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| **African Network for the Prevention and Protection against Child Abuse and Neglect (ANPPCAN)-Zambia** |
| **Country Strategic Plan 2012-2015** |



**Protecting children, securing their future**

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It is our right to live in a safe and secure environment!

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**Message from our Chairperson**

or the first time, our organization, the African Network for the Prevention and Protection against Child Abuse and Neglect (ANPPCAN Zambia), has produced its Country Strategic Plan that carries and guides our mandate to contribute towards our responsibility to promote the rights and protection of children in Zambia for the period 2012 to 2015.

The Country Strategic Plan summarizes our priorities and sets out a series of programs and projects that we believe will help to make Zambia a country fit for our children who should be able to realize their full potential. In particular, this plan addresses the question of how ANPPCAN Zambia will bring about change that will impact positively on children’s rights and protection. But the heart of our mission, our integrated mandate, means that we will act across all the areas for which we are responsive for promoting fairness through policy and local structural changes that benefit the children in Zambia. Within our capacity we will tackle specific issues of child rights and protection policy and practices that negatively affect all children in Zambia regardless of their mental, physical and social status.

There can be no fair society if age, disability, race, religion and belief, sexual orientation and gender reassignment, HIV & AIDS, child labour, illiteracy, and economic background remain as markers of disadvantage; and there can be no lasting or deep-rooted progress for disadvantaged groups, like our disadvantaged children, unless we collectively make a robust case for fairness and dedication to duty. In delivering this plan we will not be working alone. In light of this, we already have many networks at different levels, who share our dedication to equality, good relations and human rights, and whom we consider vital to work in close collaboration with. We will also continue to collaborate with government which has the constitutional mandate and international obligation in safeguarding the rights of children.

I would like to thank all of the people who took part in our consultation and offered us their insights, evidence, experience and ideas. Without those contributions we simply would not have been able to develop a plan which is directed at the right targets and which may work in the real world. The people who were involved in this process came from a variety of backgrounds - private, public service, civil society, the voluntary and community sector, academia - and they represented the interests and concerns of the full diversity of children in Zambia. Most are engaged in the day-to-day work of advancing equality and human rights. I cannot overstate the debt ANPPCAN Zambia owes to those working on the frontline; the volunteers and traditional leadership - both for that daily work and for bringing their expertise to bear on the development of our strategy.

In the coming 4 years we intend to capitalize on the relationships we have been building with people, organisations, and funding agencies and above all, the government of the Republic of Zambia. In this way, we will find more ways to secure the expert advice of many in our specific and overall decision-making. The hard work of delivering this strategy can only succeed with involvement of the widest possible coalition. I hope and believe that our plans match that ambition.

I sincerely thank Save the Children Sweden and other cooperating partners for the financial and technical support towards the development of this Strategic Plan, which said plan will shape and guide ANPPCAN Zambia in pursuit of lobbying and advocating for a society that brings hope and security to every Zambian child.

Mrs. Maimbo S. Ziela ..............................................................................................................................  
**Board Chairperson**

**Abbreviation and Acronyms**

ACRWC: African Charter on the Rights and Welfare of the Child

AIDS: Acquired Immune-Deficiency Syndromes

ANPPCAN: African Network for the Prevention and Protection of Children against Abuse and Neglect

BCC: Behavioral Change Communication

CBO: Community Based Organization

CRC: United Nations Convention on the Rights of the Child

ECCD: Early Childhood and Care Development

EU: European Union

HIV: Human Immune-deficiency Virus

ICT: Information & Communication Technology

IEC: Information and Education Communication

ILO: International Labour Organization (of the United Nations)

KNH: Kindernothilfe

NGO: Non-Governmental Organization

PME: Program Monitoring & Evaluation

RH: Reproductive Health

SCS: Save the Children Sweden

WFCL: Worst Forms of Child Labour

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**Executive Summary**

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his ANPPCAN Zambia’s Country Strategic Plan covers the period from 2012 through to end of 2015. It responds to the challenges and opportunities that children face in Zambia, builds on ANPPCAN Zambia‘s experiences, lessons learnt, and reflects a more rights-based approach to ANPPCAN Zambia’s work that is consistent with its overall mandate. With particular attention to the views and concerns of children, a wide range of stakeholder consultations informed this proposed strategy.

Our child-focused situation analysis highlights the legal and institutional framework, social and economic gaps in the rights and protection of children in Zambia. Violence and abuse of children is widespread. Family, community and school environments frequently fail to provide the protection and care to which all children are entitled. There are approximately 1.3 million children working in Zambia, and many of them work in hazardous jobs that include prostitution.

ANPPCAN Zambia has developed a focused programme response that clearly targets the rights and protection of children. With support of duty bearers and stakeholders, our goal is to work with children and communities to help them understand and claim their rights. Simultaneously, with an emphasis on accessible mechanisms, effective voices and accountability at all levels, we will work with and lobby duty bearers and ensure they fulfill their obligations and are held responsible for their actions.

Partnerships and alliances will allow us to reach and impact the lives of more children. We intend to build the strength and capacity of community-based organisations, traditional structures and coalitions, and achieve sustained rights and protection of children. Our advocacy work will explore effective means to amplify the voice and aspirations of children, and bring their concerns to bear on policy makers and other key stakeholders.

ANPPCAN Zambia has articulated 5 country strategic goals and priority areas for the next 4 years:

**i. Rights of children, as outlined in the UN CRC, Zambian constitution and other relevant instruments, are promoted, recognized and upheld;**

**ii. Enhanced child-friendly national policies and corporate social responsibility;**

**iii. Enhanced evidence-based advocacy and result oriented service design and delivery for children rights and protection interventions;**

**iv. A children’s environment where impacts of abuse, HIV& AIDS, neglect and other forms of violence are prevented and mitigated;**

**v. Enhanced pre, primary and basic education and livelihood initiatives anchored on low cost existing structures and human resources.**

We will strengthen our capacities; human resource, programme monitoring, evaluation and research functions to improve accountability, and enable our staff, partners and other stakeholders to learn from our work. We will be able to improve our decision making and scale up interventions including the sharing of results with other stakeholders to benefit more children across Zambia.

**1.0 INTRODUCTION**

* 1. **Safeguarding Children**

The African Network for the Prevention and Protection against Child Abuse and Neglect (ANPPCAN) Zambia was established on 29th December 2003 as a local Non-Governmental Organisation (NGO) with Registration No. ORS/102/35/2870. The mandate for its establishment is to facilitate a process of participatory and inclusive engagement with government and local leadership systems with respect to policies, programmes and traditional norms that affect specific needs of children in Zambia. In the last eight (8) years, ANPPCAN Zambia’s focus and services have evolved and are visible with regards to addressing root causes of violence against children and contribution towards national child protection systems in Zambia. As a result, ANPPCAN Zambia has generated demand from rights holders, duty bearers, informal and formal partner organizations and intermediaries.

