



ANALYSIS OF THE NATIONAL GUIDANCE AND RELIGIOUS AFFAIRS POLICY

MARCH 2021

Unlocking Zambia's Potential

Message from PMRC

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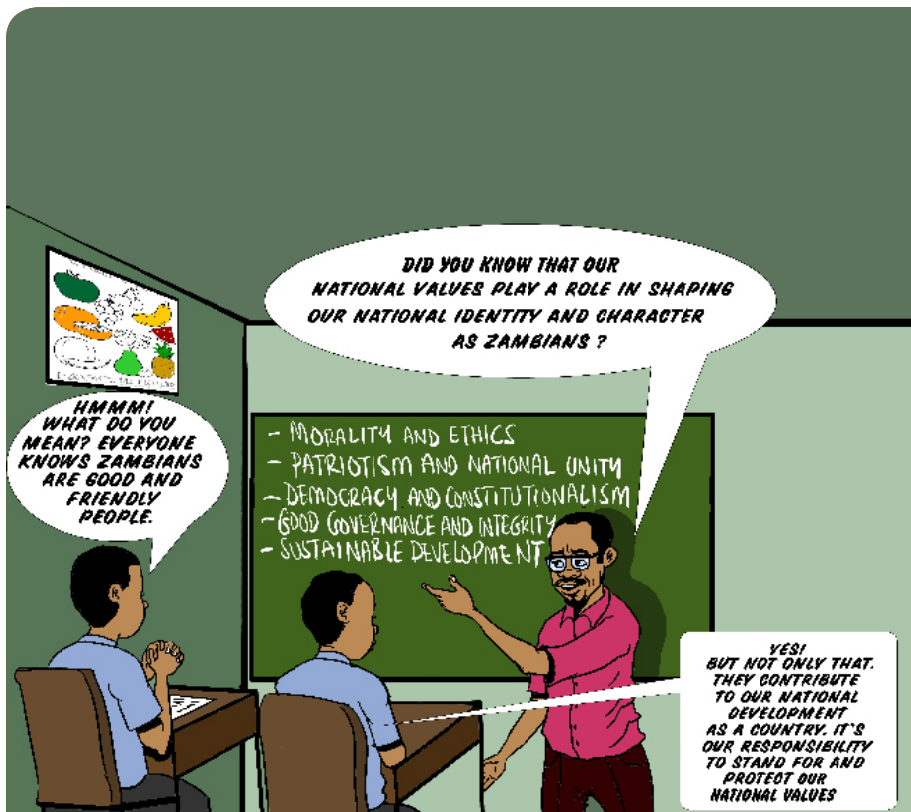
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INTRODUCTION

The Ministry of National Guidance and Religious Affairs was established on the 28th of August 2016 by President Edgar Lungu and ratified by Parliament on 27th October 2016. The mandate of the Ministry **is to promote national values and to actualize the declaration of Zambia as a Christian nation for social transformation and sustainable development.** The work of the Ministry is particularly relevant at a time when moral standards across the country appear to be declining. In addition to ensuring that this trend is rectified, the Ministry is also playing a critical role in ensuring that all national undertakings and

projects are in line with Zambia’s Christian identity as well as the Country’s national values and principles. **The Ministry further plays an important role in facilitating inter-denominational dialogue; coordinating religious events such as the National Day of Prayer, Fasting, Repentance and Reconciliation; and preserving Christian and religious sites.**

In view of its mandate, on the 30th of June 2020, the Ministry of National Guidance and Religious Affairs launched the National Guidance and Religious Affairs Policy. **The Policy seeks to reinforce national values, principles and ethics among various stakeholders in Zambia and also operationalizes the Declaration of Zambia as a Christian nation.** In order to appreciate the Policy, it is important to have an understanding of its connection to the Zambian Constitution as well as the Seventh National Development Plan (7NDP).

The preamble to the Zambian Constitution declares Zambia as a Christian nation while upholding a person’s right to freedom of conscience, belief or religion. **Article 8** of the Constitution outlines the following as national values and principles of Zambia:



Morality & Ethics



Patriotism and National Unity



Democracy and Constitutionalism



Human Dignity, Equity, Social Justice, Equality and Non-discrimination



Good Governance and Integrity



Sustainable Development

Furthermore, the constitution states that these national values and principles will apply to the interpretation of the Constitution itself; enactment and interpretation of the law; and the development and implementation of State policy. **Article 9 (2)** further states that once a year, the President is required to provide a report to the National Assembly on the progress made in the application of the values and principles.

