



MINISTRY OF YOUTH, SPORT, ARTS AND RECREATION,

**REVISED NATIONAL SPORT AND RECREATION POLICY
(NSRP)
2018**

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FOREWORD

Globally, sport and recreation have become contemporary drivers of national economies as well as key elements in national attractiveness and branding. Congruent to this, the Constitution of the Republic of Zimbabwe imposes an obligation on the State to take all practical measures to encourage sporting and recreational activities including the provision of sport and recreation facilities for all. As such and in relation to national outcomes, it has become imperative for the Government of Zimbabwe to invest concerted efforts and optimal resources for the attainment of tangible results through sport and recreation development. It is on this premise and in accordance with the injunctions of the new dawn that Government has revised the National Sport and Recreation Policy.

In line with our new thrust for national development and as guided by this framework, Government has set out to put in place a comprehensible sport and recreation delivery systems traceable from the grassroots and durable enough to eliminate social fragmentations as well as instill sound management in the sector for economic gain. As Government, our ultimate goals are to develop the sector to reputable standard levels by ensuring that sport contributes to safe, strong and sustainable communities, and that it is accessible to all citizens regardless of color, creed, race, ethnicity, socio-economic status, physical and cognitive ability, sexual orientation or political affiliation.

This framework, revised in consultation with stakeholders within the sport and recreation sector, seeks to provide a mechanism for the attainment of national goals through sport and recreation. Its resolve is to assist stakeholders and delivery agencies in the sport and recreation sector to develop consistent approaches to the development and adoption of sport and recreation strategies that support increased participation, excellence in international competition, vibrancy in national competitions as well as contribute to the whole of Government objectives.

It is my fervent hope that this blueprint will be a major connecting point for the sport and recreation sector with other national frameworks such as the Transitional Stabilisation Programme (TSP), importantly in job creation, economic stabilisation and empowerment, especially of the Youth. Separately, it is our conviction as Government that engagement in physical activity is the most cost effective and sustainable way in handling the plight of

non-communicable diseases and an essential element in dealing with physical ailments including the HIV and AIDS pandemic.

In conclusion, it is my solemn pledge to commit to the principles and priorities outlined in this Policy and sincere request to all agents and stakeholders to establish collaborative linkages in sport and recreation for the attainment of national outcomes mutually beneficial to all Zimbabweans.

It is, therefore, my pleasure to present the Revised National Sport and Recreation Policy to the Nation.

His Excellency Emmerson Dambudzo Mnangagwa
PRESIDENT OF THE REPUBLIC OF ZIMBABWE

PREFACE

It gives me great pleasure as the Minister of Youth, Sport, Arts and Recreation and on behalf of the Government of Zimbabwe, to present the Revised National Sport and Recreation Policy. It is my sincere hope that this policy, borne and revised out of the need to grow sport and recreation into viable industries, will provide innumerable opportunities and potential for the citizens of this Country.

The National Sport and Recreation Policy, in essence, addresses the rationale and objectives for sport and recreation development in Zimbabwe and underlines the critical and significant issues which are central to the development of the same. It also explores the vast potential that resides in sport and recreation while identifying the various institutional and organisational mechanisms for their attainment.

It is our absolute persuasion that sport and recreation warehouses economic, social and individual functions, fundamentals which are pivotal in raising healthy generations, public health protection, economic development, building social peace and the development of social harmony. Mindful of the unlimited individual and community-wide benefits resident in sport and recreation, it is the import of this revised document to serve the plurality of our citizenry as well as support high performance sport as well as act as a means to national branding and diplomacy.

As a Ministry mandated to preside over the development of sport and recreation in the country, our thoughts and hindsight in the revision of this Policy conformed to the desire to develop sport and recreation from the grassroots to reputable international standards. The crafting of this framework also sought to position sport as a key element in strong and sustainable communities by ensuring that it is accessible to all citizens.

In order to ensure the unhindered attainment of these targets, robust consultations were made with a view to ensuring that an environment which facilitates increased participation in sport and recreation is fortified. It also pursued to entrench programmes that support athletes and athlete support personnel development, well-being and progression to high-performance and elite status in the overall development of sport in the country.

I would like to take this opportunity to thank all stakeholders who participated in this process and individuals who informed the contents of this document. It is my sincere hope that all Zimbabweans in their plurality will apply themselves for the successful delivery of sport and recreation in the country.

Hon. Dr Kirsty Coventry

MINISTER OF YOUTH, SPORT, ARTS AND RECREATION

ACKNOWLEDGEMENTS

The revision and subsequent adoption of the National Sport and Recreation Policy is no mean achievement by Zimbabweans as it represents the collaborative and committed efforts of many individuals. It is my humble pleasure to thank the many individuals and groups who have contributed so freely to the revision of this Policy in partial resemblance of their commitment to sport and recreation development.

It is indeed our fervent hope that this document, which is an origination of the people of Zimbabwe with an eternal fervor for sport and recreation, will culminate into a comprehensive guiding framework, that aligns our unified efforts and takes into account our national development priorities, as well as global development trends and best practice models. Though confined by our economic, social and national realities, our Government is committed to provide the requisite support for its implementation.

Fellow Zimbabweans, allow me to commend the Government of Zimbabwe for streamlining sport and recreation as an element of the Executive through the creation of a Ministry with particular focus on the sector among others. The current establishment forecast visionary commitment to a holistic development of the nation and its willingness to embrace every avenue that would contribute to that development through sport and recreation. The articulation of a clear vision and plan for the sector, through the revision of this Policy, is a clear manifestation of this commitment.

Finally, expressions of appreciation go out to Ministry members of staff, members of the working group under the guidance of the Sports and Recreation Commission and the various individuals and civil society groups that participated in the process. Thank you for the steadfast reviews and critical feedback to the consultants which guided the process and ensured that the final product spoke to the needs and aspirations of the citizens of this country.

T. Chitepo (Dr)

SECRETARY FOR YOUTH, SPORT, ARTS AND RECREATION

DEFINITION OF TERMS

Academy

A specialised training institution that offers specialist education, training and mentorship services to sport practitioners as well as nurturing talent in several sport codes.

Access

Right and opportunity created for sport, recreation and physical activity for all, regardless of geographical location, economic status, age, gender, ability, language and race.

Active

Energetic and healthy lifestyle obtained through provision of continuous participation in sport, recreation and physical activity.

Barrier

Barrier in this policy refers to environmental, structural, systems, social and personal realities that prevent persons with disabilities from participating in sport and recreation or make such participation difficult to achieve (e.g. building design, transformation, attitudes). Barriers may be socio-economic (e.g. poverty, poor health) or may be characteristics of the sport system that prevent or limit the sport participation of persons with disabilities (e.g. lack of awareness programmes, lack of specialised coaching or adapted equipment, lack of competitions).