Geographically, ANPPCAN Zambia is present in the following districts: Kasama, Mpika, Chinsali and Mazabuka, where ANPPCAN has been implementing a child protection project, (Chongwe) where ANPPCAN has been working on the gender, livelihood and economic empowerment project and Kafue, Lusaka and Chibombo, where ANPPCAN has been addressing basic needs through early childhood development; basic and high school education; recreation and literacy/reading services. This is also being done in Chongwe. The major areas of focus are:

i. Community based child protection systems through advocacy and capacity building;

ii. Addressing basic needs through early childhood, basic and high school education, recreation and literacy/reading services;

iii. Gender, livelihood and economic empowerment targeting women caring for children in extreme impoverished households; and

iv. Vocational skills training for older children (16-18) years.

To achieve the aforementioned, ANPPCAN Zambia work is guided by international conventions, national laws and policies on children’s rights and wellbeing and internal organizational policies and systems. ANPPCAN Zambia strives to utilize a true child rights programming approach with respect to resource mobilization, child participation, cost effectiveness, efficiency, value for money, tracking and documentation of intervention processes and impact.

This growth and the many levels of direct interaction with children and subsequent levels of interaction with duty bearers whom ANPPCAN Zambia works with requires a Strategic Plan that internalizes and reflects the organization’s capacity, opportunities to respond, to build on achievements, and address challenges and weaknesses to enhance performance, accountability, impact and innovation in the way ANPPCAN works.

It is against this background that ANPPCAN has developed this Strategic Plan for 2012-2015, that aims to clarify our response to the child protection environment. The strategy provides a clear focus of thematic areas that we need to work in, defines our approach and more importantly, it highlights our understanding of how change will happen in order to ensure that children in Zambia live and grow up in an environment that upholds children’s rights, where their participation is valuable and their protection is everyone’s responsibility. The strategy, in many respects, is a practical guide of how ANPPCAN in Zambia will work. In this effort, ANPPCAN Zambia, therefore, has endeavored to develop a responsive and realistic Strategic Plan that will reflect the current realities and future trends with respect to children’s rights. This strategic plan is hoped to be identified with the organizational core thematic areas and contexts for practicality, monitoring, evaluation, sustaining impact and ownership.

**1.2 Who we are and where we are coming from**

The African Network for the Prevention and Protection against Child Abuse and Neglect (ANPPCAN) Zambia is a local Non-Governmental Organization (NGO) committed to promotion and protection of rights of children in Zambia. ANPPCAN Zambia is part of a continental network of organizations-ANPPCAN Africa, with chapters in more than 27 African countries and its Head Office is in Nairobi, Kenya. ANPPCAN Zambia was established in 2003 with support from the Ministry of Sports, Youth and Child Development (MSYCD), which has remained as one of the many government partners together with Ministries of Labour, Education, Home Affairs, and Community Development and Social Services, among others.

Since its establishment, the network has collectively achieved a number of international, national and community advocacy and policy initiatives such as contribution to the development of the African Charter on the Right and Welfare of a Child (ACRWC), hosting international conferences to share good practices on how governments, private sector, researchers/academia, development agencies, NGOs, traditional leaders, churches, parents, teachers and children may contribute towards creating an environment conducive for children.

ANPPCAN-Zambia is a membership organization established by a multi-disciplinary team of professionals and currently has a membership of over **100** members from a cross-section of professions.

The organizational structure of ANPPCAN-Zambia includes a General Assembly of Members, Management Board of 7 members and a Secretariat headed by an Executive Director. The Secretariat of ANPPCAN-Zambia has a Program Unit, Finance Unit, Information and Database Unit and Project Offices spread in project districts for easy coordination and monitoring of programs in operation communities. In addition, ANPPCAN-Zambia has a National Head Office in Lusaka.

ANPPCAN-Zambia has a staff establishment of ten (10) qualified staff at the secretariat, 8 skilled staff and more than 40 volunteers at field level.

**1.3 Key Achievements since 2004**

Some of the initiatives and achievements that ANPPCAN Zambia has undertaken since its inception are indicated hereunder.

i. Setting up low cost and sustainable community based child protection systems and structures at district and community levels in Kasama, Mpika, Chinsali and Mazabuka districts.

ii. Since 2011, ANPPCAN Zambia has established district coordinating offices in Mazabuka, Kasama, Mpika, Chinsali and Chongwe to increase organizational delivery capacity, and move closer to rights holders for ease of overall achievement of objectives and coordination with policy makers, duty bearers and rights holders (children).

iii. Annually, close to **400** cases of violence against children are identified, followed up and either resolved within communities and/or reported to the law enforcement agencies by community based child protection structures in 24 project communities in 3 project districts (Chinsali, Kasama and Mpika).

iv. Each year, ANPPCAN Zambia participates and coordinates national annual policy advocacy activities[[1]](#footnote-1)aimed at generating interest of policy makers, private sector, teachers, parents/guardians and children to take active roles in creating supportive environments fit for children.

v. ANPPCAN Zambia undertakes specific interventions targeting traditional leaders to lobby their support to integrate child protection issues into traditional leadership especially reforming cultural values and norms that affect the rights of a child and those in conflict with national laws, and international conventions in which Zambia is a State party.

vi. Equally, working with traditional leaders ANPPCAN Zambia seeks to nurture and scale up inherent positive cultural practices and norms such as extended family safety nets and community solidarity that promote rights of children.

vii. Supporting at least **500** children withdrawn from worst forms of child labour and those affected by HIV-AIDS by re-integrating them back into school educational systems.

viii. Supporting **100** children aged **16-18** years withdrawn from worst forms of child labour and those affected by HIV&AIDS with vocational skills and apprenticeship training.

ix. Supporting **100** economically deprived women caring children supported with education with livelihood support to acquire business management skills and start-up capital to build wealth in order to meet education, nutritional, health and other basic needs of children and households.

x. Facilitate gender and women empowerment through Self-Help Group savings approach. This approach is founded on mobilisation of capital through membership savings which they lend to one another at collectively agreed interest rates. In this way, women are able to access collateral free credit and also building their investments through interests earned. Currently, at least **30** Self-Help Groups with a total membership of **600** are benefiting from this economic empowerment intervention in Chongwe rural.

xi. Providing recreation and literacy services to at least **1,200** children in 3 community centres in Kalikiliki compound, Chibombo and Rufunsa

**2.0 THE REALITY OF CHILDHOOD-ZAMBIA**

**2.1 Key child rights and protection issues**

Child abuse and violence is endemic in Zambia, affecting thousands of children. It manifests itself in various forms including corporal punishment, degrading treatment, property grabbing, sexual and psychological abuse, neglect and child labour. It may happen in the silent confines of the home or in the noisy environment of a school and general public places.

Violence against children in the home includes physical punishment, sexual and psychological abuse, neglect, child labour and discrimination based on gender or disabilities. In schools, children still experience physical and humiliating punishment, sexual and gender-based violence, bullying, and gang violence. Corporal punishment against children is too often socially accepted and viewed as a form of ‘discipline’, and in many communities cultural and social norms are not sufficiently protective or respectful of children. Violence against children is frequently under reported in Zambia due to prevailing cultural norms, for instance, a traditional community’s refusal to acknowledge the existence of such incidences which it may consider to be embarrassing like cases of rape, defilement and incest. In Zambia, 30% of boys and 31% of girls, aged between 13 and 15 years, answered in the affirmative when asked if they had ever been physically forced to have sex[[2]](#footnote-2). Abuse includes widespread cases of lack of parental care and neglect.

