implementing specific programs and projects to support the overall efforts, the Ministry of Youth, Sport, Arts and Recreation will play a supportive, catalytic and coordinating role in the implementation of the policy. The Policy's effectiveness will be dependent on the mutual engagement and enthusiasm of all public and private sector stakeholders. My Ministry is confident of Zimbabwean youths' potential for contributing to national development and peaceful discourse and expects them to be at their best in building a resilient, stable, sustainable and vibrant Zimbabwe. I therefore invite all youths and valued partners to rise to this tremendous opportunity.

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**Honourable Dr. K. Coventry**  
**MINISTER OF YOUTH, SPORT, ARTS AND RECREATION**





## ACKNOWLEDGEMENTS

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The Ministry of Youth, Sport, Arts and Recreation would like to extend its appreciation to the United Nations Population Fund (UNFPA) through the Safeguard Young People (SYP) Programme for providing the financial and technical support which enabled the process of reviewing the National Youth Policy to be conducted successfully. In addition, we would like to acknowledge support from SNV with funding from Swiss Agency for Development Cooperation (SDC) and Embassy for Sweden in Harare (Sida) under the Opportunities for Youth Employment (OYE+) programme.

Due acknowledgment is given to all stakeholders including youth representatives, Development Partners, Civil Society Organizations and Youth Focal Persons from Government Line Ministries who contributed during the consultative meetings as well as Provincial Ministers of State and Devolution who made the coordination of youth achievable in all the ten administrative provinces of Zimbabwe.

The Ministry would also like to acknowledge, the lead Consultant, Dr Joseph Malaba and the technical team of young people led by the Zimbabwe Youth Council Secretariat that organized the provincial youth and stakeholder consultative meetings during the review.

Most importantly, the Ministry would like to acknowledge and thank all the young people of Zimbabwe who directly or indirectly participated in the review process. They displayed great appreciation of their varied situations and refreshing assertiveness in their aspirations and the new trajectory they wish to see adopted by the new Policy,

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**Dr. T. Chitepo**  
**PERMANENT SECRETARY FOR YOUTH, SPORT, ARTS AND RECREATION**

# ACRONYMS AND ABBREVIATIONS

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**AIDS**

Acquired Immunodeficiency Syndrome

**AYC**

African Youth Charter

**GBV**

Gender Based Violence

**HIV**

Human Immunodeficiency Virus

**ICT**

Information and Communication Technology

**LFS**

Labour Force Survey

**NGO**

Non-Governmental Organisation

**NYP**

National Youth Policy

**SDG**

Sustainable Development Goals

**STI**

Sexually Transmitted Infection

**VTC**

Vocational Training Centre

**ZNASP**

Zimbabwe National HIV and AIDS Strategy

**NYS**

National Youth Service

**NYDA**

National Youth Development Agency

**UNFPA**

United Nations Population Fund

**UNDP**

United Nations Development Programme

**CBZ**

Commercial Bank of Zimbabwe

**OVC & Y**

Orphans and Vulnerable Children and Youth

**UN**

United Nations

**MPs**

Members of Parliament

**ZIMSTATS**

Zimbabwe National Statistical Agency



# DEFINITION OF TERMS

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**Empowerment:** the process of change that gives individuals greater freedom of choice and action. The process involves capacitation of young people in spheres of life resulting in enhanced ability of an individual or community to make strategic life choices.

**Gender:** the social meaning given to being either female or male in a given society. It may also be defined as the economic, social, political and cultural attributes and opportunities associated with being female or male. These meanings and definitions vary from one society to another, are time bound and changeable.

**Gender equality:** the state in which women and men or boys and girls enjoy the same rights, resources, opportunities and protection.

**Gender equity:** the just distribution of benefits and rewards between men and women.

**Kurera/Ukondla Youth Fund:** a fund established by Old Mutual in compliance with the Indigenisation and Economic Empowerment Programme.

**Marginalised youth:** a youth lacking access to rights, basic resources and opportunities for development.

**Vulnerable youths:** young people without the capacities to be independent or protect themselves from abuse. Young people without skills for earning a decent livelihood, young people with disabilities, and those unemployed usually fall into this category.

**Persons with disabilities:** persons with long term physical, mental, intellectual, sensory impairments which, in interaction with various barriers, may hinder their full and effective participation, psychological or any other impairment, condition or illness that has, or is perceived by significant sectors of the community to have a substantial or long term effect on their ability to carry out ordinary day-to-day activities.

**Sexual and Reproductive Health and Rights:** efforts to eliminate preventable maternal and neonatal mortality and morbidity to ensure quality sexual and reproductive health services including contraceptive services to address sexually transmitted diseases.

**Unemployed youth:** a person between 15 and 35 years who is without work but available for and actively seeking for work.

**Youth:** persons between 15 and 35 years of age. This age range is stipulated in the Constitution of Zimbabwe and is also in line with the continental definition of youth as defined in the African Youth Charter. The young person in this age bracket is transitioning from childhood to adulthood from dependence to independence. He/she is developing capacities to make long lasting choices, and relationships for self and their community.

**Youth Development and Employment Creation Fund:** a facility created to support youth empowerment and development as a revolving loan facility for income generating projects.

**Youth friendly services:** services delivered in ways that are responsive to specific needs, vulnerabilities and desires of youth. The services are offered in a non-judgemental and confidential manner with respect and dignity.

# I. EXECUTIVE SUMMARY

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This Third National Youth Policy is a review of the Second National Youth policy which covered the period 2013-2019 and is built from the First National Youth Policy developed in 2000. The Third Policy has been developed to re-engage youth and youth sector partners as well as to capture changes that have taken place in the national political, economic, socio-cultural and technological landscapes in Zimbabwe and globally.

The review of the Youth Policy involved consultative meetings with youths in all the ten administrative provinces of Zimbabwe, Government Ministries and departments, the private sector, Non-Governmental Organisations (NGOs) and Development Partners. Key findings were validated at a National Stakeholder workshop and inputs therefrom incorporated, and the document was finalized by a carefully selected technical team.