College Sport

Refers to all sport programmes coordinated and organised by universities, colleges and vocational training centres.

Coaching

The term coaching typically refers to methods of helping others to improve, develop, learn new skills, find personal success, achieve aims and manage life change and personal challenges. Coaching commonly addresses attitudes, behaviours and knowledge, as well as skills, and can also focus on physical and spiritual development too.

This coaching article focuses on coaching and the coaching role for work, business and personal development - not coaching in sport, which although it overlaps work-related and personal coaching, is distinctly different especially in the coaching of sports teams.

Coaching is a form of training or teaching, normally involving one-to-one support (a coach and a learner), aimed at helping a person improve, often in a very practical sense.

In this respect it could be said that coaching differs from the training and teaching of groups focused on knowledge transfer and theoretical application.

Community Sport

Community sport is often subsumed under the title of community recreation. In our everyday lives, the difference between sport and recreation is often blurred. Community sport is provided through many different types of organisations. It is not the sole preserve of local authority leisure services or of sports development officers. It is largely located in the public sector, but seldom in the commercial sector. It is within the domain of youth and community work, and other realms as well.

Community sport emerged out of the realisation that traditional participation patterns were dominated by advantaged sections of the population and that an alternative approach was needed.

Education

Education is usually more broadly defined as a more general, less specialised or hands-on approach to enhancing knowledge. It aims at developing the knowledge, skills, moral values and understanding required in all aspects of life rather than knowledge and skill relating to only a limited field of activity.

Education is further defined as “to develop the knowledge, skill, or character of...”. Thus, from these definitions, we might assume that the purpose of education is to develop the knowledge, skill, or character of students. However, there is considerable research leading others to believe that knowledge arises in the mind of an individual when that person interacts with an idea or experience.

Empowerment

Provision of equal opportunities, ownership, resources and engagement in continuous and sustainable sport and recreation platforms by the people and for the people of Zimbabwe.

Equality

Equal opportunities in sport, recreation and physical activity, regardless of gender, age, colour, ability, race and religion.

Equity

Equity refers to fairness and impartiality towards all concerned, based on the principles of evenhanded dealing. It implies giving as much advantage, consideration, or latitude to

one party as it is given to another. At the core of equity is the issue of justice and rules and regulations to ensure freedom from bias or discrimination.

Sport Equity is about fairness in sport, equality of access recognising inequalities and taking steps to address them. It is about changing the culture and structures of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality or social economic status'.

Elite Sport

It is highly organized and competitive sport and represents top level of the sport development continuum.

Excellence

It is the stage of reaching highest levels of quality delivery in sport and recreation at all levels for the realisation of own and national goals.

Game

A form of competitive or non-competitive activity according to rules and regulations. It is a structured play usually undertaken for enjoyment and sometimes used as an educational tool.

High Performance

This is a superior outstanding exhibition and execution of athletic talent by athletes or players in distinguished/world class competitions using particular standardised scientific principles.

Indigenous Game

A structured play which involves passing on of history, beliefs or customs from generation to generation, undertaken for enjoyment and sometimes used as an educational tool.

Nurturing

It is the fostering of talent identified in athletes and channeling it for elite performance.

Olympic Games

These are games that are organized under the auspices of the Zimbabwe and International Olympic Committees as enshrined in the Olympic Charter.

Physical Education

It is the development of a human being through physical, social, moral and intellectual domains. It focuses on the development and care of the body ranging from simple

callisthenic exercises to training in hygiene, performance and management of the body through physical activity.

Paralympic Games

These are games that are organized under the auspices of the Zimbabwe National and International Paralympic Committees as enshrined in the Paralympic Charter.

Patriotism

Exhibiting and practising a sense of national pride through sport and recreation.

Physical Activity

It is any movement of the body produced by cardiovascular, neuro-muscular and skeletal muscles that require energy expenditure. It involves duration intensity and frequency of the exercise.

Professionalism

Upholding high moral and ethical standards in sport and recreational activity.

Recreation

Recreation is an activity which people engage in during their free time that people enjoy, and that people recognize as having socially redeeming values. The activity performed is less important than the reason for performing the activity which is the outcome.

Sport

An activity involving physical exertion and skill that is governed by a set of rules or customs and often undertaken competitively. It is also described as a game, competition, or activity needing physical effort and skill played or done according to rules for enjoyment and/or as a job.

Sport and Recreation Industry

It is a market in which people, activities, business and organisations are involved in producing, facilitating, promoting or organising any activity, experience or business enterprise focused on sports and recreation.

Sport for all

Sport for All is a movement which promotes the Olympic ideal that sport is a human right for all individuals regardless of race, social class and gender, physical and intellectual ability. The movement encourages people to participate in sporting activities in order to lead a healthy lifestyle.

Social cohesion

Social cohesion is defined as the degree of social integration and inclusion in communities and society at large, and the extent to which mutual solidarity finds expression among individuals and communities.

In terms of this definition, a community or society is cohesive to the extent that the inequalities, exclusions and disparities based on ethnicity, gender, class, nationality, age, disability or any other distinctions which engender divisions, distrust and conflict are reduced and/or eliminated in a planned and sustained manner. This, with community members and citizens as active participants, work together for the attainment of shared goals, designed and agreed upon to improve the living conditions for all. Within a sporting context, social cohesion is the process by which efforts are made to ensure equal opportunities that everyone, regardless of their background, can achieve their full potential in life. Such efforts include policies and actions that promote equal access to (public) services as well as enable citizens' participation in the decision-making processes that affect their lives.

Sport for Development and Peace

The Sport for Development and Peace concept evolved from a growing recognition that well designed sport-based initiatives that incorporate the best values of sport can be powerful, practical, and cost-effective tools to achieve development and peace objectives. Sport is viewed both as valuable in itself and as a means to achieving broader aims for development and peace.

Sport Tourism

It refers to the synergy between the sport industry and the tourism industry in which travel involves either observing or participating in sport events.

School Sport

Refers to all sport programmes coordinated under the auspices of Ministry of Primary and Secondary Education.

Sport and Recreation Club

An institution comprised of people who come together to pursue a common interest for competitive or recreational purposes.

Sport and Recreation Patron

A well-known or illustrious individual lending their name, influence and support for the benefit of the organisation, who may or may not have membership rights.

Sport Science

It is a discipline that studies the scientific principles and techniques with the aim of improving sporting performance. It is also referred, in a holistic way, to include different disciplines such as bio-kinetics, sport psychology, sport nutrition, sports optometry, sports dentistry, sports physiotherapy, technical development aids, life skills and any other matters connected to the above-mentioned support services.