As a result of experience of violence and abuse, children grow with fear, hate, and insecurity. This has a bearing on their emotional and social development and contributes to long-term emotional trauma. The reality of violence is likely to foster an environment where children are at higher risk of early sexual activity because they lack adult protection and have little access to information about their sexual health. Studies in Zambia highlight the importance of supportive peers and family for young people at risk of HIV and AIDS[[3]](#footnote-3).

Major factors contributing to this situation include negative traditional child-rearing practices coupled with limited knowledge on rights by parents and caregivers. Poverty also pushes many parents and households into distress, leading to the collapse of parental care and support systems. Physical or psychological disabilities can also leave certain children more exposed to harm and abuse, including sexual abuse, particularly for girls whose status is rarely recognized or supported.

Child labour is both a cause and consequence of poverty and dissipates a nation’s human capital, impeding education, particularly for girls. The worst forms of child labour (WFCL), including prostitution and trafficking, which again mostly affect girls, are also a cause and consequence of the HIV and AIDS pandemic. 46% of child labourers are usually aged between 10 and 14 years. Child labour is found in various industries including agriculture, forestry and fishing in rural areas and mining, manufacturing and construction in urban areas[[4]](#footnote-4). Poverty is a key driver as indicated by 20% of children who said that their families’ living standards would decline if they stopped working and 8% stated that their families would not survive if they stopped working whilst about 64% of working children aged 10-14 years were reported to work away from home[[5]](#footnote-5). All these situations make children more vulnerable to abuse.

As described earlier, violence and exploitation remain a harsh reality in the lives of many children and youth in Zambia. Some children are forced to work under harmful conditions, while others face sexual and physical abuse in their homes, in their schools, and in their communities, often from the adult entrusted with their care. Other children are forced to marry against their will. Children in such circumstances are experiencing fundamental infringements of their human rights, and suffering physical and psychological harm that has far-reaching and sometimes, irreparable effects. Much of this violence is either hidden or is not usually considered as an act of violence, especially when the abuser sees nothing unusual or wrong with it.

Poverty has by far emerged as the significant catalyst for abuse in the family. The widespread lack of knowledge on human rights coupled with harmful and inhibitive cultural values and practices are major drivers contributing to exploitation and abuse. This includes household stress driving children to work or to be in conflict with the law.

Child abuse and neglect has numerous consequences and implications. Sexual exploitation inhibits a child going to school, and might lead to sexually transmitted infections, early and unwanted pregnancies, child marriage and loss of childhood and maternal death or injury.[[6]](#footnote-6) Child and adolescent sexual abuse is common and poses a serious challenge in Zambia. With alarming rate of child sexual abuse by family members or somebody close to them, girls are more at risk, especially when orphaned and living in an extended family. Such abuse often remains hidden by the family and the victim forced to stay silent.[[7]](#footnote-7) 42% of girls in Zambia are married before they are 18 years old of which 49% are in rural areas.[[8]](#footnote-8) Married girls are less likely to complete primary school and approximately 60% of 15-17 year old and married young persons, especially females are illiterate. The younger the bride, the larger the age difference tends to be between husband and wife.[[9]](#footnote-9) Child marriages violate girls’ rights, truncate their childhood, and are frequently denied a say in the choice of their partner and timing of marriage. Moreover, there are a number of social, health and economic disadvantages associated with child marriages. Many girls are forced into marriage against their wish and are too young to make an informed decision.

Widespread poverty, as highlighted earlier, underlies this situation which denies children, adolescents and young people the opportunity for self-determination and fulfillment. Other contributory factors include inhibiting cultural practices, particularly a lack of recognition of the positive contribution that children and youth can make to community processes. Negative cultural practices and poor economic status of women prevent them from demanding safer sex.[[10]](#footnote-10)

Nearly all children are not being accorded an opportunity to be ‘heard’ or given a platform to offer suggestions and opinions. Out-of-school children do not have as many opportunities to participate, and in-school children’s activities are typically teacher-led. According to deep rooted cultural norms in most communities in Zambia and Africa, children are expected ‘to be seen and not be heard’ in the presence of adults and to participate only when asked. This is more so for girls than boys.[[11]](#footnote-11)

The perception of children to be first properly trained and supervised by adults if they are to later in life fully participate, deprives them space to meaningfully participate to shape their destiny. As a result, many children lose out on knowledge, skills and resources they might have gained from positive child-adult relationships. Knowledge about children’s rights by both children and adults is limited. Hence, their concerns, problems and possible solutions are not being heard and considered.

**3.0 HOW DUTY BEARERS AND STAKEHOLDERS HAVE RESPONDED**

**3.1 International Situation and Trends – The State’s response**

At international level, most governments, including Zambia, have approved the relevant international and regional human rights instruments pertaining to children, including the United Nations Convention on the Rights of the Child (UNCRC, 1989) and the African Charter on the Rights and Welfare of the Child (ACRWC, 2002). Most of the countries are also showing an increasing movement to domesticate or translate the provisions of the conventions into action at national and local levels. However, child protection remains fragmented, uncoordinated and tends to focus on issue-based programming. It has also been found that efforts to address violence against children are frequently reactive and focus on symptoms and consequences and not causes, with insufficient resources being allocated. Most governments in Africa, particularly the Southern African region are all publicly committed to children’s involvement in all aspects of the National Child Protection Systems which unfortunately Zambia does not practically have in place. However, the mechanisms to ensure its practical attainment and in a meaningful way still require policy engagement by non-state actors.

**3.2 National Situation and Trends – The State’s response**

Zambia does not have a child protection framework and previous attempts to address child protection have yielded little results. The country developed its first National Plan of Action for Children in2005that went largely unimplemented and although efforts have been made to develop another plan, this has remained incomplete over the last few years. Zambia has signed and ratified many of the key international and regional instruments such as the United Nations Convention on the Rights of the Child (UN CRC; signed in 1990 and ratified in 1991), the African Charter on the Rights and Welfare of the Child (ACRWC; signed in 1992 and ratified in 2008).However, Zambia has not fully domesticated these instruments, with piecemeal legislation and policies enacted to address specific challenges. With regard to reporting on the UNCRC, Zambia has only submitted an initial state party report (in 2002) to the UN since it ratified the UNCRC.

The Zambian government enacted the National Child Policy in 2006and National Child Labour Policy in 2010. Other efforts to address child protection have been in the form of revisions to the penal code in 2005 which stiffened penalties for perpetrators of child sexual abuse.