The goal of this policy is to create **“An empowered youth actively involved in national development”**. This policy's primary audience are the youth of Zimbabwe and their stakeholders. It provides a guiding framework to Zimbabwean youth; Government in its entirety, that is, all Government Line Ministries, departments, agencies, all state, and non-state actors as they seek to empower young people.

The reviewed policy comprises four thematic areas namely; Education and Skills Development; Employment and Entrepreneurship; Youth Governance and Participation and Health and Well-Being, and fifteen strategic areas to achieve the total development of youth. Five of the strategic areas pay special and particular attention to cross cutting issues, that is, gender main streaming; inclusivity; information communication technology; data and research as well as youth coordination and main streaming.



## 2. INTRODUCTION

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The National Youth Policy represents a declaration of the priority areas for addressing youth issues and outlines strategic interventions that are required for the development of young women and men. Zimbabwe developed its first National Youth Policy in 2000 and reviewed it in 2012. The third National Youth Policy will cover the period 2020 to 2030. It has been developed as a result of changes in the political, economic, socio-cultural, technological landscapes in Zimbabwe and globally. Key changes include the Constitution amendment of 2013, and harmonised elections held in 2018 which ushered in the Second Republic of Zimbabwe whose national vision is to transform the country into an upper middle-income economy by 2030. Youths will continue to play an important role in the realisation of this vision as they are the bulk of the population accounting for about 36%, have the energy, creativity and ideas for developing the country.

The review of the National Youth Policy was conducted by a consultant and a nineteen member technical team of young people, technical partners and Ministry of Youth, Sport, Arts and Recreation officials with vast experience in youth work and the outgoing youth policy. Contributors to the process included youths in all the country's ten administrative provinces, Government Ministries and departments, the private sector, NGOs and development partners. The process documented the situation of youth and their related strategic priorities in the light of the changed socio-economic environment youths find themselves in. The study also explored the perceptions of and identified relevant stakeholders that included Government, non-Governmental organisations, business sector, churches, youth groups and community organisations on how to address youth issues in a comprehensive way.

## 3. BACKGROUND

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Zimbabwe's National Youth Policy is developed based on several instruments that provide a policy framework and practical guidelines for improving the situation of youth and these include:

- The World Program of Action of Youth adopted by the UN General Assembly in 1995.
- The African Youth Charter, adopted in 2006 which calls on every State Party to develop a comprehensive and coherent Youth Policy.
- The Zimbabwean Constitution, amended in 2013, that makes various provisions for the youth in section 14 (empowerment and employment creation); section 17 (gender balance) and section 20 (youths).
- Sustainable Development Goals. Youth have been playing, and will continue playing, an important role in the attainment of the 17 Sustainable Development Goals (SDGs) which are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity.
- The Transitional Stabilisation Programme. An economic transitional strategy effected in 2018 to help steer the country towards socio-economic recovery and development.



## Impact of previous policies

The National Youth Policy was first developed in 2000 to provide an enabling framework for the development and empowerment of youth in a comprehensive, coordinated and multi-sectoral manner. The policy sought to empower the youth by creating an enabling environment and marshalling the resources necessary for undertaking programmes and projects to fully develop the youths' mental, moral, social, economic, political, cultural, spiritual and physical potential in order to improve their quality of life. It also sought to highlight realities facing the youth including challenges young people faced in the country and to proffer solutions through strategic partnerships with the youth and deliberate interventions to improve their lives. It also provided for strategic interventions to avert unemployment, HIV and AIDS and the skills gap among others.

The Policy was reviewed in 2013 in order to enable the Ministry and nation respond better to changes happening regionally and globally and their impacts on the lives of young people.

There are notable youth specific achievements arising from previous policies and these include;

### **a. Youth Economic Empowerment and Financial Inclusion**

Several financial facilities were availed through financial institutions to promote entrepreneurship and employment creation through income generating projects. The following are some of the loan packages that were dedicated to youth income generating projects;

- i. Youth Development and Employment Creation Fund
- ii. The Kurera/Ukondla Youth Fund;
- iii. Establishment of Youth Production and Incubation Hubs
- iv. Establishment of the EmpowerBank;

### **b. Vocational Training and Skills Development**

Education and skills development provide a basis for empowerment. Vocational Training Centres empower young people with skills necessary for starting sustainable income generating projects and or enter the job market.

Tremendous progress has been made in this area which has seen over 42 vocational training centres (VTCs) being established by Government established throughout the country in addition to the 14 State Universities and 12 Polytechnics. The VCTs have provided an alternative pathway to thousands of youths who would not qualify for entry into the conventional polytechnics for lack of the required five Ordinary level passes by equipping them with relevant technical and entrepreneurial skills to start their own projects for employment and income generation.

### **c. Youth Mainstreaming and Participation**

For a long time, young people were side-lined from participating in mainstream economic activities due to several bottlenecks that include limited access to information, exclusion from policies and decision-making platforms on matters that affected them. Notable inroads to enable youth participation and inclusion in all aspects affecting their lives have been made as follows;

- i. Mainstreaming of youth development and empowerment in all Government departments through the establishment of Youth Focal Desks in some line Ministries. These are intended to facilitate inclusion of youth issues in all Government policies and programmes. Currently most Ministries have functioning youth desks, while more are to be established in Parastatals and in the private sector.





- ii. Youth participation in formulation of various policies and strategies targeting youths such as the National Adolescent and Sexual Reproductive Strategy; Zimbabwe National HIV and AIDS Strategic Plan (ZNASP); National Health Plan; National Gender Policy; Interim Poverty Reduction Strategy; Financial inclusion strategy; and the Transitional Stabilisation Programme.
- iii. Strengthening of Junior Councils and Junior Parliament to voice their concerns and advocate on issues affecting young people.
- iv. Increasing the number of young people in Boards of Parastatals and other Government entities. Inclusion of youth in delegations participating in regional and international meetings, conferences and other events.

It is difficult to exhaustively unpack the impact of previous policies; no research or survey was carried for the purpose. However, some shortcomings can be deduced from other activities and reports on the youth situation in Zimbabwe.

