



Republic of Zambia
Ministry of Youth, Sport and Arts

2023
WORK PLAN
Sport Development Programmes Unit

| KEY RESULT AREA | UNIT | BASELINE (2021) | TARGET / PERFORMANCE STANDARD | MEANS OF VERIFICATION | DESIRED OUTPUTS/ OUTCOMES | BUDGET (K) |
|--|---|---|---|------------------------------|--|-------------------|
| 1. CORE BUSINESS: COORDINATION, DEVELOPMENT AND MANAGEMENT OF SPORT | | | | | | |
| SPORT DEVELOPMENT PROGRAMMES UNIT | | | | | | |
| 3.1 Facilitate Anti-doping Sensitizations | No. of athletes and coaches sensitized | 1570 senior and junior athletes sensitized | 3,000 athletes from junior and senior teams sensitized by 31st December, 2023 | Reports | Increased awareness on issues of anti-doping among athletes | 66,000 |
| 3.2 Facilitate Community Sport Programme | Number of National Youth Sports Festivals held | 1 National Youth Sports Festival | 1 National Youth Sports Festival held by 31st December, 2023 | Reports | Increased number of people participating in sport in the National Youth Sports Festival | 3,000,000 |
| | Number of community-based sport tournaments held | 15 community sport tournaments organized by sport NGOs | 15 National community sports tournaments held by 31st December, 2023 | Reports | Increased number of people participating in sport in the community | 1,000,000 |
| | Number of Marathons held to promote sport for health | 2 Marathons held | 2 Marathon held by 31st December, 2023 | Reports | <ul style="list-style-type: none"> • Increased number of people participating in sport in the community • Increased health among | 500,000 |

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| | | | | | participants | |
| 3.3 Facilitate International, Continental and Regional Games | No. of international competitions facilitated and supported | 32 international engagements supported in different sporting disciplines | 35 international sport engagements supported in different sporting disciplines by 31st December, 2023 | Reports | Increased participation in international, regional and continental games | 90,000,000 |
| | No. of medals won at International level | 310 Medals won at International Continental and Regional Games | 315 Medal Won International Continental and Regional Games in different Sporting discipline by 31st December,2023 | Reports | Increased number of medals reaped in international, regional and continental games | |
| 3.4 Facilitate Podium Performance Programme (PPP) | No. of sports disciplines supported | 3 sports disciplines supported | 4 Sport disciplines (Judo, Boxing, Para-sport and Athletics) supported with finances by 31st December, 2023 | Reports | Increased number of medals won at major events | 700,000 (check what is provided for in the budget) |
| | No. of athletes supported | 31 athletes supported in food supplements, | 41 Athletes supported with air tickets, accommodation, | Reports | Increased number of medals won at major events | |

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| | | and allowances | food and allowances, sport equipment and attire, and medical services by 31 st December, 2023 | | | |
| 3.5 Facilitate Sports Training Programmes | No. of coaches trained | 250 coaches trained on the Coaching Boys into Men Programme | 250 coaches trained on the Coaching Boys into Men Programme by 31 st December, 2023 | Reports | Increased awareness of GBV prevention among athletes, Coaches and Sport personnel | (Check with CSDO(M&E)) |
| | | 45 sport coaches trained and sensitized in anti-doping in 2023 | 1,000 coaches trained and sensitized in anti-doping by 31 st December, 2023 | Reports | Increased number of coaches sensitized in anti-doping | |
| | No. of trainings and dissemination sessions held on the Zambia National Sport Coaching Framework | Nil | 2 Dissemination sessions held on the Zambia Sport Coaching Framework held by 31 st December, 2023 | Reports | Increased opportunities for winning medals Increased Knowledge on Coaches and Coaching in Zambia | |

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| | No of Training on good governance for National Sports Associations | Nil | 2 training sessions for good governance held by 31st December,2023 | Report | Improvement in the management of Sport | |
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ZAMBIAN 2023 EDUCATION PLAN BASED ON INTERNATIONAL EDUCATION STANDARD (ISE)