Other problems relate to the definition of a child. The child policy, in line with the CRC, describes a child as any person below the age of 18, however, legal age of marriage is set at 16 years. Such inconsistencies in the definition of a child are prevalent in various pieces of legislation, making upholding of children’s rights difficult[[12]](#footnote-12).For instance, the 1991 Constitution of Zambia entrenched some of the basic rights for children and protected children from neglect, cruelty and exploitation. However, the 1996 Constitution did not include socio-economic rights and the rights of women and children in the Bill of Rights. Stakeholders are now waiting for the adoption of the Constitution being developed, which will hopefully have greater alignment with international obligations.

In addition, some laws are outdated and legislation on children is not harmonized. The Zambia Law Development Commission has made recommendations to the Ministry of Justice, who are now drafting new legislation. There are critical gaps to harmonize national laws and policies in line with these instruments.

However, despite this encouraging progress, national commitments to protect the rights of children are often not enforced largely due to three main reasons:

* There is ***lack of genuine political will to coordinate relevant institutions*** that should ensure consolidated programs and interventions for a coherent child-focused strategy;
* There is an ***absence of government will on domesticating and implementing the UNCRC***; and
* The legislative framework indicates that there is a number of ***ambiguous and constitutional derogations*** that make various rights and freedoms of children not legally enforceable in any court of law, tribunal or administrative entity.

Cultural norms and values also impact negatively on children and contribute to the culture of abuse of children. For instance, the problem of corporal punishment has persisted, even though various pronouncements have been made to ban corporal punishment in schools, and a precedent set in the legal case of *Banda v. The Attorney Genera*l[[13]](#footnote-13)where it was ruled that corporal punishment was illegal, corporal punishment continues to be practiced in schools, and many parents ‘beg’ teachers to ‘discipline’ children. Discussions on eliminating corporal punishment within homes have been highly emotional and rejected by policy makers. There is very limited awareness amongst adults of alternative and non-violent methods of child discipline. For instance, in terms of child protection, Zambia ranks 22 out of 52 in the index ranking of child protection in Africa.[[14]](#footnote-14).

In a study done on corporal punishment of children in the home and in school, it was revealed that within a two week period, 23.8% of the children interviewed reported being hit by the hand and 24% being hit by an object in the home. In schools 32% of the children reported being hit by the hand and 38.2% reported being beaten with an object[[15]](#footnote-15). It is unfortunate from these study revelations that the school with its ‘more educated’ teachers is a worse perpetrator of corporal punishment than parents and guardians at home. Corporal punishment of children seems to be generally accepted and a deep rooted practice to ‘discipline’ children. This is a clear indication that additional steps need to be taken to adequately protect children. There is an absence of a solid National Child Protection System in Zambia as there is not one coordinated programme of action. However, there are a number of Statutes, systems and policies in place that govern child rights and protection issues. These include Juveniles Act, National Child Policy (2006), National Child Labour Policy (2010), and Educational Policy (1996) which has seen the government’s introduction and implementation of the ‘re-entry policy’ allows re-admittance of girls who become pregnant back into school. This has enabled more girls to continue going to school. The Ministry of Education has been working on a draft Early Childhood Care and Development (ECCD) policy for effective program implementation and monitoring of all programmes among others.

Besides the Zambian Government having amended the Penal Code in 2005 introducing stiffer penalties for those convicted of sexual offences[[16]](#footnote-16), and corporal punishment has been outlawed[[17]](#footnote-17), Victim Support and Child Protection Units have been established within the structures of the Zambia Police Service which address gender based violations and child protection issues respectively. A Child Justice Forum has also been established to bring together government and civil society organizations in the implementation of juvenile justice programmes such as diversion programs. The Child Justice Forum has raised awareness, but needs stronger local level strategies and implementation plans. In an effort to enhance the appreciation of human and child rights, Zambia developed a strategy for human rights education in the school curriculum, including education and sensitization campaigns for children, school authorities, teachers and other caregivers. Unfortunately, budget constraints have slowed its implementation.

**3.3 Non-State Actors’ Response**

The last two decades has witnessed proliferation of Non-governmental and community-based organizations focusing on child rights and protection issues. This has been largely in response to the ever-growing number of orphans and vulnerable children (OVCs) as a result of the HIV and AIDS epidemic and poverty.

Despite Lack of a solid child protection system in Zambia, Civil Society Organizations (CSOs) have collectively lobbied government to put in place laws, policies and programs that protect and respond to the needs of children, including issues of corporal punishment, violence against children, gender based violence and HIV and AIDS. NGO networks continue to campaign against sexual abuse of women and children with the Children In Need (CHIN) coordinating the network of local child rights focused NGOs. The District Committees have been established as a means of accelerating sensitization programmes, coordinating CRC initiatives and to support district and community advocacy support structures.

There is no doubt that CSOs play a key role in the monitoring of the implementation of the CRC and shadow reporting to the Human Rights Committee. Other coordinated CSOs responses include the establishment of a National Child Council, strengthening of the independent monitoring of children’s rights under the Human Rights Commission, and lobbying for the ratification of optional protocols to the Convention on Child Slavery and Trafficking. NGO parallel reports submitted to the Human Rights Committee in 2006 included reports on corporal punishment of children, women's rights and the general status of children in Zambian society.[[18]](#footnote-18) However, despite all these networks, implementation of CSO programs in Zambia is still fragmented and better harmonization is needed to avoid duplication of activities and the heavy concentration of work in urban areas. There is also still need to establish a comprehensive and coordinated national response to issues of children.

**3.4 Community’s Response**

Over the last five years, there has been considerable progress in understanding children’s rights and protection issues in areas where ANPPCAN Zambia has been working. It was noticed in ANPPCAN Zambia’s working areas that a majority of households reported increased knowledge and awareness about child rights.[[19]](#footnote-19) In real terms, this does not necessarily translate into more enlightened attitudes or change of community behaviour towards children’s rights and protection practices. Whilst most of the civil society and community based organizations (CBOs) working on child rights report successes, like ANPPCAN Zambia, they also face similar challenges on scaling up local efforts.[[20]](#footnote-20) Some traditional leaders have taken an active role in promoting gender equity and outlawing child marriages and sexual cleansing in their chiefdoms.[[21]](#footnote-21) However, others continue to perpetuate gender inequalities and adjudicate on matters related to children in ways that contravene child rights and protection.