Major shortcomings with previous policies include:

- i. Limited access to youth empowerment facilities especially by marginalised and vulnerable youth groups due to lack of information and inability to meet conditions set by financial institutions such as collateral. On the other hand, most loan facilities for youth failed due to failure by beneficiaries to service their loans to ensure other young people also benefit from the revolving funds.
- ii. Lack of a legal framework for enforcement of sound policies such as the youth quota and effective coordination of the youth sector.
- ii. Though youth mainstreaming facilities such as youth desks are present, lack of a legal framework to enforce them has made young people fail to use these channels effectively to reap the benefits;
- iii. Few Parastatals and Government entities have ensured youth participation in Boards of Directors;
- iv. Provisions of the National Youth Policy have a limited influence in the private sector.

The revised policy proposes new interventions that will address the gaps and failings of the previous policies through realigned strategic interventions for each thematic area whilst advocating for the enactment of a National Youth Act to allow Government to meet the new needs and aspirations of the youth.



## 4. SITUATIONAL ANALYSIS

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According to the Zimbabwe National Statistics Agency (ZimStat) Updated 2012 Population Census Projections Report (March 2019), the current population of Zimbabwe is 16 million and youth make up 35 % of the population. Through this policy, Government intends to intensify its focus on young people. They are the bulk of the population who are both beneficiaries, and as well as implementers of Government programmes in many a case. This policy seeks to harness the youth demographic dividend, and to develop a sound policy the Ministry of Youth, Sport, Arts and Recreation undertook a Youth Situation Analysis in 2019 through wide consultations of youth across the country.

A snap shot of the analysis is shared below.

**Education and skills development:** Access to education continues to be a major hindrance to the full development of young people. While access to basic education has significantly increased over the years, it is estimated that about 300,000 young people are released from the secondary education system annually and only about 20% find their way to acquiring requisite skills for employment. It is further reported that a significant number of skills acquired may not be relevant for the job market due to technological advancements and curriculum lags in local universities and other skills training institutions.

**Quote from a participant:** “There is a lot of information on the internet on ways of making extraincome such as through money markets and the stock exchange which we need to be taught about”.

**Employment and Entrepreneurship:** Employment challenges are caused by a number of factors. The economic downturn has seen industries shut down and thousands of workers laid off. Young people further noted that there are bottle necks that discourage new business startups, lack of support for youth entrepreneurs in form of financial packages and protection from predatory competition in the business world. According to the 2019 Zimstat Labour Force and Child Labour Survey the unemployment rate for Zimbabwe is 16% with 32% of the employed population being in the formal sector while 68% being in the informal and household sectors where income levels are low and not commensurate with the skills acquired by young people. Only 5.66% of youth consulted were employed and this underscores the desperate situation youth find themselves in despite the glowing statistics on employment. It also attests to the fact that while young people may be engaged and receiving income from the odd jobs they are not secure, decent and sustainable options for their livelihoods.

**Quote from a participant:** “Where am I going to acquire the experience if there are no employment opportunities in the first place?”

As a result, young people end up frustrated leading to societal problems such as alcohol and drug abuse, prostitution, unplanned and unwanted pregnancies, and mental health problems.



The Situation Analysis also revealed that young people are not oblivious of their situation and Government priorities such as devolution. In all the provinces they cited opportunities their local communities were bestowed with which they should be exploiting exclusively.

**Governance and Participation:** Traditionally young people have been side-lined from platforms where decisions are made and programmes are designed- in the community as well as in the legislative body- Parliament. Young people are represented by a meagre 2% in Parliament. Lack of participation in critical sectors limits the development of young people and growth of the economy as it hinders new ideas and energies that young people bring. Young people in all provinces want to be more engaged and felt the youth quota provided for in the National Youth Policy requires an effective implementation plan, political will and legal frameworks that enforces its implementation.

**Health and Well-being:** While there is a wide range of free health services available to youths including services for youth with disabilities, free male circumcision services, free HIV testing and counselling, family planning services, and sexual and reproductive health rights education they are evidently inadequate. Youths in the outskirts of the country have limited access to these services.

High costs of accessing health services such as medication, scans, dental care as well as lack of youth friendly services within healthcare facilities discourage youth from seeking healthcare. Youth in rural areas in most cases have to travel long distances to access health care and this also reduces access to information on health and health programmes as well as interventions on drug and alcohol abuse as well as mental health issues. Lack of recreational spaces hampers their own rehabilitation and constructive time spending to reflect and focus on positive life outcomes.

In Zimbabwe, domestic and gender-based violence are widely acknowledged to be of great concern and over 35 per cent of women report that they have experienced physical violence at some time in their lives [Zimbabwe Demographic and Health Survey 2015: Key Indicators]. This prevents women from being able to negotiate safe sex practices such as using condoms, and puts them at higher risk of HIV. It is with these unacceptable levels of GBV that Zimbabwe has put in place strategies and instruments to achieve gender equality in all sectors including employment and education, and the establishment of the Gender Commission and a Gender Policy. Young people especially young women suffer extensively from all health affecting issues and exacerbated by gender-based violence. The Zimbabwe National Baseline Survey on Life Experiences of Adolescents Report published in 2011, notes that about one in three females aged 18-24 reported experiencing sexual violence prior to age 18. Of women aged 18-24 years who first had sex before 18, nearly 41% reported it was unwanted and either forced or coerced.

Where health facilities are in place young people bemoaned the lack of youth friendly services that discourage their uptake of health services especially those related to sexual and reproductive health. The Adolescent Sexual and Reproductive Health Strategy intends to address this and its fruits are yet to be tasted by young people in the outskirts of Zimbabwe.

**Quote from one participant: “by the time I get home my mother already knows that I was at the clinic and why I was there!”**

Amongst the wide array of problems, they are faced with, young people have begun to appreciate the effects of the environment and evident climate change. Education on climate change is on the increase and young people demanded more programmes that will equip them to manage their environments and help them deal with sudden climatic changes as experienced with Cyclone Idai recently.