In alignment with Article 9 (2), on March 6th 2020, President Edgar Lungu addressed the 4th Session of the 12th National Assembly on progress made in the application of national values and principles. The address detailed how Zambia had fared in the application of each national value or principle as required by Article 9 (2) of the Constitution. The address highlighted concerns that many vices remain prevalent in Zambia such as **child marriages, child defilement, teenage pregnancies, gender based violence, alcohol and substance abuse**. Furthermore, the President mentioned of vandalism to public infrastructure, which had taken place in response to gassing attacks. **Other behaviours contrary to national values and principles included corruption and media motivation by financial and political interests**. Various Government efforts to address these challenges were outlined. In concluding his address, the President noted that **“national values are a critical ingredient in the development of a prosperous Zambia”**.

One of the strategic areas of the 7NDP is **“Creating a conducive governance environment for a diversified and inclusive economy”** and one of the development outcomes to this end is **enhanced national values, principles and ethics**. Under this outcome, the government commits towards **promoting an understanding of the national values, principles and ethics as well as their dissemination**. This is viewed as a strategic and appropriate means of delivering Zambia’s Christian heritage as a standard of governance approach. The 7NDP states that an additional focus is on **“facilitating the mainstreaming of national values, principles and ethics in the country’s development agenda, while promoting citizenship, ownership and participation”**. The stakeholders that have been identified to help with the realization of these outcomes are

local and traditional authorities, churches, learning institutions, the grass-root levels and both the public and private sectors.

The National Guidance and Religious Affairs Policy builds on the aspirations of the Constitution as well as the 7NDP. It anchors on the preamble of the Constitution by explaining what it means for Zambia to be a Christian nation and how this should be actualized. In addition, it will contribute to the attainment of the development outcomes aimed at creating a diversified and inclusive economy because it provides details about the national values and principles and how they will be incorporated and promoted by different stakeholders across the nation.

This analysis provides an in-depth understanding of the **National Guidance and Religious Affairs Policy** and its benefits for the country. What follows is a discussion of the binding constraints to Zambia's development and what it will take to form a positive Zambian identity. Thereafter, the Policy is discussed as well as an analysis of its objectives and strategies for implementation. This further includes a discussion of what other countries with similar policies have done and what Zambia can learn from them. Subsequently, a discussion of what it will take to successfully implement the policy is made after which PMRC provides recommendations.

VISION

The vision of the National Guidance and Religious Affairs Policy is **“a value-centred, united and prosperous Zambia”**.

RATIONALE

The National Guidance and Religious Affairs Policy is the **foundation for the promotion of national values and principles as well as the operationalization of the Declaration of Zambia as a Christian Nation**. The Policy strives to address identified constraints to Zambia’s development process and to bring about the necessary change in mindset that will lead to **greater social cohesion, patriotism, national unity and social economic development**.

SITUATIONAL ANALYSIS

The situational analysis presented in the National Guidance and Religious Affairs Policy is critical in providing context for the need for such a policy. **The analysis reveals that the application of national values and principles has remained low**. This is despite the fact that the national values and principles are to guide the nation in the conduct of its affairs.

NATIONAL VALUES AND PRINCIPLES



i. **Morality and Ethics**

The Policy highlights that levels of morality and ethical conduct have regressed. **There are incidences of immoral acts such as child defilement; teenage pregnancies; child marriages; gender-based violence; prostitution; indecent**

dressings; lesbian, gay, bisexual, transgender and queer (LGBTQ) traits; reduced respect for elders, authorities and institutions of governance; and abuse of social media. In addition, there are incidences of unethical conduct such as **examination malpractices; falsifying of documents; corruption; bribery; mismanagement of public resources; perjury and abuse of office; smuggling and breach of labour laws; high absenteeism from school and work; poor work culture and ethics.** The Policy suggests that many people have engaged in negative social vices as a result of high poverty levels in the country. However, the political will in mainstreaming Christian values has been exhibited by the Government through the establishment of the Ministry of National Guidance and Religious Affairs and the relationship it holds with various religious bodies following the declaration of Zambia as a Christian nation. In order to strengthen this relationship, the policy re-affirms the role of the church and various religious sects as key partners in development and providing counsel to both citizens and the Government. This is critical in upholding and nurturing moral ethics in society.