Poverty and low income have continued to expose children to abuse and sustain conditions that make it difficult for the realization of children’s rights and protection.[[22]](#footnote-22) As noted earlier, many adults have their own beliefs and attitudes on how gender, education, health seeking and child labour can be harmful to children. For programme implementation at a community level, the usual challenge of motivating, retaining and fairly compensating volunteers is ever present in Zambia as elsewhere, and ANPPCAN Zambia will continue to explore the most effective methods of meeting this challenge.[[23]](#footnote-23)

**4.0 SUMMARY OF MAIN LESSONS, STRENGTHS AND OPPORTUNITIES**

There are a number of merits ANPPCAN Zambia has and may have to capitalize on from within, its immediate and wider environment. The following are among the main ones:

* Continued enhancement of organizational capacities and supportive stakeholders have enabled ANPPCAN Zambia to contribute to the establishment and strengthening of child protection mechanisms in its operational areas;
* Improved goodwill of the state to support children issues and the existence of favourable policies and laws regarding children in the country;
* Decentralization; creation and realignment of provinces and districts provide an opportunity for more focused reengagement of ANPPCAN Zambia with the duty bearers and other stakeholders including the community;
* Creation of Ministry of Gender and Child Development;
* Creation of Ministry of Chiefs and Traditional Affairs;
* Numerous encouraging policy pronouncements by the President and government;
* New clause in the chiefs/traditional leadership bill to punish parents & communities not sending their children to school;
* New Gender Act;
* Potential to conduct the mapping of child protection systems and framework;
* Potential to resurrect the National Plan of Action;
* Potential to finalize the legislative audit;
* Synergy of appropriate role of the consortium of child focused NGOs and networks;
* Finalisation of the Constitution and subsequent sensitization of the community about it;
* Relative existence of child protection structures, children’s rights & protection units, children’s clubs, CBOs, activists and volunteers at various levels; and
* Relatively committed community leadership and traditional structures.

**5.0 OUR PROPOSED RESPONSE**

**5.1 Organizational Values, Vision and Mission**

**5.1.1 Values or Operating Principles**

ANPPCAN Zambia adheres to the following core values of the organization in governing all its functions:

* Child and community participation.
* Child rights approach.
* Addressing the immediate basic needs of children while building long term alternatives to realize their rights, particularly protection rights.
* Non discrimination
* Accountability and transparency

**5.1.2 Our Vision**

A commitment to the full implementation of the United Nations Convention on the Rights of the Child (UN CRC) is fundamental to the work of ANPPCAN Zambia. We believe that all the articles within the UN CRC and other international human rights instruments are applicable to all children in Zambia and must be the framework for all decisions affecting them. The UN CRC provides guidance on the rights, protection, provision, care and proper treatment of all children and this should always be followed when decisions are being made concerning children. We would emphasise that all decisions relating to children must be sustainable and made in the best interests of the child. The meaning of these terms should be explored and expanded to ensure it is relevant in a range of contexts.

The vision that we developed during the preparation of our Country Strategic Plan with which to drive forward our work is as stated below:.

***“A safe and secure childhood for every Zambian child”***

**In other words, the rights of all children in Zambia will be realised; in particular, they will be protected, their well-being and development will be promoted, they will have opportunities to develop their full potential and they will participate in a meaningful way in the development of policies and practices that impact positively upon their lives.**

This vision entails that we believe that every child in Zambia should:

**i. Feel safe, secure and loved and have a responsive community to turn to;**

**ii. Are listened to and involved in making decisions that concern them and any programs, initiatives and policies are developed with their input.**

**iii. Have their experiences acknowledged and validated;**

**iv. Have opportunities to achieve their full potential; and**

**v. Have their full range of basic needs and rights addressed in a comprehensive approach and not in isolation.**

**5.1.3 Realising Our Vision**

Through our intermediary network organisations, government line ministries, community structures, network members and staff, ANPPCAN Zambia will advance its vision by:

1. The provision of reliable, current, relevant and accurate information from commissioned timely research findings;
2. The development of clear, evidence based policy positions and recommendations for government;
3. Supporting the partners and relevant structures through training and capacity building;
4. Timely, effective campaigns and targeted advocacy;
5. The sharing lessons and good practices, and the change that we make within our network of NGO partners and the government;
6. Promoting the principles that children can participate in the development of a wide range of appropriate services, and where possible offering support and practical assistance to participatory initiatives involving children;
7. Meet children’s immediate basic needs; and
8. Advance and promote the rights of children

We recognise that if the programme is to develop and implement a strategy that is capable of delivering our vision we need to ensure that ANPPCAN Zambia’s capacity is strengthened, and is robust and appropriately positioned to take full advantage of the collective experiences, skills and motivation of our State and Non-State partners and the participating communities. We want to ensure that we have ANPPCAN Zambia with its supportive partner structures capable of delivering our goals and so we must strengthen the impact of this and its outputs.

**5.2 Our Mission statement**

***Work with policy makers, local leaders, communities and children to develop, revise, policies, influence laws, programs, systems and actions that protect children.***

**6.0 OUR GOALS, CHANGE OBJECTIVES AND STRATEGIES**

If we are to realise our vision then our work must bring about real and lasting change to the lives of the children in Zambia on whose behalf we work. There are many issues that relate to the denial of the rights and protection of children within Zambia at the current time which ANPPCAN Zambia and our collaborating partners and networks are crucially aware of. However, there is recognition within ANPPCAN Zambia of the need to prioritise our work. With this in mind ANPPCAN Zambia has identified the following priority areas relating to legislation, service delivery and practices that the organisation through the participatory and consultative inputs of children, caregivers, community members and other stakeholders feel can lead to achieving the strategic change, of which priority areas are:

**6.1 Our Goals**

**i. Rights of children, as outlined in the UN CRC, Zambian Constitution and other relevant instruments, are promoted, recognized and upheld;**

**ii. Enhanced child-friendly national policies and corporate social responsibility;**

**iii. Enhanced evidence-based advocacy and result oriented service design and delivery for children rights and protection interventions;**

**iv. A children’s environment where impacts of abuse, HIV& AIDS, neglect and other forms of violence are prevented and mitigated;**

**v. Enhanced pre, primary and basic education and livelihood initiatives anchored on low cost existing structures and human resources.**

**6.2 Organization’s Planned Accomplishments**

**6.2.1 Strategic Response**

In the next four years, ANPPCAN Zambia’s strategic response will be an interrelated focused programme which more clearly targets the rights and protection of children in Zambia. ANPPCAN Zambia will invest resources in more focused projects and interventions in order to attain greater impact on children’s lives. We will also give greater focus to enhanced organizational capacity strengthening, monitoring, evaluation, impact assessment, learning and transparency. As we take advantage of growing national decentralization process, we will work towards institutionalization and sustainability of our capacity strengthening interventions; with children and communities and our corresponding work with duty bearers to fulfill obligations and be held accountable for their actions.

**6.2.2 Program Response**

ANPPCAN Zambia will concentrate on a limited number of key responses and largely consolidate its existing programme activities whilst carefully introducing new response interventions as highlighted in the indicative work plan[[24]](#footnote-24).