## 5. PRIORITY YOUTH TARGET GROUPS

The National Youth Policy recognizes the inter-relatedness of challenges facing youth and provides for equal opportunities for all youth. Nonetheless, it affirms that youth are heterogeneous with diverse interests and needs. Therefore, the policy identifies the following youth subgroups with particular and special interests for appropriate national responses and strategically targeted interventions:

TARGET GROUP	BROAD POLICY FOCUS
Young Women	Measures to correct gender imbalance Interventions targeting young girls and young women
Youth with disability	Create an enabling environment for Youth living with disability to realise full potential
Pupils and students	Specific measures for their full and integrated development and empowerment
Unemployed Youths	Mechanisms for public private and non-state sector to create an enabling environment for integrated development and empowerment
Youth not in employment or educational training	Provide opportunities and mechanisms for integration into society and national development programmes
Youth living with HIV and AIDS	Increasing and improving integration of HIV and AIDS, health, education, human rights for holistic development
Youth abusing substances	Support for integration and rehabilitation
Orphaned and vulnerable children (incl. street kids)	Support programmes and interventions that are specifically targeted to ensure integration into mainstream youth programming
Youth in conflict with the law	Programmes and interventions that are specifically targeted to ensure reintegration into mainstream youth programming
Youth in diaspora	Measures to protect the rights of all youth living in the diaspora Initiatives to encourage them to participate in national, political, economic, cultural development programmes Programmes to encourage proper documentation





# 6. POLICY VISION, GOALS AND THEMATIC AREAS

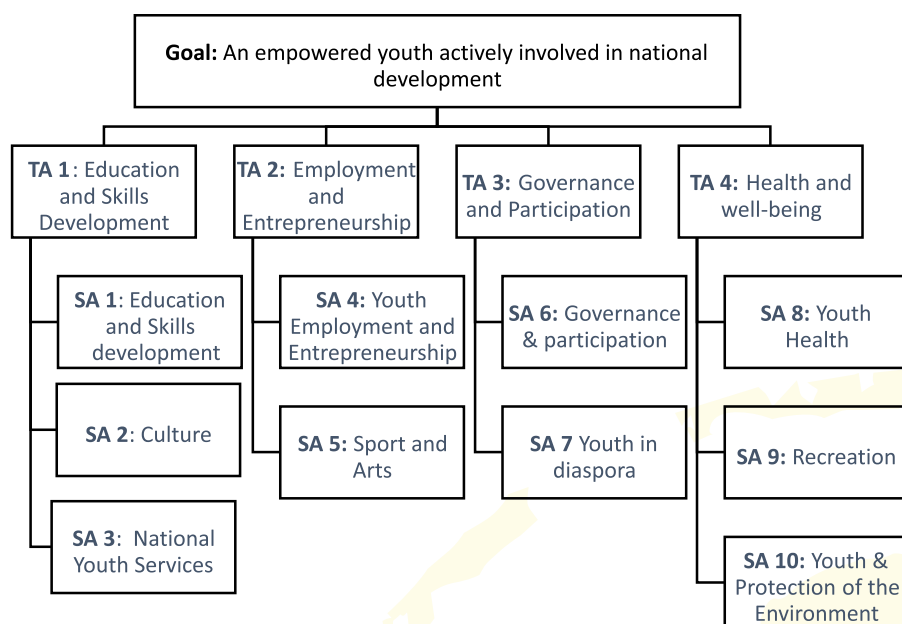
## VISION

An empowered and thriving youth by 2030

## GOAL

An empowered youth actively involved in national development.

Figure 1, Overview of the NYP goal, thematic areas and strategic areas



## THEMATIC AREAS

The overall policy approach will focus on positive youth development by building on youth strengths while providing support and opportunities that will help them achieve goals and transition to adulthood in a productive and healthy manner. This will be achieved through the following four key thematic areas;

1. Education and Skills Development;
2. Employment and Entrepreneurship;
3. Governance and Participation;
4. Health and Well-Being



## THEMATIC AREA STRATEGIES AND POLICY INTERVENTIONS

### Thematic Area 1: Education and Skills Development

**Thematic objective:** Achieve equitable access to relevant quality education and skills development for all youth.

#### Strategic Area 1: Education and skills development

The National Youth Policy affirms that education and skills development are lifelong processes that are relevant to the holistic and integrated development of youth and the first important step towards enabling them to be productive members of a prosperous Zimbabwe and champions of their destiny.

##### Strategic Interventions

- a. Design, in all official languages including sign and Braille, new relevant education and training curricula that takes into account global trends in the fields of: Science, Technology, Engineering, and Mathematics;
- b. Review the vocational training programme to respond to local resources in order to contribute meaningfully to the local environment and the community.
- c. Establish accessible infrastructure and retool existing infrastructure whose standards complement the specifications required for effective delivery of the curricula;
- d. Provide career guidance and mentorship (learning from seasoned entrepreneurs), coupled with information on labour market opportunities;
- e. Accelerate the development of technology and innovation hubs that provide professional advice, management tools and pooled physical facilities for youths as this will also increase bank confidence and lead to access to financing.

#### Strategic Area 2: Culture

The National Youth Policy affirms the fundamental importance of culture for the full and integrated development of youth as well as to instill in youth a clear sense of national identity and respect for national principles and values.

##### Strategies for Culture

- a. Place emphasis on youth being knowledgeable about the Constitution so they understand their rights and cultural heritage;
- b. Inculcate among the youth cultural values of “Ubuntu/unhu” through the promotion of the established curriculum which teaches heritage and culture;
- c. Hold intergenerational transmission programmes between the youth and the elderly who are well versed with Zimbabwean diverse cultures. The programmes should be spearheaded by the youth to promote youth participation in cultural activities;
- d. Hold peer to peer culture exchange programmes between youth and youth organisations at the national, regional, continental and international level to promote inter-cultural awareness;
- e. Promote cultural values which are helpful for development;
- f. Strengthen current measures and laws that protect all youth and in particular girls and young women from harmful cultural, religious and traditional practices;
- g. Strengthen links between youth and the media to give voice to youth concerns and perspectives and to promote programmes on Zimbabwean cultures.