Sports Medicine

It is a branch of medicine that deals with physical fitness treatment and prevention of injuries related to sport and exercise.

Training

Organized activity aimed at imparting information and/or instructions to improve the recipient's performance or to help him or her attain a required level of knowledge or skill.

Training has been defined in various ways, including the following: a planned process to modify attitude, knowledge or skill behaviour through a learning experience to achieve effective performance in any activity or range of activities. Its purpose, in the work situation, is to develop the abilities of the individual and to satisfy current and future manpower needs of the organization. Training endeavors to impart knowledge, skills and attitudes necessary to perform job-related tasks. It aims to improve job performance in a direct way. Training is characterised as an instructor led, content-based intervention leading to desired changes in behavior.

Unhu/Ubuntu

Embodiment of indigenous, ethical, moral and religious virtues that celebrate the mutual social responsibility, mutual assistance, dignity, trust, sharing, unselfishness, self-reliance, caring and respect for others, that characterise the Zimbabwean being.

ACRONYMS

AU	African Union
AUSC	African Union Sport Council
GDP	Gross Domestic Product
GNP	Gross National Product
HPC	High Performance Centre
MDGs	Millennium Development Goals
MoHTESTD	Ministry of Higher and Tertiary Education, Science and Technology Development
MoLGPNH	Ministry of Local Government, Public Works and National Housing
MoPSE	Ministry of Primary and Secondary Education
MoYSAR	Ministry of Youth, Sport, Arts and Recreation
MoTEHI	Ministry of Tourism, Environment and Hospitality Industry
MOU	Memorandum of Understanding
NAPH	National Association of Primary Heads
NASH	National Association of Secondary Heads
NGO	Non-Governmental Organisation
NSAs	National Sport Associations
PPP	Public-Private Partnerships
SDGs	Sustainable Development Goals
SRC	Sports and Recreation Commission
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
WADA	World Anti-Doping Agency
ZADA	Zimbabwe Anti-Doping Agency
ZNBCB	Zimbabwe National Boxing Control Board
ZNPC	Zimbabwe National Paralympic Committee
ZNWCB	Zimbabwe National Wrestling Control Board
ZOC	Zimbabwe Olympic Committee

1. BACKGROUND

At the attainment of independence in 1980, Zimbabwe inherited a sport and recreation system which catered mainly for the chosen few who lived in the urban and commercial farming areas. Sport and recreation were promoted along ethnic, racial and regional grounds as could be seen in disciplines such as cricket, rugby, basketball, football and others. In an attempt to change the status quo to reflect the new era of democracy, the Zimbabwean Government introduced the Ministry of Youth, Sport and Recreation in 1981, and the Zimbabwe Youth, Sport and Recreation Councils Act of 1983. The legal instruments introduced provided for the democratisation of sport and recreation, registration and regulation of National Sports Associations, to reflect a national outlook and to provide oversight of all sport and recreation organisations and development in the country.

Due to concern over the slow pace of sport and recreation development, His Excellency President R. G. Mugabe, in 1989, instituted a Commission of Enquiry into the Organization and Administration of Sport and Recreation in the country. The report of the inquiry and recommendations resulted in the establishment of the Sports and Recreation Commission (SRC) through the SRC Act Chapter 25:15 of 1991. Government was concerned that sport and recreation were regulated and administered properly and also accessed without any form of discrimination.

Among others, the SRC Act mandated the SRC to control, regulate, assist, promote, coordinate and generally oversee the promotion and development of sport and recreation in the country. The SRC also advises the Government on the needs of sport and recreation in the country and ensures proper administration of organisations undertaking the promotion of sport and recreation.

Since the inception of the SRC and subsequent enactment of Statutory Instrument 342 of 1995, and Physical Education, Sport and Recreation Policy of 2006, the development of sport and recreation took a more pronounced position. This environment provided for deliberate decentralization of structures and programmes by National Sports Associations to provincial and districts levels in an attempt to close the gap between the grassroots, schools, tertiary institutions, community sport and recreation clubs and mainstream sport.

Zimbabwe sport system recorded some success at regional, continental and international competitions. However, there is need to address issues to do with sub-optimal contribution to socio-economic, support system for athletes and teams, prioritisation of sport and governance in sport and recreation.

Government of Zimbabwe has come up with the National Sport and Recreation Policy as a guide for the implementation of sport, recreation and physical activity in the country. The Policy addresses issues of sport and recreation for all / mass participation, governance, competitions, human capacity development, high performance, sport industry, sport ethics, research and development, technology, doping, sport dispute resolution, sport infrastructure, life skills, funding and resource mobilisation. The Policy is a living tool with built-in mechanisms for monitoring and evaluation, reporting and reviews.

2. POLICY FORMULATION METHODOLOGY

The Ministry of Youth, Sport, Arts and Recreation adopted a consultative approach in formulating the Policy for the implementation of the NSRP. The following processes were followed: -

- Desk review to appreciate best practices in the development of the National Sport and Recreation Policy;
 - Drafting of a Concept paper;
 - Consultative meetings to gather thematic areas from stakeholders;
 - Formulation of a draft National Sport and Recreation Policy for the implementation of the Policy;
 - Inter-Ministerial, Chiefs' Council, Parliamentary Committee on Education, Sport, Arts and Culture consultations;
 - Validation meetings by key stakeholders in provinces;
 - Presentation of final draft Policy to the Minister;
 - Presentation of the draft National Sport and Recreation Policy to Cabinet;
 - Presentation of Policy to Parliament;
 - Approval of the Policy by His Excellency President R. G. Mugabe and
 - Launch of the Policy by His Excellency President of the Republic of Zimbabwe.
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3. CASE FOR SPORT AND RECREATION

The potential value of sport and recreation can be harnessed into the economic and socio-political development of the country. There is, therefore, need for strategic investment in sport and recreation in a focused and coordinated way. Consequently, every dollar invested in sport and recreation has potential for compounded returns in improved health, education, productivity, enhanced sport and life skills, increased employment opportunities thereby contributing to sustainable socio-economic growth.

3.1 THE BENEFIT OF SPORT AND RECREATION TO THE COMMUNITY

3.1.1 Sport and Recreation for Nation Building

Sport and recreation promote nation building, and is a vehicle for enhancing national identity, national unity, Unhu/Ubuntu and social integration. Furthermore, sport and recreation instils values of nationalism and patriotism and inculcates a unique sense of belonging and national pride. To achieve this, there is need for structured community sport and recreation based programmes.

3.1.2 Sport and Recreation and Image of a Country

Outstanding achievements in both domestic and international sporting and recreational events and the hosting of national, regional, continental and international tournaments are potent tools for enhancing the image of a country. Zimbabwean athletes are brand ambassadors when participating in regional, continental and international competitions.