ii. **Patriotism and National Unity**

The Policy notes that in recent years, Zambia has experienced a decline in levels of patriotism and national unity. This has been seen through shunning of national events by citizens; low appreciation and attention to the national symbols and ensigns such as the national anthem, national flag and coat of arms; flying of torn and worn out national flags; flying the national flag at night; increased vandalism of electrical transformers; roads; road signage; street lights and the theft of copper cables. **Further examples include; placing foreign interests above national interests and the preference for foreign goods and services rather than local ones.** The Policy suggests that the falling levels of national unity have largely been the result of the divisive nature of multi-party politics which has been characterized by regional power bases. **However, a mind-set shift has proven to be of great value in promoting**

development. Zambia needs to continue to advocate for positive mind-sets, attitudes and values of its citizens in order to drive the development agenda. **Positive attitudes breed innovation and patriotism which is critical to the development of the nation, in that, there is a willingness to share ideas and grow them.** Similarly, upholding positive customs and traditions leads to a society that is inclusive and recognizes the efforts of every individual as a key stakeholder in national development.



iii. **Democracy and Constitutionalism**

The Policy highlights a concern that the current enjoyment of principles of democracy could be under threat if they are not safeguarded. At present, political and democratic processes are characterized by rising cases of political violence; intolerance of divergent views; political bribery and corruption; and biased media reporting. This has arisen from inadequate political dialogue between political players and an inadequate knowledge of the principles of democracy among political parties and cadres. **Furthermore, the advent of social media has increased the dissemination of misleading and biased political views, thus negatively affecting democratic processes.** Concerted efforts have been made to advocate for a self-regulating media in order to curb the negative trend in reporting biased and “fake news”. Zambia has been a beacon of democracy in the Sub-Saharan region. It is imperative to continue to strive to uphold these democratic values and ethics. Through the promotion of national values among citizens, it brings about an appreciation of the national character and sovereignty the country portrays to its neighbours.



iv. **Human Dignity and Social Justice**

The Policy notes that there are challenges in upholding the principles of human dignity, equity, social justice, equality and non-discrimination. This is evidenced by poor living conditions for the elderly, persons living with disabilities, children living on the streets, persons in correctional and remand facilities as well as other vulnerable groups. Persons living with disabilities, women and other vulnerable groups are often mistreated and taken advantage of at places of work, in communities and by their families. **Gender-based inequalities exist in different spheres of life such as: education, training, employment, business enterprise, arts, politics and decision-making at all levels.** The Policy suggests that this situation has persisted due to inadequate allocation of resources to interventions that address the plight of the vulnerable and rural areas; disregard for labour laws; inadequate knowledge of the local culture and rights of persons living with disabilities; the existence of a dual legal system; and negative cultural and traditional practices. It must be noted that the values outlined in this policy are cross-cutting and must be applied across all other policies and strategies in order mainstream national values such as **inclusion, non-discrimination, accountability, transparency, equitable and prudent management of national resources.** This will ensure that development is implemented in an equitable manner and that every citizen benefits from the programmes that are aimed at enhancing national development and uplifting the lives of all.



v. **Good Governance and Integrity**

The Policy records that levels of transparency, accountability, honesty and service delivery effectiveness as well as consistent adherence to ethical principles in the public and private sectors of the country has been a source of concern. Additionally, there have been consistent complaints of poor service delivery in education, health and police sectors, allocation of land and empowerment programs. Furthermore, inadequate transparency, accountability and integrity has also been observed in churches and other religious organisations. The Policy suggests that these inadequacies are due to weak institutional arrangements and capacities to maintain high levels of integrity as well as inadequate knowledge on good governance and the expected service delivery levels to clients. **However, the promotion of good governance is the responsibility of every citizen. This can be done through upholding ethical responsibility towards resources, transparency and accountability at every level of engagement.** Citizens are at the core of good governance and should continue to strive to enhance these principles. Similarly, religious bodies play an important role in guiding the public in line with Christian values and principles to change attitudes and perceptions towards work and lifestyles as well as in building positive characters.



vi. **Management of Natural and other Resources**

The Policy further highlights a concern with how resources such as water, minerals, forestry, wildlife and land are being exploited and managed in an unsustainable manner. Moreover, climate change is being exacerbated and this is negatively impacting the livelihood of local communities in rural areas. The