### **Strategic Area 3: National Youth Service**

The National Youth Service programme seeks to nurture youth to become responsible citizens who accept realities of life and facilitate their participation in national development and peace building while at the same time achieving personal growth.

#### **Strategies for National Youth Service (NYS)**

- a. Demystify and rebrand National Youth Service whose objectives the youth identify with;
- b. Incorporate ethics and ethical behaviour in the NYS curriculum and impart productive work culture through on the job experiences;
- c. Carry out awareness campaigns to highlight the benefits and relevance of joining the National Youth Service;
- d. Strengthen the capacity of youth in peace-building, conflict prevention and conflict resolution through the promotion of intercultural learning, civic education, human rights education and democracy, the importance of dialogue and cooperation, responsibility, solidarity and international cooperation;
- e. Promote volunteerism among the youth and establish a National Youth Volunteer Corps;
- f. Infuse vocational training entrepreneurship training in the NYS curricula;
- g. Establish an independent body to monitor and evaluate the National Youth Training Programme in order to determine its impact and to periodically review the mandate, nature and form of the service.

### **Thematic Area 2: Employment and Entrepreneurship**

**Thematic objective:** To increase the employment and entrepreneurship opportunities of young people.

### **Strategic Area 4: Youth Employment and Entrepreneurship**

The National Youth Policy recognizes that decent employment and participation in all economic sectors provides sustenance and sustainable livelihood to the majority of youths. It also recognises the role of the youth in attaining an upper middle-income economy by 2030 through business development, innovation and industrialisation.

#### **Strategies for Youth Employment and Entrepreneurship**

- a. Promote career guidance and counselling in both public and private sectors, to assist youth more efficiently in securing employment;
- b. Encourage enterprises to play an active role in the provision of continuous training to young employees and institute an incentive scheme for employers to invest in skills development for youth;
- c. Stimulate internship, mentorship and volunteer opportunities for youths;
- d. Increase the number of incubation hubs and expand their reach to rural areas for youth to develop their innovative ideas into products and services that can be industrialised;
- e. Provide entrepreneurship development support facilities such as access to business finance and start up kits for youth entrepreneurs;
- f. Create an enabling environment for ease of doing business in all sectors of the economy for the benefit of youths;



- g. Regulate the informal economy to prevent unfair labour practices and exploitation of youth;
- h. Design and implement social protection programmes that ensure access to key services and provide safety nets for youth enabling them to enjoy minimal globally accepted standards of health, education, recreation and rehabilitation services;
- i. Promote youth financial inclusion.

### **Strategic Priority Area 5: Promotion of Sport and Arts**

The National Youth Policy recognizes the importance of sport and arts as a fundamental element of the economy in the development of healthy lifestyles and livelihoods for youth in Zimbabwe. Youth play a critical role in social cohesion, image building and nation building through sports and arts.

#### **Strategies for Sport and Arts**

- a. Design, implement and disseminate sport and arts talent search programmes for all youth around the country;
- b. Put in place adequate accessible infrastructure and services in rural and urban areas for all youth to embrace and develop their sporting and artistic talent;
- c. Design, implement and place equal importance on examinable sport and arts curricula to be incorporated into the current school curriculum;
- d. Provide platforms for interaction and partnerships between the sports, recreation and arts entertainment sector and youth in schools, out of school, unemployed youth, and youth in rural areas;
- e. Industrialise the sports and arts sector and raise awareness in both the youth and the nation to the importance of sports and arts as a source of livelihood for youth.

### **Thematic Area 3: Youth Governance and Participation**

**Thematic objective:** To empower youth to participate and lead the development of the nation.

### **Strategic Area 6: Youth Governance and Participation**

Youth empowerment is the creation of an enabling environment for the youth to have the freedom to choose, to participate in and take decisions in matters affecting them and be ready to accept the consequences of their decisions. Empowerment enables the youth to be active participants in both the process and product of development. It has a democratizing impact. The National Youth Policy affirms the right of youth to involve and meaningfully and peacefully participate in national political, economic and social processes.

#### **Strategies for Youth Governance and Participation**

- a. Provide for an enforceable 25% youth quota in all social and economic facilities in agriculture, mining, commercial, tourism and industrial sectors including in procurement for the public sector.
- b. Provide all youth, with the necessary education, information and skills for their effective social, economic and political participation;
- c. Include youth representatives as part of delegations to national, regional and international youth meetings and sessions;
- d. Promote and implement youth exchange programmes at all levels;
- e. Strengthen the capacity of youth in peace building, conflict prevention, and conflict resolution;





## **Strategic Priority Area 7: Youth in Diaspora**

The National Youth Policy recognizes that youth migration is a complex phenomenon which affects youth in many ways. Youths in foreign lands have vulnerabilities and are excluded in national discourse despite them having vast potential to contribute to economic development of the country.

### **Strategies for Youth in Diaspora**

- a. Intensify the dissemination of information and promote safe and regular migration;
- b. Maintain existing and negotiate new bilateral agreements with sending and destination countries spelling out shared responsibilities and obligations with regards to migration;
- c. Create an environment for decent work for all youth in all economic sectors and promote the return of migrant youth to enjoy their full rights in the country;
- d. Enforce international standards on migration and the rights of migrant workers;
- e. Develop a database for youth in diaspora;
- f. Promote proper documentation of youth in diaspora to encourage their participation in all sectors of the local economy.
- g. Promote the participation of youths in the diaspora in national affairs including sport, arts and culture.

## **Thematic Area 4: Health and Well-Being**

**Objective 1:** Ensure the protection of youth, their health and well-being; improve their physical and mental wellbeing through the provision and access to equitable, safe and sustainable health services; as well as support and maintain safe and healthy environments.

Good health and wellbeing have many individual and national benefits. They lead to greater productivity, a stronger economy, reduced inequalities and less demand for health and social services. Healthy young people are better placed to break the cycle of poverty and contribute to the development of their own communities in the short and long term.