**6.2.3** **Strategic Objectives[[25]](#footnote-25)**

***Strategic Objective 1:*** *Strengthen capacities and coordination of national level child protection service agencies to influence child rights policies, laws and programs by 2015*

***Strategic Objective 2:*** *Promote integration of child protection and advocacy initiatives into traditional systems to improve child protection against violence, and harmful traditional practices with active participation of local community structures in areas of operation by 2015.*

***Strategic Objective 3:*** *Strengthen capacities and skills of children to genuinely participate in child rights and child-focused interventions in community and school environments in areas of operation by 2015*

***Strategic Objective 4*:** *Contribute to community led development initiatives benefitting children and empowerment of women particularly in the areas of education, health and livelihood of disadvantaged communities by 2015.*

***Strategic Objective 5:*** *ANPPCAN-Zambia developed into a child rights and protection lead organization that acts as a centre of knowledge on best practices and approaches whilst working with other development actors to achieve a sustained broader impact by 2015*

**6.3 Strategic Operational Approaches**

The major operational approaches will include the following:

* Public awareness creation (media, training, workshops, publications, etc.)
* Role modeling and addressing basic needs (counseling, child support, family support and community support programs, education and access to recreational facilities, etc)
* Child rights programming
* Strategic research and studies
* Sustainable psychosocial support to orphans and vulnerable children
* Institutional capacity development and strengthening for child led and empowerment of women-led institutions and community based organizations
* Partnership and networking with other actors, service providers and policy advocates
* Child and community participation

**7.0 MONITORING AND REVIEW**

**7.1 Monitoring Progress**

ANPPCAN Zambia will strengthen monitoring and evaluation functions aimed at consolidating and sustaining accountability and enabling ANPPCAN Zambia and its partners to improve learning and enhancing decision making capacity at all levels. This entails that ANPPCAN Zambia also has to strengthen the research, information and M&E components. ANPPCAN Zambia will also work closely with government structures and other key stakeholders in M&E to improve data capture, analysis, storage and utilization of information at community, district and national levels.

Besides, ANPPCAN Zambia will strengthen on-going Program Monitoring & Evaluation (PME), in which all project staff and community volunteers are performing monitoring and evaluation functions as on-going activities. There will be increased focus on participatory and qualitative evaluations, a crucial component of which will be the participation of children, community and partners.

In order to enhance a result based approach to its programming, ANPPCAN Zambia will keep on monitoring its progress through appropriate tools which, among others, will include baseline surveys, mid-term evaluation, final evaluation, monthly, quarterly, bi-annual and annual reports and on the spot field visits. The Country Strategic Plan will be reviewed at the end of each financial year while top management will take a lead in monitoring its implementation and performance, with policy guidance and support of the Board.

All thematic studies, monitoring and evaluations will be documented and shared, and will link to action plans in order to capture lessons learned and to ensure that recommendations arising from evaluations are actively addressed in future programming.

**8.0 BOARD DECISION:**

*The Executive Board Endorses* the ANPPCAN Zambia Country Strategic Plan 2012-2015 as the ANPPCAN Zambia strategy document for programmes and actions in use from 2012 to 2015

Chairperson Secretary

Date: Date:

**Annual work plan and block budget, 2012 - 2015**

| **Strategic Objectives** | **Critical Issues** | **Major Activities** | | | **Expected outcomes** | Budget for 2012 (ZMK) | Estimated budget  2013-2015 (ZMK) |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Strategic Objective 1: *Strengthening capacities and coordination of national level child protection service providers to influence child rights policies, laws and programs by 2015*** | | | | | | | |
| **Specific Objectives**  a) To mobilise and network with other CSOs for effective lobby and advocacy on laws, policies and programs affecting rights of children in Zambia. | \*Limited child rights policies, laws and programs that address needs of children.  \*Limited resources towards child protection at national and local levels. | \*Produce publications, and participate in radio and television programs on law and policy issues affecting children.  \*Engage with local authorities and area members of parliament to integrate child protection issues in their respective constituency development projects.  \*Engage on practical steps on policies[[26]](#footnote-26).  \*Engage legal reforms with respect to domestication of international instruments (UN CRC and ACRWC) on children.  \*Participate in national and international conferences on children’s issues. | | | \*Child rights responsive and friendly laws, policies and programs in place  \*Enabling legal environment created by enactment and amendments of local laws to domesticate international instruments on issues of children  \*Replication of good practices on policy and laws from other countries. | 355, 000, 000 | 825,588,000 |
| b) Strengthen capacities, and coordination among child rights organisations, to influence child protection laws, policies and programs. | \*Limited capacities, and uncoordinated approaches among child rights duty bearers and service providers to influence laws, policies and programs.  \*Weak national child protection and referral systems in Zambia. | \*Capacity development of duty bearers and service providers through training and discussion forums on legal and policy issues affecting children.  \*Promote linkages to lobby government to national child protection system and referral services database.  \*Facilitate institutional child protection in partner organizations. | | | \*Strengthened knowledge, capacity and lobbying skills among child rights organizations and service providers.  \*Linkages and referral systems with toll free services providers[[27]](#footnote-27)are created and shared.  \*Child rights programming is institutionalized within ANPPCAN Zambia and other child rights organizations. | 328, 000, 000 | 770,275,200 |
| **Strategic Objective 2: *Promote integration of child protection and advocacy initiatives into traditional systems to improve child protection against violence, harmful traditional practices and norms with active participation of local community structures in areas of operation by 2015.*** | | | | | | | |
| a) Strengthen community based child protection systems addressing harmful traditional practices and norms with particular focus on early marriages, sexual abuse[[28]](#footnote-28), property grabbing and neglect. | \*Existence of deep rooted cultural norms and practices that affect rights of children especially in rural areas.  \*Acceptable culture of silence on practices and norms affecting rights of children.  \*Limited knowledge and skills among many traditional leaders and their subjects on child rights.  \*Existence of conflicts between customary, national and international statutory laws. | | \*Evidence research on harmful traditional norms and practices affecting rights of children.  \*Conduct public discussions on issues and devise preventive and remedial actions and sensitize local leaders on negative impacts of some practices and norms on rights of children.  \*Promote the scaling up of traditional practices and norms that safeguard rights of children.  \*Provide capacity development to empower local leaders with skills and knowledge on child rights.  \*Lobby traditional leaders to include child protection messages during annual ceremonies.  \*Carry out civic education to popularize international instruments (UN CRC, ACRWC), and national laws affecting children (Child Trafficking Act, adoption Act, Juveniles Act) among others. | | \*Database of harmful traditional practices and norms created and shared with service providers and local leaders.  \*Community leaders and general public participate in addressing and preventing child abuse and neglect.  \*Local child protection structures document processes and resolutions of cases of child rights abuse and neglect and report perpetrators of criminal cases to law enforcement.  \*Some traditional practices and norms negatively affecting rights of children decreed and while good ones scaled up.  \*Conflicts between customary laws and national as well as international laws are harmonized. | 325, 000, 000 | 999,375,000 |
| b) Promote traditional life skills development, and sexuality education schools targeting children. | \*Lack of information on sexuality education among children.  \*Cultural beliefs on issue of sexuality education to children. | | \*Integrate sexuality education and rights into traditional and conventional schools and clubs (drama, debate, HIV, etc) to promote positive behavioral change among children.  \*Popularize sexuality education and rights through print media, publications, community radio and national television, documentaries and website posting.  \*Training of peer educators to facilitate sexuality education sessions in schools and communities. | | \*The idea of traditional schools is promoted within family environments.  \*Improved knowledge on sexuality education among the general public.  \*Children have adequate knowledge and skills on sexuality education rights. | 185, 000, 000 | 590,150,000 |
| c) Promote child friendly and supportive environments in schools and homes | \*Breakdown of family cohesion due to poverty, HIV etc.  \*Deep rooted belief of parents and teachers on physical and emotional punishment of children.  \*Inadequate counseling services at community level for victim rehabilitation | | \* Provide training on parenting skills and positive child disciplining methods to parents, guardians, teachers, and other community members.  \* Promote counseling for healing and re- integration of victims of violence within families and extended family systems. | | \*Increased awareness of parents, teachers, guardians and community members on alternative punishment methods and significant reduction in use of physical and humiliation punishments[[29]](#footnote-29).  \* Conducive environment created for the normal growth and development of children  \*Improved parenting skills in child development and re-integration of victims into families and communities. | 175, 000, 000 | 553,000,000 |
| **Strategic Objective 3: *Strengthen capacities and skills of children to participate in child rights based advocacy within communities and school environments in areas of operation by 2015*** | | | | | | | |
| a) Promote the capacity development of children in child participation and advocacy. | \*Limited skills and mentorship support to achieve genuine child participation and advocacy. | | \*Facilitate capacity development and mentorship of children on the 4 pillars[[30]](#footnote-30)of children’s rights.  \*Facilitate peer to peer education sessions on children’s rights, roles and responsibilities. | | \*Children are able to express and demand for fulfillment of their rights from duty bearers.  \*Children acquire confidence to express their views to target audiences.  \*Effective and vibrant child rights coalitions and platforms in place. | 262, 000, 000 | 1835,780,000 |
| b) Promote child participation in advocating for policy reforms and society fit for children. | \*Inadequate space for genuine child participation.  \*Lack of confidence among children in expressing their views on issues affecting them.  \*Inadequate support from stakeholders at different level  \*Weak link between children’s voices and policy makers, local leaders, and parents. | | \*Provide space to allow children’s views on matters affecting their well-being is provided and supported.  \*Promote formation of child rights coalitions and platforms in project districts.  \*Initiate child led policy lobby forums targeting area members of parliament and councilors and stakeholders on specific local issues affecting children.  \*Support children develop child friendly advocacy messages targeting policy makers, local leaders and general public. | | \* Children accorded space to express their views to policy makers, local leaders and parents/guardians hold local them accountable for local practices and policy actions affecting children.  \*Child led policy forums on child rights specific issues held in locally nationally. | 271, 000, 000 | 677,500,000 |
| **Strategic Objective 4*: Contributed to community led development initiatives benefitting children and women particularly in areas of education, health and livelihood of disadvantaged rural communities by 2015.*** | | | | | | | |
| **Specific Objectives**  a) Support community led development initiatives benefiting children with particular focus on education and recreation services to children[[31]](#footnote-31)from deprived households and communities. | \*High poverty levels and prevalence of HIV-AIDS pandemic, forced child labour[[32]](#footnote-32), family breakdown and inadequate extended family safety nets  \*Limited community participation in caring for vulnerable and orphaned children in need of support and care. | | | \*Support sustainable livelihood initiatives targeting women caregivers and other economically deprived women.  \*Undertake vulnerability assessment of eligible beneficiaries of educational support.  \*Provide scholastic materials to selected beneficiaries.  \*Provide sports and recreation services to schools and community initiated and managed recreational centres. | \*Improved household income and wealth among care-givers of children supported with formal education.  \*Vulnerable and orphaned children including those affected by child labour and those with some of form developmental disabilities are supported with access to education system.  \*Children have access to low cost recreation services to attain right to leisure and recreation[[33]](#footnote-33) .  \*Children attain supportive child friendly environments in schools and communities. | 215,000, 000 | 601,398,000 |
| b) Support community managed early childhood care development, literacy skills among children and women in rural communities. | \*Inadequate formal and informal early childhood learning and care centres.  \*Low enrolment of children in pre and primary schools.  \*Poor literacy skills among children in primary and basic schools.  \*High levels of illiteracy among adults especially women in rural areas. | | | \*Identify gaps in early childhood learning and care services  \*Facilitate training of day care centres teachers, social workers and care givers.  \*Mapping to identify potential and infrastructures for children’s literacy sessions.  \*Develop capacities of literacy tutors and mentors  \*Develop a database of children accessing services.  \*Integrate functional adult literacy within community managed literacy centres. | \* Low cost early childhood learning and care services in place in rural communities.  \*Improved skills among day care teachers, social workers and caregivers to promote early childhood development.  \*Children’s literacy centres established quality of reading literacy among children in primary and basic schools improve.  \*Adults, mainly women start literacy classes to acquire numerical writing skills. | 278, 000, 000 | 818,370,840 |
| c) Support women empowerment self- help group savings initiatives established by poor women from poor households caring and supporting orphans and other vulnerable children. | \*High poverty levels, HIV etc.  \*Lack of skill in business and financial and management among women.  \*High interest rates and lack of collateral.  \*Absence of pro-poor credit facilities for female headed households and those affected by HIV-AIDS pandemic.  \*Lack of role models in business mentorship targeting the poor women. | | | \*Provide capacity development to women and local facilitators to support self-help savings schemes.  \*Promote linkages and negotiate for non-collateral loans for women groups.  \*Promote role models and business mentorship programs targeting poor women including those caring for vulnerable children. | \*Women gain skills in business and financial management to manage self-help group saving schemes.  \*Children from economically deprived household also access health services.  \*Mentorship sessions promoted to generate interest and confidence in business and wealth creation among poor women. | 195, 000, 000 | 649,958,400 |
| d) Promote apprenticeship and vocational skills targeting out of school orphans and other vulnerable children. | \*High school dropout out rates due to HIV and HIV induced child labour, etc.  \*Inadequate life-long skills development training services for out of school older children. | | | \*Promote linkages among vocational and apprenticeship training service providers for out of school older children.  \*Provide start-up capital and employment linkages to graduate trainees. | \*Out of school children empowered with life-long sustainable skills as a coping mechanism to impacts of HIV, child labour among others. | 172, 000, 000 | 618,374,400 |
| **Strategic Objective 5:*ANPPCAN-Zambia developed into a child rights and protection lead organization that acts as a centre of knowledge on best practices and approaches whilst working with other development actors to achieve a sustained broader impact by 2015*** | | | | | | | |
| **Specific Objectives**  a) ANPPCAN Zambia creates a resource mobilization unit to raise funds from cooperating partners including private sector. | \*Lack of resources to attract, and retain experienced resource mobilization officer. | | | \*Develop a strategy for resource mobilization and set up a resource mobilization unit | \*Resource mobilization strategy developed and unit is functional.  \*Adequate resources mobilized to support and sustain this strategic plan and overall programming. | 145, 000, 000 | 345,100,000 |
| b) Continuous improvement in programming to maximize on overall organizational strategic planning, human and financial resource management, and M & E | \*No advocacy strategy.  \*No own office and conference facility.  \*High labour turnover and low staff retention due to lack of resources to attract and retain competent staff.  \*No cross-cutting issue policies (HIV, gender and disability). | | | \*Develop advocacy strategy  \*Conduct human resource audit to identify skills gaps, review salary scales and conditions of services to attract competent staff.  \*Fill up all the key positions of the staff establishment. .  \*Develop M & E tool and invest in M&E systems development.  \*Develop policies on cross cutting issues (HIV & disability). | \*Salaries and conditions reviewed and competitive salary scales in place.  \*Advocacy strategy developed.  \*All key positions in the staff establishment are filled with competent staff.  \*Staff are aware of systems and policies  \*Organisational systems and policies in place to respond to the changing environment and unprecedented growth of ANPPCAN Zambia.  \* M & E tools in place. | 142, 000, 000 | 493,521,000 |
| c) Popularise the work and visibility of ANPPCAN Zambia to build confidence of policy makers, co-operating agencies and beneficiaries. | \*Limited visibility of ANPPCAN Zambia in spite of achievements and good practices developed so far. | | | \*Publicize good practices and create linkages and rapport with both electronic and print media  \*Strengthen visibility through IEC materials (brochures, magazines, leaflets, posters, billboards), and media discussions, feature stories etc.  \*Updating the website | \*Increased interaction and contact with the media  \*Activities well publicized and general public is aware of the work of ANPPCAN Zambia.  \*Active and well-linked interactive website created.  \*Strategies developed to document and publicize 10 years of ANPPCAN Zambia and official launch in Zambia | 80, 000, 000 | 192,900,000 |
| d) Commission evidence based research on issues of children and share findings with partners, network and policy makers for preventive and remedial interventions. | \*Existing knowledge on issues of children are not adequately mapped and documented.  \*Poorly designed interventions due to lack of evidence based research findings. | | | \*Make an assessment on available knowledge, records and information  \*Conduct quality studies on selected issues and publicize findings  \*Identify thematic issues related to national events and campaigns for children to actively participate and share experiences.  \*Create knowledge and information management resource centre. | \*Best practices on child protection issues shared, documented, and replicated by stakeholders locally and internationally.  \*Knowledge generation and sharing linkages and networks are created.  \*A functional knowledge and informational management resource centre in place | 130, 000, 000 | 274,365,000 |
|  | | | | | **Sub Total (ZMK)** | **3,258,000,000** | **9,245,655,840** |
| **Grand Total 2012-2015**  **(ZMK)** | **12,503,655,840** | |
| **Grand Total 2012-2015**  **( US$) @ZMK5,000 = US$1.00** | **2,500,731** | |