Policy suggests that unsustainable exploitation of resources arises from high poverty levels and the need to create jobs and provide quick means of survival at the expense of the environment. **It appears that local communities have limited knowledge about the value of resource endowments and the need for their sustainable exploitation and management.**



vii. **Declaration of Zambia as a Christian Nation**

Zambia was declared a Christian Nation by President Fredrick Chiluba in 1991. **The Policy states that since the declaration, Zambia has witnessed exponential growth in the number of churches, other religions and an influx of foreign clergy.** However, the term ‘**Christian nation**’ has not been defined and therefore the influence of Christianity in public policy as well as in the conduct of public and private business is limited. Of concern is the number of churches and religious organisations with leaders whose preaching is based on questionable doctrine and unbiblical teaching. The Policy notes there is no law requiring churches and religious organisations to belong to umbrella bodies; a mechanism for regulating religious organisations and the conduct of the clergy; and no system to verify the status of foreign clergy in their home countries.

From the situational analysis of the Policy, it is evident that national values and principles have a far-reaching effect on the nation. Despite the provision of national values and principles in the Constitution, the present challenge for Zambia remains the application of these national values and principles. The formulation of the Ministry of National Guidance and Religious Affairs in 2016 was itself a demonstration of commitment by the Government to tackle the various challenges mentioned above. Furthermore, it is commendable that a Policy has now been formulated in order to address the challenges associated

with national values and principles. **The benefits of such a Policy is that it provides a step by step guide of how to address the challenges that Zambia is facing in its application of national values and principles.**

Guiding Principles for the implementation of the policy

The implementation of the National Guidance and Religious Affairs Policy will be guided by the following 8 principles:

- i. Partnership** between the various stakeholders.
- ii. Co-ordination** among the various stakeholders to avoid duplication and overlap of responsibilities.
- iii. Participation** of all stakeholders and citizens .
- iv. Accountability and transparency** in carrying out national and religious matters.
- v. Integrity** in the personal conduct of programme implementers and individuals.
- vi. Equity** will ensure that the differing needs of individuals based on age, gender, disability, health status and social-economic conditions are recognised.
- vii. Human dignity, social justice and non-discrimination** as the entitlement of all citizens.
- viii. Christian values** of honesty, respect, integrity, love, hard work, faithfulness, kindness patience, humility and forgiveness.

The guiding principles for the National Guidance and Religious Affairs Policy are thorough. Partnership, co-ordination and equity are important factors in the successful implementation of policies¹. Therefore, the likelihood of the Policy's success has been increased because of their inclusion as guiding principles. Participation is another particularly important guiding principle. It is vital that the identified stakeholders of the Policy embrace this principle because their ownership and commitment to its implementation will be the foundation to its

success. Accountability, transparency and integrity are key values for policy making and implementation². These particular guiding principles may also help curb corruption, which is a challenge highlighted by the situational analysis of Zambia.

In view of the Policy's determination to promote Christian values and the declaration of Zambia as a Christian nation, it should be noted that the Policy in line with the Constitution recognises diversity and the multi-religious nature of the country and continues to uphold a person's right to freedom of conscience, belief or religion. The aim of the Policy is to enhance a unifying national character regardless of one's religious beliefs.

Binding Constraints to Zambia Attaining Development and the Role of Mind-Set Change

The National Guidance and Religious Affairs Policy seeks to transform people's mindsets and behaviours in order to achieve harmonised goals towards Vision 2030 and beyond, the fulfillment of the 7NDP as well as uphold the National Constitution. Thus, inculcating a positive mindset among citizens has been thought to have numerous socio-economic and developmental outcomes and is critical to improved public service delivery.

There is an assertion that a positive attitude improves productivity as it; builds team work which impacts morale, creates synergies for collaboration thus there is a willingness to share information and ideas which further impacts innovation and service delivery³.

The same can be said for national development, that when individuals have a positive attitude towards their roles and responsibilities, they are able to apply themselves better in order to achieve collective goals.