### **Strategic area 8: Youth Health**

- a. Involve youth in identifying their sexual reproductive and health needs and design programmes that respond to these needs;
- b. Strengthen and expand youth-friendly health services, including reproductive health, youth counselling services and life-skills for in and out of school youth in every district;
- c. Promote increased involvement of the private sector and NGOs in adolescent sexual and reproductive health education;
- d. Integrate and expand communicable and non-communicable diseases programming in all youth activities;
- e. Allocate adequate financial, human and other resources to youth health;
- f. Institute comprehensive preventative measures and curative programmes to control consumption of tobacco, alcohol, drug and substance abuse;
- g. Provide technical and financial support to build institutional capacity of youth serving organizations and teachers addressing youth health concerns;



- h. Strengthen education programmes engaging youth as peer educators and information deliverers on adolescent and youth sexual and reproductive health and rights, communicable and non-communicable diseases;
- i. Promote norms for family planning, responsible sexual behaviour and equal involvement of both males and females in sexual and reproductive health;
- j. Translate important health information into vernacular languages, sign languages and Braille;
- k. Promote physical and psychological recovery and social reintegration of youth in contact and conflict with the law;
- l. Provide appropriate programmes aimed at improving the mind set of all youth in order to eliminate all forms of gender discrimination amongst the youth;
- m. Intensify programmes that raise youth awareness on gender -based violence and the facilities available to assist survivors of gender -based violence.

### **Strategic Priority Area 9: Recreation**

- a. Develop a comprehensive database for wide dissemination of recreational facilities and youth centres available throughout the country;
- b. Re-equip recreational facilities and youth centres to meet acceptable standards for youth to fully utilise them;
- c. Protect open spaces, public parks and recreational centres.

### **Strategic Priority Area 10: Youth and Protection of the Environment**

The National Youth Policy affirms that the deterioration of the natural environment is one of the principal concerns of youth worldwide as it has direct implications for their well-being at present and in the future.

#### **Strategies for Youth and Protection of the Environment**

- a. Integrate environmental education and training into school curricula and youth training programmes;
- b. Encourage and assist youth organizations to initiate and develop youth exchange programmes in order to share experiences and gain knowledge on emerging environmental issues;
- c. Strengthen participation of youth in the protection, preservation and improvement of the environment with a special focus on climate change adaptation;
- d. Promote youth participation in tree planting, forestry, combating of desert creep, waste reduction, recycling and other sound environmental practices;
- e. Involve youth in designing and implementing appropriate environmental policies and programmes;
- f. Disseminate information on environmental issues
- g. Protection of the environment in young people's livelihoods and entrepreneurship activities.

### **CROSS CUTTING STRATEGIC AREAS**

- i. Gender mainstreaming
- ii. Inclusivity
- iii. Information Communication Technology
- iv. Data and Research
- v. Youth coordination and mainstreaming



## Gender Mainstreaming

The National Youth Policy is desirous of ensuring fairness and equity so that young women and men can participate on an equal basis in decision-making and in developing a better society. On this important aspect the Policy will be informed by the National Gender Policy that provides a comprehensive framework for action and seeks to enhance value and effectiveness of various actors in addressing gender equality and equity.

### Strategies for Gender Mainstreaming

- a. Guarantee universal and equal access to all levels of education and skills training for both male and female youth;
- b. Ensure that youth are able to participate equally at all levels of social, economic, political, cultural, and governance levels;
- c. Provide appropriate programmes aimed at improving the existing mind set of all youth in order to eliminate all forms of gender discrimination amongst the youth;
- d. Intensify programmes that raise youth awareness on gender -based violence and the facilities available to assist survivors of gender -based violence;
- e. Provide for and intensify the reach of platforms for youth to report gender- based violence against them and access to legal and rehabilitation services;
- f. Promote and strengthen the role of the family and community in improving the status of youth;
- g. Provide information and programmes to make girls and young women aware of their rights and opportunities to participate as equals in national issues;
- h. Support and strengthen existing efforts by non-state actors in their efforts to promote the gender equality provisions as provided in the Constitution.

## Information Communication Technology

The National Youth Policy recognizes the centrality of information communication technology to the full development and empowerment of youth in Zimbabwe. It is largely informed by the Information and Communication Technology Policy.

### Strategies for Information Communication Technology

- a. Intensify the production of all policy documents and their dissemination to youth in all official languages, including sign language and braille;
- b. Modify education and social systems to meet the new challenges of the ICT age;
- c. Promote ICT education and skills development and empowerment among youths with emphasis on modern technology to youth in rural areas, poor urban areas and youth living with disabilities;
- d. Promote State, Private Sector and NGO partnerships and interaction in harnessing the use of all vehicles of modern Information and Communication Technology among the youth;
- e. Increase the number of innovation hubs and special economic zones that mobilise youth creative potential to use and develop modern technological innovations;
- f. Stimulate youth entrepreneurship in ICT and foster technology- based start-up business;
- g. Encourage engagement of youth in the development of basic technological database systems for all Government offices.



## Data and Research

The National Youth Policy recognizes the primacy of research, data and information management and dissemination for comprehensive development, empowerment of youth and their full integration in national affairs.

### Strategies for Data and Research

- a. Promote the collection, analysis, dissemination and use of socio-economic and demographic data on youth development and empowerment, in particular data pertinent to the implementation of this Policy;
- b. Ensure that data collected on youth are analyzed, availed in easy to read formats and desegregated by age, sex, disability, employment, geographical area and other attributes;
- c. Promote relevant policy-oriented research on key youth issues;
- d. Establish and continuously update statistical databases and information systems on youth development;
- e. Meaningfully involve all youths in the planning, generation and dissemination of data;
- f. Promote a culture of reading and seeking information among youth;
- g. Promote the exchange of ideas and information on regional and international youth issues.

## Youth Coordination and Mainstreaming

The National Youth Policy recognizes the demographic significance of youth and the need to integrate the youth voice at all levels. Youth mainstreaming entails youth concerns and experiences are an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that youth benefit equally.