3.1.3 Sport and Recreation for Economic Development

Sport and recreation are catalysts for economic development. Included in the sport and recreation industrial sectors are sporting goods production, sport-related services, infrastructure development, hospitality, transport, health, sport events, spectator supplementary effects, sponsors, merchandising, and the media. It is the intention of MoYSAR to carry out periodic surveys to ascertain the contribution of sport and recreation to the GDP and GNP.

3.1.4 Sport Tourism

Sport tourism is a multi-billion-dollar business and among the fastest growing and most dynamic of modern-day service industries. Zimbabwe can benefit from immense sport tourism opportunities which have not been fully exploited in partnership with various stakeholders. Sport tourism has potential to increase sport events, generate significant revenues, create employment opportunities, regenerate and resuscitate rural and urban infrastructure, re-appraise tourist destinations and contribute significantly to GDP.

3.1.5 Sport and Health

Scientific evidence abounds on the positive health benefits derived from sport and physical activity which include, among others, prevention of several communicable and non-communicable chronic diseases such as hypertension, diabetes, cardiac arrest, coronary heart and osteoporosis diseases. Sedentary lifestyle is dangerous and may result in conditions such as obesity, depression and overweight among others. Sport and physical activity are cost effective methods of improving health across populations and economies. There shall be a Sport for All environment resulting in an active Zimbabwe.

3.1.6 Sport and Recreation, Media and Broadcasting

The development of Internet and Satellite Television (IST) has rendered national borders almost totally permeable to the distribution and selling of broadcasting and TV rights. Sport brands contribute a lot of revenue and Government has to tap into this opportunity in order to benefit the sport and recreation movement in the country. Zimbabwe will implement a model of revenue generation for sport and recreation based on television and broadcasting rights.

3.1.7 Employment Creation through Sport and Recreation

Sport and recreation have become important sources of employment opportunities and job creation particularly for youths in Zimbabwe. In addition, for talented athletes, sport is arguably one of the world's highest paying industries and for this cause, it has to be prioritised. Clubs, National Sports Associations, Academies, among others, are

an important source of employment and must be re-aligned as viable commercial entities.

3.1.8 Sport and Recreation Infrastructure Development

Community development is stimulated by the construction or rehabilitation of sport and recreation infrastructure. Urban and Rural Local Authorities must integrate construction of sport and recreational facilities in their national housing plans/projects.

3.1.9 Women Empowerment through Sport and Recreation

Sport and recreation are effective empowerment tools for girls and women to contribute effectively to sustainable socio-economic and political development of a country. Deliberate access will be facilitated for women and girls to participate in sustainable sport and recreation activities at all levels.

3.1.10 Equity and inclusion in Sport

Equity refers to an environment that accepts the principles and practices of fair and appropriate allocation of resources and opportunities for all Zimbabweans. Such equity can be achieved by removing barriers as defined in the definition clause. Sport and recreation is a tool to integrate persons with disabilities and all marginalised groups into society and providing them with the necessary tools to participate in all sport and recreation activities.

Marginalised groups are those people who are regarded as having less influence in the wholesome societal architecture.

Sport and recreation can integrate persons with disabilities, including, but not limited to, all marginalised groups into the society, providing an arena for positive social interaction, and eliminating prejudice. Sports and recreation programmes for persons with disabilities and marginalised groups are also a cost-effective method of rehabilitation. Sport in Zimbabwe shall be inclusive of all social groups and individuals regardless of colour, race, gender, ethnicity, creed and ability.

3.1.11 Sport Volunteerism

Volunteers are a strategic resource for sport and recreation programmes that shall be actively mobilised. Sport and recreation rely on volunteers in organising community based programmes and hosting local and international events.

3.1.12 Difference between Sport and Recreation

Sport is generally considered an activity organised under standard rules and regulations. Sport has the objective of winning a prize, being the best and standing out from the rest. Sport is competitive in its nature and it offers employment opportunities for administrators, coaches and athletes. Sport involves talent identification and nurturing of athletes for competition.

On the other hand, recreation is leisure that is engaged in the attainment of personal and social benefits. Recreation is a worthwhile, socially accepted leisure experience that provides immediate and inherent satisfaction to the individual who voluntarily participates. In order to qualify as recreation, an activity must have a desirable effect to a participant. Recreation services and activities can either be passive or active.

Passive recreation involves activities which require little physical exertion, no specialised parkland development and management, and, therefore, can be provided at a low cost to communities. Casual activities are the pursuit of hobbies of no adverse impact to the natural habitat and physical wellbeing.

Active recreation is generally any activity that requires significant exertion of physique. It often necessitates infrastructural development for the purposes of active sports or organised events. Active recreation involves structured activities which require specialised parkland development and management which may restrict general use of the facility. Active recreation, such as team sports, typically involves intensive management, maintenance, and, therefore, higher costs due to the need to provide substantial space to congregate.

4. VISION, MISSION AND GUIDING PRINCIPLES

4.1 VISION

An active, empowered and excelling sporting nation.

4.2 MISSION

To create an enabling and sustainable environment for sport and recreation delivery that promotes access for all, excellence, fostering social harmony, nation building, economic development and general wellbeing of Zimbabweans.

4.3 GUIDING PRINCIPLES

The National Sport and Recreation Policy is based on essential values and principles which influence its design and direction. These lay the foundation on which the goals, objectives and priority areas are formulated. The principles and values are as follows:

4.3.1 Community development through sport and recreation

Sport and recreation are about inclusive participation and, inadvertently, it brings individuals and communities together, thus highlighting a common ethos that bridges cultural, racial and ethnic divides. Sport and recreational programmes serve as effective tools for social mobilisation, supporting health activities such as HIV/AIDS education and immunisation campaigns. Sport is a significant economic force providing employment and contributing to community development. Furthermore, participation in community sport and recreation assists in the preservation of a clean and healthy environment.

Sport transcends barriers that divide societies, making it a powerful tool to support conflict mitigation and peace-building efforts, both symbolically on the global level and very practically within communities. Applied effectively, sport and recreational programmes promote social integration and foster tolerance, help in reducing tension and generate dialogue. The convening power of sport makes it additionally compelling as a tool for advocacy and communication.

4.3.2 National Cohesion and Social Harmony

Effective organisation of sport and recreation contributes towards the attainment of national unity, identity, reconciliation, peace and support for the family and community regardless of race, language, tribe or ethnicity, sex, belief or social class. Sport and recreation is vital to bringing together people of diverse cultural and religious backgrounds.