1. Tezera, D. (2019). Factors for the Successful Implementation of Policies. Merit Research Journal of Education and Review, Vol. 7 (8): 092-095.
2. OECD (Organisation for Economic Co-operation and Development). (2018). OECD Draft Policy Framework on Sound Public Governance.
3. McQuerrey, L. (2019). How do negative and positive attitudes affect the workplace? <https://smallbusiness.chron.com/negative-positive-attitudes-affect-workplace-21287.html>

The 7NDP identifies a number of binding constraints that limit the developmental potential of the country. These constraints can be categorized as economic or social and include the following:

- Lack of transparency and accountability;
- Poor public service delivery;
- Poor public financial management;
- Limited platforms for inclusive citizen engagement and participation;
- Tolerance towards one another;
- Upholding values of good governance; and
- Poor access to justice and promotion of human rights, among many others⁴.

This policy seeks to remedy these traits by promoting a positive cultural and value system that is centred on patriotism and a collective Zambian identity. In addressing these constraints, there is potential of growing the economy since national resources will be used prudently. This is supported by the Public Finance Management Act of 2018 and the Public Procurement Act of 2008 which seeks to improve the use of public resources in order to enhance accountability and responsibility in the public service. These pieces of legislation support what the National Guidance and Religious Affairs Policy seeks to achieve and some of the challenges they seek to remedy by building integrity, responsibility and accountability in the use and distribution of national resources.

The Need for a Positive Zambian Identity through Mind-Set Change

Creating a positive Zambian identity will **require identifying the negative**

4. Government of the Republic of Zambia. [2017]. 7th National Development Plan 2017-2021.

attitudes, values, norms and cultures that impact this identity. Equally, it will require a paradigm shift towards one that transforms these negative value systems into positive ones that are centred on patriotism and constitutionalism. It will also entail that every citizen transcends their tribal, political, religious and socio-cultural identities to one that unifies all, is tolerant towards one another and is supportive of the national developmental agenda.

Country branding is also an important aspect in building a **national identity** as it will help create a positive image, reputation and character for Zambia. It is argued that countries that engage in this type of branding have a fairly more competitive identity which evokes a desirable image and enhances their competitiveness. **This is based on the recognition that a country is like a product and needs to be packaged and marketed to distinctive target audiences such as investors, tourists, businesses, corporations and its citizens.** This in turn presents positive developmental and economic benefits since countries are able to attract significant investors and tourists by presenting a conducive environment and national identity that others can work with. This is an important strategy to correct a country's negative image or depictions of it. Country branding encompasses positive aspects of a country's people, cultures, value systems, history and heritage, hence every citizen has a role to play in it. Thus, this policy seeks to build a national character for which Zambia can be known for and projected to the outside world in order to attract investment.

National Guidance and Religious Affairs Policy Objectives and Measures

The main objective of the policy is **to enhance the application of national values, principles and ethics in individual, institutional and national affairs as well as actualise the Declaration of Zambia as a Christian nation.**

The policy has 6 specific objectives with outlined policy measures. These are:

Objective 1

To promote adherence to national values, principles and ethics

Policy Measures:

- i. Enhance programmes on morality in the actions, behaviours and interactions of Zambians.
- ii. Promote and strengthen unity, social-cohesion, tolerance of diversity and inclusivity among citizens in public and private spheres of life.
- iii. Promote and enhance national identity, the sovereignty of the people, their culture, languages and beliefs.
- iv. Promote democratic processes and ethical application of the rule of law.
- v. Promote inclusive growth and holistic development of the human person from family level up to the national level.
- vi. Promote and enhance quality leadership, management practices and utilization of natural and public resources and assets.

Objective 2

To provide national guidance for ethical and inclusive conduct of institutional and national affairs

Policy Measures:

- i. Promote mind-set change for social and economic transformation.
- ii. Enhance promotion of positive customs and traditions in public and private spheres of life.
- iii. Enhance communication and advocacy on Christian and National Values and Principles.

Objective 3

To promote good governance at various levels

Policy Measures:

- i. Promote and enhance transparency, accountability, trust, positive perception among citizens and institutions.
- ii. Strengthen the legal status of the church and religious umbrella bodies and support the strengthening of Societies Act.
- iii. Design mechanisms for classifying and ensuring that all religious organisations and umbrella bodies are registered under the Societies Act.
- iv. Establish a Self-Regulatory Mechanism for the religious organisations and clergy.
- v. Establish the National Advisory Committee on National Values, Principles and Religious Affairs.

Objective 4

To facilitate the actualization of the declaration of Zambia as a Christian nation

Policy Measures:

- i. Facilitate the mainstreaming of Christian values in Government business, private sector as well as in entertainment and arts.
- ii. Facilitate the creation of a supportive environment for activities of the church and practice of Christianity .
- iii. Support public religious events.