### Strategies for Youth Coordination and Mainstreaming

- a. Ensure the wide dissemination of the National Youth Policy in all official languages;
- b. Provide funding for youth desks so they design and implement youth interventions in line with the National Youth Policy;
- c. Strengthen youth development and empowerment coordination structures at all levels;
- d. Build youth analysis/planning expertise in the different sectors in Government to influence sector plans;
- e. Coordinate all Ministries, development partners and private sector to collaborate and consolidate efforts addressing youth matters.

## Inclusivity

The National Youth Policy has deliberately upheld the practice or policy of including people who might otherwise be excluded or marginalized, such as youth with disabilities, youths raised in children's homes, youths in conflict with the law, youth who dropped out of school, youth living in the streets and youths from minority groups.

### Strategies for Inclusivity

- a. Public buildings, public transport and institutions of learning are made accessible;
- b. Make provisions for preferential treatment of youth in disadvantaged situations to participate and benefit from provisions of the National Youth Policy and all other Government policies and programs;
- c. Reserve positions for participation and leadership to youth from disadvantaged backgrounds.





# 7. RIGHTS AND RESPONSIBILITIES OF YOUTH

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All young men and women should enjoy the citizenship rights, responsibilities and obligations as outlined in the Constitution of Zimbabwe (2013). Furthermore, all young people irrespective of their gender, socio-economic status, ethnicity, geographic location or disability should be oriented to internalise the fact that rights thrive best with responsibilities. Every young person shall have responsibilities towards his family and society, the State, and the international community.

These rights have already been adopted across the region through Article 26 of the African Youth Charter and are articulated as follows:

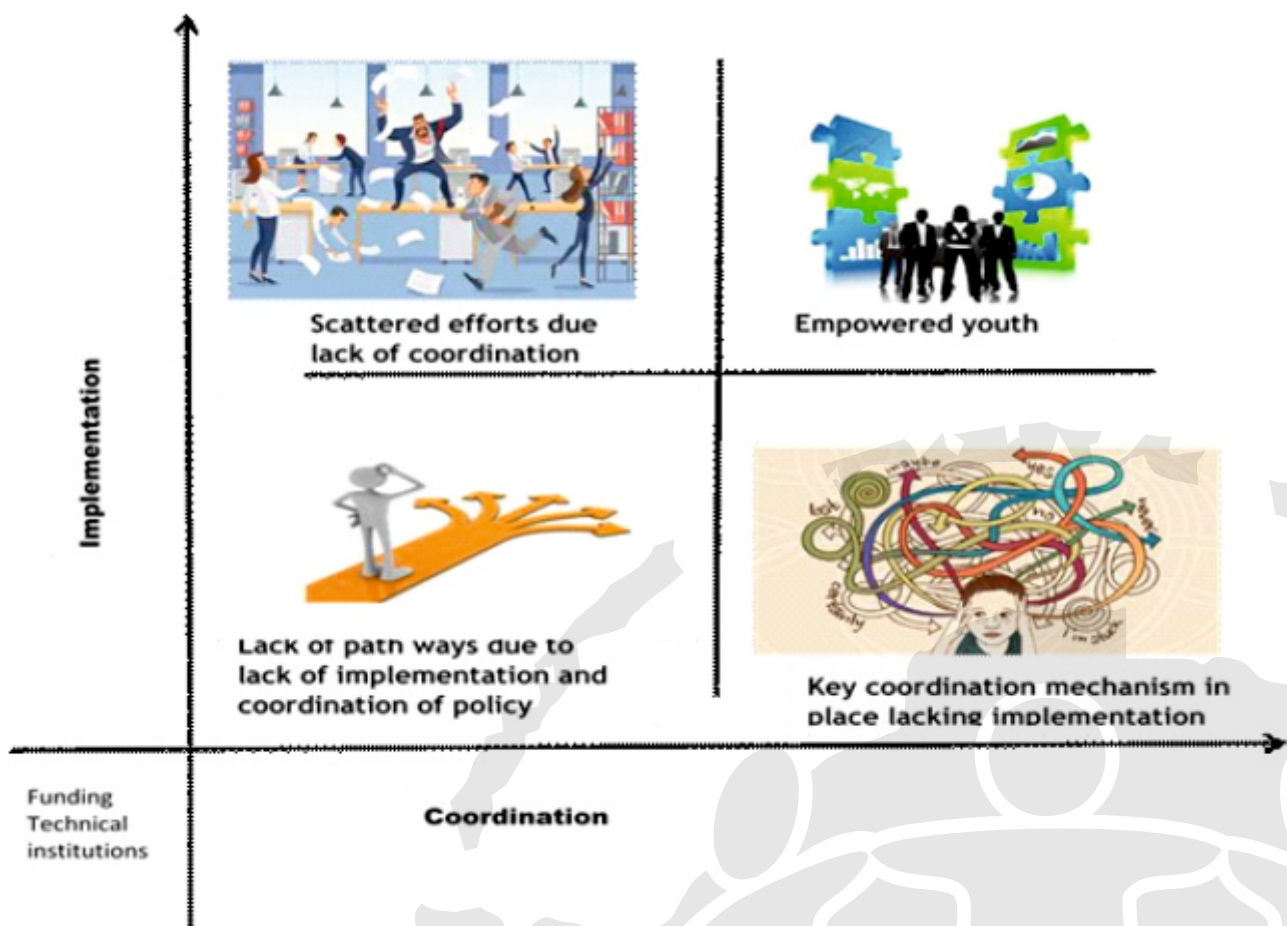
- a. Become the custodians of their own development;
- b. Protect and work for family life and cohesion;
- c. Have full respect for parents and elders and assist them anytime in cases of need in the context of positive African values;
- d. Partake fully in citizenship duties including voting, decision making and governance;
- e. Engage in peer-to-peer education to promote youth development in areas such as literacy, use of information and communication technology, HIV/ AIDS prevention, violence prevention and peace building;
- f. Contribute to the promotion of the economic development of States Parties and Africa by placing their physical and intellectual abilities at its service;
- g. Espouse an honest work ethic and reject and expose corruption;
- h. Work towards a society free from substance abuse, violence, coercion, crime, degradation, exploitation and intimidation;
- i. Promote tolerance, understanding, dialogue, consultation and respect for others regardless of age, race, ethnicity, colour, gender, ability, religion, status or political affiliation;
- j. Defend democracy, the rule of law and all human rights and fundamental freedoms;
- k. Encourage a culture of voluntarism and human rights protection as well as participation in civil society activities;
- l. Promote patriotism towards and unity and cohesion of Africa;
- m. Promote, preserve and respect African traditions and cultural heritage and pass on this legacy to future generations;
- n. Become the vanguard of re-presenting cultural heritage in languages and in forms to which youth are able to relate;
- o. Protect the environment and conserve nature.