4.3.3 Sustainable economic development

This NSRP recognises sport and recreation as critical contributors to Gross Domestic Product (GDP) and Gross National Product (GNP) for sustainable economic development, through a sound sport and recreation industry. Government and all stake holders in Sport and Recreation shall collaborate to ensure investment in sport and recreation in order to propel the sector into a vibrant industry.

4.3.4 Mass participation

Community Mass Participation delivers sport promotion programmes by focusing on increasing the number of participants in sport and recreation with an emphasis on disadvantaged and marginalised groups.

The NSRP shall encourage all people to take up active lifestyles thereby promoting mental and physical health creating safer communities and promoting positive behaviour in collaboration with all stakeholders.

4.3.5 Equity

The NSRP shall recognise the right of special groups to have equitable access, control and ownership of resources, facilities, information, opportunities in sport and recreation.

Sport and recreation promote inclusion and involvement of infants (both pre-and post-natal), adolescents, youths, persons with disabilities, minority groups, the elderly, men and women.

4.3.6 Technological Innovations

The universal growth of the sport and recreation industry in the high-performance arena dictates that the NSRP shall promote sports science, specialised sports

medicine, sport psychology, scientific sports coaching, research and development, anti-doping measures, age determination, sport and recreation products and services to enhance elite performance and thus increase the country's Gross National Product.

4.3.7 Funding and Resource Mobilisation

Central Government, Local Authorities, Private Sector, International Sport Governing Bodies, Sport NGOs and parents (in the case of school and college sport), have a collective responsibility to fund sport and recreation. This Policy shall provide for the establishment of a revolving National Fund for sport and recreation. The attainment of the goals and objectives of this Policy hinges on the effective mobilisation of resources by all stakeholders.

4.3.8 An Active Nation

Sport and recreation is an impetus to an active nation. In this regard, Government envisages the alignment of successful approaches to increasing the number of people who are physically active with slants that successfully maximise sport's contribution to changing the lives of Zimbabweans.

4.3.9 Nationhood

Sport and recreation is a conduit for the expression of a sense of national belonging. It sustains and maintains national unity, cohesion and pride. Zimbabwe views the sector as an appropriate tool for the projection of national identity and character.

4.3.10 Skills and knowledge transfer

Sport and recreation policy shall provide for the establishment of exchange programmes and hosting of events to enhance skills and knowledge transfer. Governments can benefit from exchanging knowledge and experiences with their peers on a regional basis and participating in international meetings, working groups, and conferences.

4.3.11 Sport for Peace and Development

To fully harness sport's potential, Sport for Development and Peace approaches must be accepted and integrated into the broader development toolkit, and the

necessary national policies, investment, and capacity must be in place to permit programmes to be scaled-up on a national basis. Sport for Development and Peace programmes will involve mobilising partnerships with a broad range of actors, including sport organisations, NGOs, the private sector, and multilateral agencies, to harness expertise, leverage resources, and coordinate capacity-building and programme activities.

4.4 VALUES

In order to fulfill the Vision and Mission of this Policy, the following values will guide its implementation:

- Equity
 - Equality
 - Excellence
 - Fairness
 - Patriotism
 - Teamwork
 - Olympism
 - Unhu/Ubuntu
-

5. RATIONALE FOR SPORT AND RECREATION POLICY

The National Sport and Recreation Policy was formulated in order to: —

- Provide parameters for sound organisation and implementation of sport and recreation development in Zimbabwe;
 - Position sport and recreation as social, cultural, political and economic tools in national development;
 - Mainstream sport and recreation into the lifestyle of all Zimbabweans. Integrate all systems i.e. Government, Schools, Uniformed Services, Local Authorities, Civic Organisations, Tertiary institutions, National Sport Associations, International Sport Governing Bodies, Community Sport and Recreation clubs, Private sector and Development Partners as a multi-sectoral approach in sport and recreation delivery;
 - To formulate guidelines of clean sport movement;
 - Provide parameters for a sport dispute resolution as part of a broader Sport Law sub-sector;
 - To organize the economy of sport;
 - To guide the regulation of training and performance standards;
 - To define parameters for the setting up of a National Anti- Doping Organisation and
 - To position Zimbabwe as a winning and excelling nation.
-

6. LEGAL FRAMEWORK

The Policy framework has been developed within the context of and taking cognisance of International, Regional and National legislation. Zimbabwe is governed through the following legislative enactments:

6.1 INTERNATIONAL

In its policy development, the Ministry of Youth, Sport, Arts and Recreation took due cognisance of international instruments such as the UN Conventions, Resolutions, Charters and Codes. These include, among others:

- Basic Universal Principles of Good Governance of the Olympic and Sports Movement (2003);
- Universal Declaration of Human Rights (UDHR) (1948);
- World Anti-Doping Agency Code (2013);
- The International Olympic Committee (IOC) Charter (2013);
- The International Paralympic Committee Charter;
- The Universal Declaration of Human Rights (UDHR) (1948);
- United Nations Convention on the Rights of Persons with Disabilities. (Article 30);
- United Nations Sustainable Development Goals (2015);
- 2030 UN Agenda for Sustainable Development Goals and
- UN Convention on the Rights of the Child (UNCRC) (1992).

6.2 REGIONAL

Zimbabwe is also governed by regional legislative frameworks. These include, *inter-alia*:

- Africa Union Sport Policy Framework (2008-2018);
- Supreme Council for Sport in Africa (SCSA) Policy;
- SADC Sport Policy (2000) and
- SADC Protocol on Culture, Information and Sport (2001);

6.3 NATIONAL LEGISLATION

The Constitution embodies the values and tenets of sportsmanship and recognises sport and recreation as a tool for the attainment of reconciliation, peace and national unity for all

regardless of sex, tribe, language, ethnicity, race, belief or social class. It also recognises sport and recreation as a pillar for socio- economic development for athletes, communities and the national economy.

The NSRP derives direction from the following legal frameworks and policy pronouncements:

6.3.1 The Constitution of Zimbabwe (2013), Chapter 2, Section 32, states that:

The State must take all practical measures to encourage sporting and recreational activities, including the provision of sporting and recreational facilities for all people. Chapter 2 Section 17 (1) on gender balance states that the state must promote gender balance in the Zimbabwe society. In particular, the state must promote the participation of women in all spheres of Zimbabwean society on the basis of equality with man.

Elderly persons Chapter 2 Section 21 (2)

The state and all institutions and agencies of Government at every level must endeavour, within the limits of the resources available to them, to encourage elderly persons to participate fully in the affairs of the society.

Persons with a disability Chapter 2 Section 22 (3) (a)

The state and all institutions and agencies of Government at every level must develop programmes for the welfare of persons with physical and mental disabilities, especially work programmes consistent with their capabilities and acceptable to them or their legal representatives.