Objective 5

To provide and strengthen the operational capacity and institutional framework for the application of national values and principles as well as management of Christian and religious affairs

Policy Measures:

- i. Enhance the mainstreaming of national values and principles in all development policies, strategies and programmes.
- ii. Enhance the capacity for promotion of national values and principles and management of religious affairs.

Objective 6

To provide for the monitoring, evaluation and reporting mechanisms on the application of national values and principles and the actualisation of the declaration of Zambia as a Christian nation at the national, provincial, district and sub-district levels

Policy Measures:

- i. Enhance monitoring and evaluation on the implementation of national values and principles and religious strategies and programmes.
- ii. Enhance research and generation of knowledge on national values and principles and religious matters as well as positive customs and traditions.
- iii. Enhance reporting on the application of national values and principles and the actualisation of the Declaration of Zambia as a Christian nation.

LESSONS FROM BEST PRACTICE

Kenya



In a similar manner to Zambia, Kenya's Constitution includes several national values and principles. Once each year, the Kenyan president is required to address the nation on the progress achieved in the realisation of these national values and principles. It became apparent that the values exhibited by Kenyans were not in line with the social and political conditions required to achieve the country's Vision 2030 in a timely manner.

In view of this, the Government established Sessional Paper No. 8 of 2013 on National Values and Principles of Governance⁵, which was operationalized in late 2015. The objective of this Policy was "to operationalize and institutionalize National Values and Principles of Governance as enshrined in the Constitution" amongst individuals, families, communities and the nation in order to achieve socio-cultural, economic and political transformation.

The implementation strategies for the various stakeholders were classified under four categories:

1. Associative approach
2. Recruiting and mobilising change agents
3. Mainstreaming values for behaviour change in all spheres
4. Affirming national values and their champions

Key lessons can be drawn from Kenya's Sessional Paper No. 8 of 2013 on National Values and Principles of Governance regarding how to implement a policy that seeks to operationalise national values and principles. Zambia can learn lessons from Kenya's strategy to recruit and mobilise change agents in its various sectors. The purpose of this strategy was to recruit as many agents in the different sectors such as entertainment, government, private sector, among others. These agents are then equipped, empowered and deployed to promote national values as well as to interact with people who fall under

5. Republic of Kenya Ministry of Interior and Coordination of National Government (2013). Sessional Paper no. 8 of 2013 On National Values and Principles of Governance.

those particular sectors. Furthermore, Kenya has employed a strategy to affirm **champions of national values**. There is an agreed upon ranking criteria to identify these individuals and mentoring schemes to ensure that these individuals can pass on their skills and experiences to others. Zambia would benefit from including similar strategies in its implementation efforts.

South Africa



South Africa applies the uBuntu⁶ philosophy in its daily life as a means to protect and inculcate ethical and national values. It supports patriotism in that, individuals are encouraged to look at whether what they are doing will enable or empower the community around them and help it improve. Its guiding principles include; intercultural brotherhood, human (humane), caring, sharing, respect, compassion (love, appreciation), solidarity, community, bond, family, consensus, democracy, tolerance, patience, diplomacy, understanding, and empathy (forgiveness, kindness). **These principles are similar to the ones the National Guidance and Religious Affairs policy aims to reinforce among** Zambians. As a people-centred philosophy, Ubuntu stipulates that a person's worth depends on social, cultural and spiritual criteria. It requires a life that depends on a normative engagement with the community, a substantive appreciation of the common good and a constitutive engagement with one another in a rational and ethical community. Furthermore, it encourages collectivism, solidarity and cooperation in order for society to achieve greater good.

Similarly, every individual living in Zambia needs to domesticate and take ownership of the principles and values outlined in the National Guidance and Religious Affairs policy. This will ensure that every citizen plays their role in applying these values in their day-to-day lives which will further translate into their interactions at household, community and national level.

6. The word Ubuntu is derived from a Nguni (isiZulu) aphorism: Umuntu Ngumuntu Ngabantu, which can be translated as "a person is a person because of or through others"

What will it take to successfully implement the policy?