Overall Aim of the Education Program: To continue the prevention of doping in sport in the country

| Target Group | Objective | Activities | Responsibility | Time-frame/Deadline | Performance Indicator | Resource / Budget (K) | Comments/Progress Update |
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| 1. Athletes preparing for the 2023 All Africa Games | <ul style="list-style-type: none"> • To prevent All Africa Games bound athletes from temptations of taking any prohibited substances • To share information with All Africa Games bound athletes on the dangers doping to their health and the consequences. | <ul style="list-style-type: none"> • Conducting talks to 2023 All Africa Games bound athletes during camps • Distribution of IEC materials to 2023 All Africa Games bound athletes • Guiding athletes and coaches on how to tackle the ADeL lessons on line. | <ul style="list-style-type: none"> • NOC Health Commission chairperson • RADO Board Member • Anti-Doping Education Officers | Jan 2023-August 2023 | Number of anti-doping prevention sessions conducted | Stickers Banners Pop Stands K5,000 | With instituted measures to mitigate the COVID-19 in the country sports activities have continued, and face to face anti-doping education activities will continue until when athletes will leave for the All Africa Games in the Accra Ghana. |

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| | | <ul style="list-style-type: none"> Continued sharing of information on the dangers of doping using electronic platforms such as YouTube, WhatsApp | | | | | |
| <p>2. Athletes preparing for Africa Cup of Nations qualifiers</p> | <ul style="list-style-type: none"> To prevent football athletes from temptations of taking any prohibited substances To share information with athletes on the dangers doping to their health and the consequences To educate athletes and coaches on anti-doping. | <ul style="list-style-type: none"> Conducting talks to athletes during camps Distribution of IEC materials to athletes Guiding athletes and coaches on how to tackle the ADeL lessons on line. <p>Continued sharing of information on the</p> | <ul style="list-style-type: none"> NOC Health Commission chairperson RADO Board Member Anti-Doping Education Officers Drug Enforcement Commission | January-December 2023 | <ul style="list-style-type: none"> Number of anti-doping prevention sessions conducted Number of IEC materials distributed | 5,000 | <p>Zambia will play Lesotho away at home before playing at home against Ivory Coast in AFCON qualifiers</p> |

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| | | dangers of doping using electronic platforms such as You Tube, WhatsApp | | | | | |
| 3. Athletes preparing AFCON at Under 17, Under 20 Tournaments | <ul style="list-style-type: none"> • To prevent athletes from temptations of taking any prohibited substances • To share information with athletes on the dangers doping to their health and the consequences • To educate athletes and coaches on anti-doping. | <ul style="list-style-type: none"> • Conducting talks to athletes during camps • Distribution of IEC materials to athletes • Guiding athletes and coaches on how to tackle the ADeL lessons on line. • Continued sharing of information on the dangers of doping using electronic | <ul style="list-style-type: none"> • NOC Health Commission chairperson • RADO Board Member Anti-Doping Education Officers | January-December 2023 | <ul style="list-style-type: none"> • Number of anti-doping prevention sessions conducted Number of IEC materials distributed | 3,000 | National Teams will be sensitized against doping in sport |

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| | | platforms such as You Tube, WhatsApp and facebook | | | | | |
| 4.Senior Athletes in different disciplines preparing and competing in various competitions | <ul style="list-style-type: none"> • To prevent Senior athletes from temptations of taking any prohibited substances • To share information with the Senior athletes on the dangers doping to their health and the consequences <p>To educate athletes and coaches on anti-doping</p> | <ul style="list-style-type: none"> • Conducting talks to Senior athletes during camps • Distributing of IEC materials to Senior athletes • Guiding athletes and coaches on how to tackle the ADeL lessons on line. <p>Continued sharing of information on the dangers of doping using electronic platforms</p> | <ul style="list-style-type: none"> • NOC Health Commission chairperson • RADO Board Member <p>Anti-Doping Education Officers</p> | January – December 2023 | <ul style="list-style-type: none"> • Number of sessions conducted on anti-doping prevention • IEC materials distributed | 3000 | All athletes in camp will be taken through anti-doping education and sensitizations |

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| | | such as You Tube, WhatsApp and facebook | | | | | |
| <p>5. Under 18 and 20 athletes taking part in local and international competitions such the Confederation of Africa Athletics to be held in Lusaka, Zambia</p> | <ul style="list-style-type: none"> • To prevent Junior athletes from temptations of taking any prohibited substances • To share information with the junior bound athletes on the dangers doping to their health and the consequences. | <ul style="list-style-type: none"> • Conducting talks to Junior athletes during camps • Distribution of IEC materials to Junior athletes • Guiding junior athletes on how to tackle the ADeL lessons on line. Continued sharing of information on the dangers of doping using electronic platforms such as You | <ul style="list-style-type: none"> • NOC Health Commission chairperson • RADO Board Member • Anti-Doping Education Officers | April 2023 | <ul style="list-style-type: none"> • Number of prevention session on anti-doping • Number of IEC materials distributed | 5,000 | Sensitizations will be undertaken at district, provincial and national levels in anti-doping |