6.3.2 The Sports and Recreation Commission Act Chapter 25:15 of 1991 (revised in 1996) and SI 342 of 1995

Provide for;

- the establishment and function of Sport and Recreation Commission;
- the responsibilities of the Commission to registered National Associations;
- The election of an Olympic Committee in accordance with the Olympic Charter and

- National colours.

6.3.3 The National Boxing and Wrestling Control Act of 1956

The objectives of the Boxing and Wrestling Boards, respectively, are to regulate, control and exercise general supervision over professional boxing or wrestling tournaments in Zimbabwe with a view to eliminate undesirable practices and the protection of the interests of boxers, wrestlers, promoters, officials and the public generally.

6.3.4 The Urban Councils Act Chapter 29:15 states that:

Second Schedule, (Section 198)

Recreational facilities

2. To provide, lay out, adorn and maintain any open spaces under the control of the council.

3.(1) To provide on land under the control of the council and operate parks and other facilities for recreation, swimming or other sports, bathing, camping and caravanning and to do all things necessary or desirable in connection with the provision or operation of such facilities, including the provision of premises for the sale of food and drink.

Third Schedule, Section 102, 145(1), 227 And 232

Parks, recreation grounds, caravan parks, camping grounds, etc. Section 66. The regulation of—

(a) Parks, recreation, athletic and sports grounds, swimming baths and like places of public entertainment, pavilions, refreshment rooms and restaurants.

6.3.5 Rural District Councils Act 29:13

First Schedule (Section 71)

3.(1) To provide and manage, on land under the control of the council, parks and other facilities for recreation, swimming or other sports, bathing, camping and

caravanning and to do all things necessary or desirable in connection with the provision or operation of such facilities, including the provision of premises for the sale of food and drink.

(2) To let such facilities as are referred to in subparagraph (1) or any portion thereof or rights therein to any person, club or other body of persons.

43. Grants to charities, sports etc.

43. (1) Subject to subparagraph (2), to make grants of money or loans for the establishment, maintenance or support of—

(d) Sporting or recreational bodies; or

(g) organisations for the education, welfare or recreation of members of the Police Force and Defence Forces, students and school-children, including such movements as the Boy Scouts and the Girl Guides Associations and other youth movements;

(46). Youth Centres.

To provide and operate youth centres and facilities or amenities.

(62). The regulation of:

(a) Parks, recreation, athletic and sports grounds, swimming baths and places of public entertainment, pavilions, refreshment rooms and restaurants.

6.3.6 The Tourism Act Chapter 14:20 Section 2, under Interpretations,

“Tourist” means a visitor who spends at least one night in Zimbabwe and whose journey is for any one or more of the following purposes—

(b) Recreation;

(f) Sport.

6.3.7 Lotteries and Gaming Act (2002) Section 45

45: Proportion of proceeds of State lotteries to be used for charity or sport

(2) The Minister may designate not more than one State lottery in any year as a Sports Lottery, and in that event, the full amount paid into the State Lotteries Account in respect of such lottery, less any expenses that may have been incurred by the State in conducting the lottery, shall be paid to or for the credit of the Sports and Recreation Commission established by the Sports and Recreation Commission Act [Chapter 25:15].

53: Establishment and objects of Lotteries and Gaming Fund.

(1) There is hereby established a Fund, to be known as the Lotteries and Gaming Fund, which shall be vested in the Minister responsible for finance as trustee of the Fund.

(2) Subject to this Act, the object of the Fund shall be to provide funds to finance sporting or recreational activities and development approved by the Sports and Recreation Commission established by Section 3 of the Sports and Recreation Commission Act [Chapter 25:15].

6.3.8 Zimbabwe Agenda for Sustainable Socio-Economic Transformation (TSP) Economic Blueprint (2013)

Sport and recreation sector programmes and activities are to be aligned with the two clusters of the Economic Blueprint which are:

- Social Services and Poverty Eradication and
- Value addition and Beneficiation.

6.3.9 Regulations

In order to provide guidance on the implementation of sport and recreation, regulations sighted as the Sport and Recreation Commission (General) Regulation, (1995) were designed.

6.3.10 Policies

These includes National Policies which provide direction to, support for and implementation of sport and recreation, for example the Physical Education Sport and Recreation Policy (2006), National Gender Policy, Child Protection Policy (1990), and National Youth Policy (2013).

7. POLICY GOALS AND OBJECTIVES

National Sport and Recreation Policy seeks to achieve the following goals and objectives as shown in Table 1 below:

Table 1: National Sport and Recreation Policy Goals and Objectives

GOALS	OBJECTIVES
Building an active and healthy nation through sport and recreation.	<ul style="list-style-type: none"> • To inculcate a sporting, recreational and physical activity culture in all Zimbabweans for the attainment of a healthy nation. • To facilitate the development of standard infrastructure for sport and recreation facilities. • To promote the use of technology in sport and recreation. • To increase access to sporting and recreation infrastructure and facilities. • To promote increased participation by persons with disabilities, women, girls, the elderly, displaced persons and the youth at risk. • To promote sport for all and mass participation in sport.
Profiling sport and recreation as a vehicle for positive socio- economic transformation.	<ul style="list-style-type: none"> • To introduce incentives for the production and importation of sport goods, equipment and apparel. • To promote robust and sustainable sport and recreation programmes and projects that create employment and business for the realisation of national goals. • To transform sport and recreation sector into viable industries for socio-economic development. • To support the hosting of major international events and exploit their benefits for tourism and the economy.
Supporting of an integrated sport and recreation system that enables the attainment of world class performance standards.	<ul style="list-style-type: none"> • To implement a system of sport heritage, legacy, awards and role modeling. • To create a database of sport and recreation practitioners. • To promote good corporate governance and sound administration in sport and recreation. • To implement National Anti-Doping programmes in compliance with the provision of the World Anti-Doping Code. • To facilitate access to world class sporting equipment and apparels. • To facilitate the development of standard infrastructure.

	<ul style="list-style-type: none"> • To build the capacity of coaches, administrators and technical officials to support the High-Performance System. • To install athlete development pathways from grassroots to elite level.
Creating a national funding and resource mobilisation system for sport and recreation.	<ul style="list-style-type: none"> • To establish multi-sectoral funding models for the sport and recreation sector. • To create Public-Private-Partnerships (PPPs) for sport and recreation. • To enter into bi-lateral and multi-lateral partnerships for sport and recreation. • To create Build-Own-Operate and Transfer (BOOT) and Build-Operate and Transfer partnerships for infrastructure.
Developing a comprehensive capacity development programme that facilitates the delivery of sport and recreation at all levels.	<ul style="list-style-type: none"> • To coordinate implementation of the National Sport Education and Training system in partnership with relevant stakeholders. • To improve the administrative and technical capacities of sport organisations and practitioners to achieve top sporting standards. • To promote good corporate governance and sound administration in the running of sport and recreation. • To mainstream sport, recreation and physical education.