## I. IMPLEMENTATION AND COORDINATION MECHANISMS

The effective implementation of the National Youth Policy depends on a sound implementation matrix with active political, administrative, financial and technical support. The implementation matrix will also be used as tool for tracking progress of the achievements of the National Youth Policy. The implementation matrix was developed with the involvement of key stakeholders. Monitoring and evaluation will be conducted annually to check progress. Youth mainstreaming, will require deliberate effort to strengthen operational linkages between Government structures and other stakeholders.

Figure 2, NYP Implementation and Coordination



# 9. KEY YOUTH DEVELOPMENT INSTITUTIONS

The key youth development institutions, their roles and responsibilities are detailed in the table below:

INSTITUTION	ROLES AND RESPONSIBILITIES
<p><b>Ministry of Youth, Sport, Arts, Recreation.</b></p>	<p>Design and implement youth development Interventions and programmes            Coordinating and supervising the implementation of the National Youth Policy;            Coordinating the development of the implementation matrix for the National Youth Policy;            Coordinating the development of a Monitoring and Evaluation Framework;            Coordinate the production of the Status of Youth Reports.            Coordinating the activities of the multi-sectoral partners in the implementation of the National Youth Policy;            Resource mobilisation.</p>
<p><b>Zimbabwe Youth Council</b></p>	<p>The Zimbabwe Youth Council (Z.Y.C) is a quasi - Government institution which was established by an Act of Parliament – The Zimbabwe Youth Council Act [Chapter 25:19]            The mandate of the youth Council is clearly outlined in section 3A of the Zimbabwe Youth Council Act as follows: to co-ordinate, supervise and foster the activities of national associations and clubs;            and to ensure the proper administration of national associations and clubs;            And to participate in national and international youth activities;            and to advise the Government on the needs of youth;            and with the approval of the Minister, to undertake projects designed to create employment for young people, including fund-raising, marketing and trading activities.</p> <p>To this end the Zimbabwe Youth Council aims to:            Initiate, design, coordinate, evaluate and monitor all programs working to integrate and mainstream young people into the economy and communities of Zimbabwe;            Advocate for the promotion of a uniform youth mainstreaming approach by all Government departments and other stakeholders;            Design, establish and coordinate annual national priority programs for youth development;            Advocate and Guide efforts and facilitate youth economic participation and empowerment programs in all the sectors.</p> <p>All these should be in line with the Zimbabwe Youth Council Act (25:19).</p>



<b>INSTITUTION</b>	<b>ROLES AND RESPONSIBILITIES</b>
<p><b>All line Ministries and Government Institutions</b></p>	<p>The effective implementation of this policy depends on optimizing inter-Governmental relations between national, provincial and local Government. All spheres of Government need to work alongside the youth to:</p> <ol style="list-style-type: none"> <li>Involve them in planning and decision making;</li> <li>Build connections between the youth, national priorities and local communities;</li> <li>Ensure sector policies are responsive to the national youth policy and providing technical assistance in mainstreaming youth issues in the planning, budgeting, programming, monitoring and evaluation;</li> <li>Maintenance of functional youth desks;</li> <li>Work closely with multi-sectoral stakeholders on implementation of National Youth Policy.</li> <li>Treasury support towards implementation of the NYP.</li> <li>Monitoring progress towards implementation and achievement of the goals and strategic priority areas in the national youth policy;</li> </ol>
<p><b>Parliament of Zimbabwe: Relevant Parliamentary Portfolio Committees</b></p>	<ol style="list-style-type: none"> <li>Supporting the implementation of the NYP by engaging in parliamentary debates and passing relevant bills required to achieve the goals of the NYP;</li> <li>Providing legislators with a forum for discussing matters affecting youth in the country;</li> <li>Taking a leading role in championing effective participation of youth in parliament;</li> <li>Supporting in Parliament requests for resource mobilisation efforts;</li> </ol>
<p><b>Development Partners/ Inter-Governmental Agencies/ Civic Society and business Organisations</b></p>	<ol style="list-style-type: none"> <li>Collaborating with the Ministry of Youth, Sports, Art and Recreation, other relevant Ministries, civil society and the private sector on matters on mainstreaming youth in national activities;</li> <li>Supporting some of the budgetary requirements for the implementation of the National Youth Policy;</li> <li>To support with technical and financial resources towards implementing National Youth Policy.</li> </ol>





# 11. MONITORING AND EVALUATION

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It is essential to Monitor and Evaluate the success of the National Youth Policy in order to understand the impact of the Policy and to determine future interventions for the youth of Zimbabwe. Timely and periodic monitoring and evaluation shall be undertaken by the Ministry of Youth, Sport, Arts and Recreation in collaboration with key implementing institutions using agreed activities and indicators of the National Youth Policy Action Plan.

With the Implementation Matrix in place, youths, youth groups, associations and key institutions implementing the National Youth Policy shall be encouraged to develop in-house monitoring and evaluation capacities.

Monitoring and Evaluation still remains the single most difficult challenge for the public sector, however with the new policy and the accompanying Implementation Matrix, it is envisioned that priorities and focus in youth development practices will shift.

# 12. POLICY REVIEW

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The National Youth Policy shall be reviewed every five (5) years or as and when necessary in order for it to remain relevant to changes in the situation of youth and their related strategic priorities.

Reviewing will enable Government and key stakeholders to take stock of key achievements and challenges, and refocus the priorities for youth going forward





# NATIONAL YOUTH POLICY 2020-2025



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SPORT, ARTS AND RECREATION





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