# ORGANISATIONAL STRUCTURE

# 

**GENERAL MEMBERSHIP**

**BOARD**

# EXECUTIVE DIRECTOR

Monitoring and Evaluation Coordinator

External Advisors:

Head:

Finance & Administration

Program Coordinator: Gender and Livelihood

Program Coordinator: Research, Advocacy and Public Policy

Program Coordinator: Community Mobilisation & Child Protection Services

Project Officers:

Education and Child Protection services

Finance and Administration Officer

Community: Gender and Livelihood Facilitators

Project Officer: Research, Advocacy and Public Policy

Legal Services;

Technical & Public Policy; Gender and Public & Community Education

Monitoring and Evaluation Officer

District Co-Coordinators, Volunteers, Village Committees and Children’s groups

Assistant Accountant & Drivers

1. Day of African Child and World Day Against Child Labour [↑](#footnote-ref-1)
2. WHO; Global school based student health survey, 2005. [↑](#footnote-ref-2)
3. Population Council; ‘Decisions to Seek HIV Voluntary Counseling and Testing Among Zambian Adolescents: Influences of Individual, Familial and Environmental Factors’, 2006 [↑](#footnote-ref-3)
4. ibid, p. ix [↑](#footnote-ref-4)
5. ILO, ibid; Child Labour Survey Report, 2005 [↑](#footnote-ref-5)
6. Violence in Schools in Zambia 2008, Plan Zambia [↑](#footnote-ref-6)
7. The Post Newspaper (of Zambia); January, February, March, 2012 [↑](#footnote-ref-7)
8. Field Report on child marriage; ANPPCAN Zambia, Plan Zambia, 2008 [↑](#footnote-ref-8)
9. Central Statistics Office; 2008 Living Conditions and Monitoring Survey [↑](#footnote-ref-9)
10. GRZ/UNDP MDG report, p 21 [↑](#footnote-ref-10)
11. ANPPCAN Zambia, Field Report 2011 [↑](#footnote-ref-11)
12. OMCT Shadow Report on Child Rights, Geneva and Lusaka 2007 [↑](#footnote-ref-12)
13. unreported [↑](#footnote-ref-13)
14. The African Report on Child Wellbeing, The African Child Policy Forum 2009 [↑](#footnote-ref-14)
15. A situation Analysis of Children’s Rights in Zambia 2010, Save the Children [↑](#footnote-ref-15)
16. Previously sentenced to not less than 5 years and to not more than 14 years with hard labour [↑](#footnote-ref-16)
17. International Service for Human Rights (2006)/ Human Rights Committee 90th Session Zambia, 3rd Report 9 - 10 July [↑](#footnote-ref-17)
18. International Service for HR (2006) Human Rights Committee 90th Session Zambia, 3rd Report 9 - 10 July [↑](#footnote-ref-18)
19. Annual Report, ANPPCAN 2011 [↑](#footnote-ref-19)
20. Ward, Penny; The Political, Economic and Social Climate for Child Rights Organizations in Southern Africa, January 2009 [↑](#footnote-ref-20)
21. Annual Report, ANPPCAN 2011 [↑](#footnote-ref-21)
22. Times of Zambia, February 2012 [↑](#footnote-ref-22)
23. ‘Task-shifting HIV counseling and testing services in Zambia: the role of lay counselors,’ ParsaSanjana, et al FHI 2009, also in the Final Program Evaluation of The Luano Valley Development Program; ActionAid Zambia, 2011. [↑](#footnote-ref-23)
24. See indicative work plan, below, for details [↑](#footnote-ref-24)
25. See indicative work plan, below, for details [↑](#footnote-ref-25)
26. National Child Protection system, NAP for National Child Policy and implementation of NAP on National Child Labour Policy, draft ECCD among others [↑](#footnote-ref-26)
27. Child Help Line by Life Line Zambia [↑](#footnote-ref-27)
28. According to Victim Support Unit (VSU) National Coordinating Office, about 90 cases of defilement per month are being recorded as of January 2012 (Post Newspaper, 23rd April 2012, p.10). Issue No.5666. www.postzambia.org [↑](#footnote-ref-28)
29. Article 5 of Universal Declaration of Human Rights (UDHR, 1948) provides that no one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.…. [↑](#footnote-ref-29)
30. Survival & development, participation, protection and non-discrimination [↑](#footnote-ref-30)
31. Including those affected with HIV-AIDS, disability and worst forms of child labour [↑](#footnote-ref-31)
32. Article 24 (1) of the Zambian Constitution, Cap 1 of the Laws of Zambia (1996, p.24) provides that a young person shall in no case be caused or permitted to engage in any occupation or employment which would prejudice his health or education, or interfere with his physical, mental or moral development. [↑](#footnote-ref-32)
33. Article 31 of the UN CRC, 1989 [↑](#footnote-ref-33)