8. INSTITUTIONAL FRAMEWORK AND COORDINATION

The NSRP underscores the critical role of the Ministry of Youth, Sport, Arts and Recreation in establishing and coordinating the necessary linkages and collaboration for its effective implementation.

The institutional framework of the NSRP defines bodies and institutions which directly contribute to the implementation of this Policy and their respective roles at all levels.

Table 2: Roles and Responsibilities of Key Stakeholders in the Delivery of Sport and Recreation

Stakeholder	Roles and Responsibility
Ministry of Youth, Sport, Arts and Recreation	<ul style="list-style-type: none"> • The Ministry is the principal custodian of sport and recreation in the country on behalf of the Government of Zimbabwe. It promulgates statutes and policies which set out standards and procedures for sport, recreation, physical activity, and construction, registration, maintenance and utilization of sport and recreation facilities. • The Ministry is responsible for the promotion and development of sport, recreation and physical activity in the country. • The Ministry will have custody of and manage state owned sport and recreation facilities and regulate those that are privately owned.
Office of the President and Cabinet	<ul style="list-style-type: none"> • Monitoring and evaluation of sport and recreation programmes and projects. • Provide mandate of the Ministry of Youth, Sport, Arts and Recreation.
Ministry of Public Service, Labour and Social Services	<ul style="list-style-type: none"> • Provide human resources to implement sport and recreation programmes and projects. • Provision of social services that promote sport and recreation such as BEAM and National Feeding Programme. • Ensure that all sporting disciplines and facilities are designed to accommodate various categories of Persons with Disabilities (PWDs) including gender and age. • Encourage full and active participation of PWDs in the sporting disciplines to remove stigma and promote a culture of inclusivity to the extent of their abilities and interests.
Ministry of Finance and Economic Development	<ul style="list-style-type: none"> • Provide financial resources to implement sport and recreation programmes and projects.
Ministry of Primary and Secondary Education	<ul style="list-style-type: none"> • Ensures that Health & Physical Education is part of the curriculum at all levels of the education system from Early Childhood Development (ECD) to the Advanced Level.

	<ul style="list-style-type: none"> • Develop and co-ordinate sports programmes, physical education and recreation activities in schools with the co-operation and guidance of NASH, NAPH, NSAs and SRC. • Collaborate with the Ministry of Youth, Sport, Arts and Recreation, in the teaching of Sport, Physical Education and Mass Display. • Mainstream sport and recreation in the curriculum. • Ensure that Sport, Physical Education and Mass Display are examinable subjects.
Ministry of Higher and Tertiary Education, Science and Technology Development	<ul style="list-style-type: none"> • Develop aspects of Science and Technology in Sport and Recreation. • Ensure that Health & Physical Education is part of the curriculum at all levels. • Develop and co-ordinate sport programmes and recreation activities for all their institutions. • Training of teachers in the teaching of Sport, Physical Education and Mass Display. • Ensure Sport, Physical Education and Mass Display at Teachers' Training Colleges is compulsory and is part of the core curriculum. • Ensure that the Teachers' Training Colleges are properly and adequately equipped for the training of Sport, Physical Education and Mass Display Teachers. • Ensure Tertiary education for talented but otherwise challenged students. • Promote research in sport and recreation.
Ministry of Health and Childcare	<ul style="list-style-type: none"> • Ensure healthy lifestyles of citizens through sport and recreation. • Use sport and recreation as mobilisation tools • Foster alternative responsible behaviour.
Ministry of Tourism and Hospitality Industry	<ul style="list-style-type: none"> • Promotes Sport and Recreation Tourism. • Anchor all facets of this policy

Ministry of Local Government, Public Works and National Housing	<ul style="list-style-type: none"> • Responsible for the construction, upkeep and maintenance of sport and recreation facilities. • Provides sport and recreation facilities to the community. • Provides land for the establishment of sporting and recreation facilities.
Ministry of Rural Development, Promotion and Preservation of National Culture and Heritage	<ul style="list-style-type: none"> • Provides land for the establishment of sporting and recreation facilities. • Mobilise and encourage people to participate in sport and recreation activities. • Lead in development of traditional games.
Ministry of Youth, Indigenization and Economic Empowerment	<ul style="list-style-type: none"> • Coordinates and mobilises youths to participate in sport and recreation activities. • To include but not limited to this as part of the empowerment tool.
Ministry of Women Affairs, Gender and Community Development	<ul style="list-style-type: none"> • Coordinates and mobilises women to participate in sport and recreation activities. • To include but not limited to this as an empowerment strategy.
Ministry of Industry and Commerce	<ul style="list-style-type: none"> • Facilitates development of a thriving Sport Industry that contributes to the Gross Domestic Product. • Encourage entrepreneurs to venture into manufacturing of sport goods and products.
Ministry of Foreign Affairs	<ul style="list-style-type: none"> • Establish more foreign exchange programmes in respect of coaches, technical experts, administrators and player exchange visits. • Vigorously pursue external linkages. • Offer external representation and contact in strategic regions.
Ministry of Home Affairs	<ul style="list-style-type: none"> • Provides funding for sport through proceedings from Gaming and Lotteries as stated in the Lotteries and Gaming Act. • Develop and co-ordinate sport and recreation programmes

	within the uniformed services.
Ministry of Small and Medium Enterprises and Cooperative Development	<ul style="list-style-type: none"> Facilitate the local production and marketing of sport and recreation equipment and apparels.
Ministry for Liaison on Psychomotor Activities in Education.	<ul style="list-style-type: none"> Advising on psychomotor activities.
Ministry of Macro-Economic Planning and Investment Promotion	<ul style="list-style-type: none"> Promotion of investment in the sport and recreation sector.
Ministry of Energy and Power Development	<ul style="list-style-type: none"> Provision of energy and power to sport and recreation facilities and industry.
Ministry of transport and Infrastructural Development	<ul style="list-style-type: none"> Provision of transport and support infrastructure.
Ministry of Welfare Services for War Veterans, War Collaborators, Former Political Detainees and Restricttees	<ul style="list-style-type: none"> Mobilise human resources to ensure mass participation in sport and recreation.
Ministry of Lands and Rural Resettlement	<ul style="list-style-type: none"> Availing land for sport and recreation infrastructure development.
Ministry of Defence	<ul style="list-style-type: none"> Develop and co-ordinate sport and recreation programmes within the uniformed forces.
Ministry of Agriculture, Mechanisation and Irrigation Development	<ul style="list-style-type: none"> Ensure food security.
Ministry of Mines and Mining Development	<ul style="list-style-type: none"> Development, nurturing and availing of sport and recreation facilities within the mining communities.
Ministry of Environment, Water and Climate	<ul style="list-style-type: none"> Ensure a safe and conducive environment. Collaborate in the development and rehabilitation of recreation facilities such as parks.
Ministry of Media,	<ul style="list-style-type: none"> Provide coverage of sport and recreation activities including