The 7NDP provides a road-map on Government's ambitions to inculcate national values, ethics and principles as enshrined in the 2016 Amended Constitution set out to uphold Christian values. The successful implementation of the policy will be largely dependent on a multi-sectoral approach in order to drive the mindset change agenda. Various stakeholders will have to commit to the policy's objectives and operationalise strategies within their field of work through their service delivery charters. This calls for enhanced awareness of the national values and principles. **The greater the awareness of the national values and principles, the more mainstream they will become and the more likely the Policy will effect change.**

Government through the Strategic Plan and Balanced Scorecard for the period 2018-2021 seeks to transform the Public Service by developing a positive work culture. Some of the positive values it seeks to inculcate are **integrity, professionalism, confidentiality, impartiality and loyalty.** Reviewing and implementing the values of the Public Service Code of Ethics will help reinforce the principles envisaged in the National Guidance and Religious Affairs Policy which is critical to developing a positive work culture, enhancing work performance and improving service delivery. These ethics will not only impact organisational culture but will equally transform individual attitudes and perceptions in their day-to-day lives. The Balanced Scorecard provides an opportunity for Government to review performance in line with the transformation that the policy seeks to attain. This will provide a standard measure for monitoring some of the principles outlined. As the review of the Scorecard comes up in December 2021, it will provide a general picture of the progress made in the Public Service in delivering a value centred approach. The review will inform the preparation of the 2022 -2026 Strategic Plan and Balanced Score Card.

Similarly, there is need for stakeholders to take ownership of national values and principles and commit to their implementation. The guiding principles of participation and partnership will be particularly important in this respect.

The success of this Policy will be dependent on the ability of individuals to embrace and demonstrate the values and principles outlined. **Early exposure to national values and principles amongst children in the school curriculum is particularly essential in breeding a sense of ownership.** In this respect, the mainstreaming and inculcation of national values in pre-primary and primary schools as well as other early learning institutions will be critical. The need to start with the young is best summarised by President Edgar Lungu's words during his 2020 address on progress made in the application of national values and principles which were as follows **"let us inculcate good morals in our children from a tender age. This way, they will grow up to be loving, caring and respectful citizens"**.

Finally, promoting platforms for religious engagement and participation of the church and religious bodies has a major role to play in the fulfilment of the policy. Religious leaders are key players in providing guidance to various communities and are strategically placed to exemplify these principles as well as build a unifying character and spirit of love among their followers. Similarly, there should be promotion of platforms that support significant church-state dialogue since the church is often portrayed as a vessel that promotes good governance and offers direction to national leaders. Various religious bodies such as the Council of Churches in Zambia, the Evangelical Fellowship of Zambia and the Zambia Episcopal Conference have a role to play in facilitating platforms of engagement with the state to provide national guidance on various matters.

Recommendations

1. There is need for the Ministry of National Guidance and Religious Affairs to deepen their use of various forms of media such as social, print, audio and television to disseminate information. This is in order to promote an awareness of national values and principles in Zambia. This should be done in such a manner that still allows media institutions to maintain their right to freely determine what they promote.
2. There is need for the Ministry of National Guidance and Religious Affairs

to establish a means of identifying and rewarding individuals from various stakeholder groups who embody national values and principles well. Identifying and rewarding such individuals may promote further compliance with the values.

3. PMRC calls for a mindset education programme to be established as well as for the national values and principles to be inculcated in the school curriculum.
4. PMRC urges all Government agencies and stakeholders to operationalize the principles held in the National Guidance and Religious Affairs policy through the alignment of their institutional Code of Conduct and Service Delivery Charters as a means of supplementing Government efforts in building a sound national character and positive work culture.
5. There is need for every Zambian citizen to take ownership of the national values and principles as well as to sensitize their fellow countrymen and women on their role in upholding them and the benefits thereof.

Conclusion

The Zambian Government should be commended for the development of the National Guidance and Religious Affairs Policy. It is a comprehensive Policy that is well designed to achieve its purpose of promoting national values and principles as well as the operationalization of the Declaration of Zambia as a Christian Nation. As previously mentioned, PMRC believes that the successful implementation of this Policy will require a multi-sectoral approach, the inculcation of national values and principles by various stakeholders and the promotion of platforms for religious engagement and participation of the church and religious bodies. Furthermore, Government ought to consider countries such as Kenya and South Africa who have implemented similar policies in order to draw lessons from their experiences and to benefit from their progress. Provided these matters are considered, the National Guidance and Religious Affairs Policy will surely aid Zambia in attaining sustainable development and creating a nation that all of its citizens can be proud of.

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