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| | | Tube, WhatsApp and facebook | | | | | |
| 6. Children and youth in learning institutions | <ul style="list-style-type: none"> • To prevent Junior athletes from temptations of taking any prohibited substances • To share information with the junior bound athletes on the dangers doping to their health and the consequences. | <ul style="list-style-type: none"> • Distribution of IEC materials to Junior athletes • Guiding Junior athletes on how to tackle the ADeL lessons on line. • Teaching both children and youth value-based anti-doping lessons using medias such as facebook, whatsapp and you tube | <ul style="list-style-type: none"> • NOC Health Commission chairperson • RADO Board Member • Anti-Doping Education Officers • NOC Health Commission chairperson | January – December 2023 | <ul style="list-style-type: none"> • Number of sessions conducted on prevention of anti-doping • Number of IEC materials distributed | 5,000 | Every sporting gathering for the children should taken advantage of to sensitize them against doping in sport |

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| <p>7. Sensitizing Coaches and athletic support personnel Sport Federations</p> | <p>Sensitize coaches during the dissemination of the Zambian Coaches Framework and National Federations on the adopted 2021 National Anti-Doping Rules</p> | <p>Sensitizing National Federations representative on the National Anti-Doping Rules</p> | <ul style="list-style-type: none"> • RADO Board Member Anti-Doping Education Officers | <p>January – December 2023</p> | <p>Number of National Federations representatives sensitized</p> | <p>10,000</p> | |

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| <p>8. Capacity building Provincial and District Sport Advisory Committees in 10 provinces of Zambia</p> | <p>Capacity build stakeholders from key partner institutions</p> | <p>Capacity building stakeholders from Provinces</p> | <p>Ministry, NSCZ NOCZ</p> | <p>January – December 2023</p> | <p>Number of capacity building sessions conducted</p> | <p>20,000</p> | |
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ANTI-DOPING TESTING 2023

Overall Aim of the Education Program: To continue facilitating clean sport in the country

| Activity | Objective | Sub-Activities | Responsibility | Time-frame/Deadline | Performance Indicator | Resource/Budget (K) | Comments/Progress Update |
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| Anti-Doping | To facilitate doping free sport | Facilitate undertaking 10 Out-Of-Competition Testing | Ministry NSCZ NOCZ | January-December 2023 | No. of out of competition tests conducted | 114,000 | It is a compliance issue under the UNESCO Convention and WADA Code for the country to undertake out of competition tests |
| | | Facilitate undertaking 20 In-Competition Testing | Ministry NSCZ NOCZ | January-December 2023 | No. of In-competition tests conducted | 228,000 | The country needs to undertake in-competition tests during the CAA. 12 will be sponsored by SAIDS while 8 will be sponsored by government. |

ANTI-DOPING POLICY AND LEGISLATION 2023

Overall Aim of the Education Program: To continue working on milestones in doping in sport in the country towards establishing an Independent National Anti-Doping Organisation (NADO)

| Activity | Objective | Sub-Activities | Responsibility | Time-frame/Deadline | Performance Indicator | Resource/Budget (K) | Comments/Progress Update |
|---|----------------------------------|---|---|-----------------------|---|---------------------|--|
| Facilitation the enactment of an anti-doping piece of legislation | To Establish an independent NADO | <ul style="list-style-type: none"> • development of a CABMEMO to seek permission in principle to development an anti-doping piece of legislation to establish an independent NADO; • undertake stakeholder consultative meetings on the development | <p>MYSA (Sport Department & Planning Unit)</p> <p>NSCZ</p> <p>NOCZ</p> <p>NFs</p> | January-December 2023 | No. of consultative meetings facilitated for stakeholders | 200,000 | There is need to work on milestones leading to the facilitation of the enactment of the first ever Anti-Doping piece of Legislation that would lead to establishment of an independent NADO. This work will build on the already established layman draft done through the UNESCO Fund for Elimination of Doping in Sport. |

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| | | <p>of a piece of legislation towards establishment of an independent NADO</p> <ul style="list-style-type: none">• Submission of a layman draft piece of legislation to Ministry of Justice for onward submission to Cabinet. | | | | | |
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