Information and Broadcasting Services	<p>information dissemination.</p> <ul style="list-style-type: none"> • Develop sport media rights policy.
Ministry of Information, Communication Technology, Postal and Courier Services	<ul style="list-style-type: none"> • Promote research and use of information communication technology for sport and recreation development.
Ministry of Justice, Legal and Parliamentary Affairs	<ul style="list-style-type: none"> • Legislation development and alignment. • Enact acts and legislation.
Ministry of National Healing, Peace and Reconciliation	<ul style="list-style-type: none"> • Promote social integration and respect for each other. • Promote peace and tranquility for sport and recreation to thrive. • Use sport and recreation as a tool to achieve their mandate. • Promote peace through sport and recreation.
Ministries of State for Provincial Affairs	<ul style="list-style-type: none"> • Mobilise resources for sport and recreation activities. • Advocate for the provision of sport and recreation facilities within their provinces. • Support all provincial sport and recreation activities.
Parliament of Zimbabwe	<ul style="list-style-type: none"> • Enact legislation. • Outreach to community for effective mobilisation and support.
Sport and Recreation Commission	<ul style="list-style-type: none"> • Regulate and control all Sports Associations and provide a link between Ministry and Sports Associations. • Attend to all appeals and requests from Sports Associations before making recommendations to the Ministry. • Be responsible to the Ministry on all matters pertaining to sports and recreation. • Provide advisory role to the Ministry. • Design and ensure the implementation of suitable programmes for sport and recreation and High-Performance sport.
Local Authorities	<ul style="list-style-type: none"> • Provide sport and recreational facilities to the community • Maintain sport and recreational facilities.

	<ul style="list-style-type: none"> • Outreach to grassroots participation in Sport and Recreation
Non-Governmental Organisations	<ul style="list-style-type: none"> • Expose target groups and link talent with mainstream sport and recreation. • Support sport and recreation delivery in line with their mandates.
Uniformed Services	<ul style="list-style-type: none"> • Provide sport and recreation to its members as a strategy to remain physically ready. • Identify and nurture talent. • Contribute to competitive sport.
Development Partners	<ul style="list-style-type: none"> • Provides funding and sponsoring of athletes and teams to prepare for and participate in competitions. • Provide assistance in the construction and maintenance of sporting facilities.
Traditional Leaders	<ul style="list-style-type: none"> • Mobilise and encourage people to participate in sport and recreation activities. • Lead in development of traditional games.
Zimbabwe Olympic Committee	<ul style="list-style-type: none"> • Arrange and organize Zimbabwe's participation in Youth, Summer and Winter Olympic Competitions. • Promote the Olympic Movement in Zimbabwe.
Zimbabwe National Paralympic Committee	<ul style="list-style-type: none"> • Arrange Zimbabwe's participation in the Paralympics including grassroots development. • Coordinate Paralympic sport movement in Zimbabwe.
International Sport Governing Bodies	<ul style="list-style-type: none"> • Provide funding and equipment support for the development of Sport and recreation.
National Sports Associations	<ul style="list-style-type: none"> • Identify and nurture talent. • Promote mass participation in their respective sporting disciplines. • Raise funds and other resources for the development of sport. • Raise standards of performance and promote competitiveness in their respective sporting disciplines.

9. POLICY PRIORITY AREAS

The Policy will be guided by the following priority areas:

9.1 SPORT AND RECREATION FOR ALL

All Zimbabweans must be involved in sport, recreation and physical exercises. To meet this objective, Government and Stakeholders shall introduce Sport and Recreation for all for the attainment of an Active and Healthy Nation.

Government has to encourage mass participation in sport and recreation and it shall implement the Community Sport and Recreation Development and Promotion Strategy in collaboration with all stakeholders for the attainment of an active and healthy Zimbabwe.

9.2 COMMUNITY SPORT AND RECREATION

Community sport shall provide the base for grassroots sport and recreation development, focusing on affording opportunities for organised sport and recreation in the communities. A necessary part of community sport is club development overseen by the National Sport Associations (NSAs) starting at Ward level.

9.3 SCHOOL SPORT

Physical Education and Sport shall be mainstreamed in the education system from Early Childhood Development (ECD), infant, junior up to upper secondary level. School sport shall work in collaboration with National Sport Associations (NSAs) through their established institutional arrangements for the development of junior talent. It shall afford identified but disadvantaged pupils.

9.4 COLLEGE SPORT

Colleges and Universities shall provide a platform for elite development and high performance. Competitive sport shall have competitive leagues and promote sport bursaries and scholarships. Affirmative entry into the institutions should be encouraged.

9.5 UNIFORMED SERVICES SPORT

Uniformed Services sport and recreation are an integral part of national sport and recreation and they shall provide competitive leagues and infrastructure for sport and recreation in the sector. Integrating Uniformed Services Sport and Recreation into the mainstream National Sport Strategy through National Sport Association is a priority.

9.6 HIGH PERFORMANCE

Zimbabwe shall ensure that a National High-Performance System is in place for all sport codes for the purpose of improving the quality of sport and recreation delivery and attaining elite level sport performance standards. Strategic external placements shall be afforded in areas of critical shortages and technical short comings.

9.7 ACADEMY

- **Schools of Sporting Excellence**

This policy envisages the setting up of schools of sporting and recreation excellence across the country. This will be achieved through collaboration with the Ministry of Primary and Secondary Education. Every District in the country shall have a school of sporting and recreation excellence. Further, every Provincial capital shall have a Provincial sporting and recreation academy. This shall be achieved through collaboration with the Ministry of Local Government, Public Works and National Housing (MoLGPNH) and Ministry of Lands and Rural Resettlement (MoLRR).

Schools/Centres of Sporting Excellence will be established for the purpose of nurturing identified talent in Districts and Provinces.

- **National Academy**

Zimbabwe shall establish a National Sports Academy to provide specialist training, expertise and courses in sport and recreation. The academy will also conduct research in the fields of sport and recreation to develop new knowledge in the area and to support the development of sport and recreation in Zimbabwe. NSAs are encouraged to assist Government in setting up a national academy. Figure 1 illustrate the National Sports Academy System;

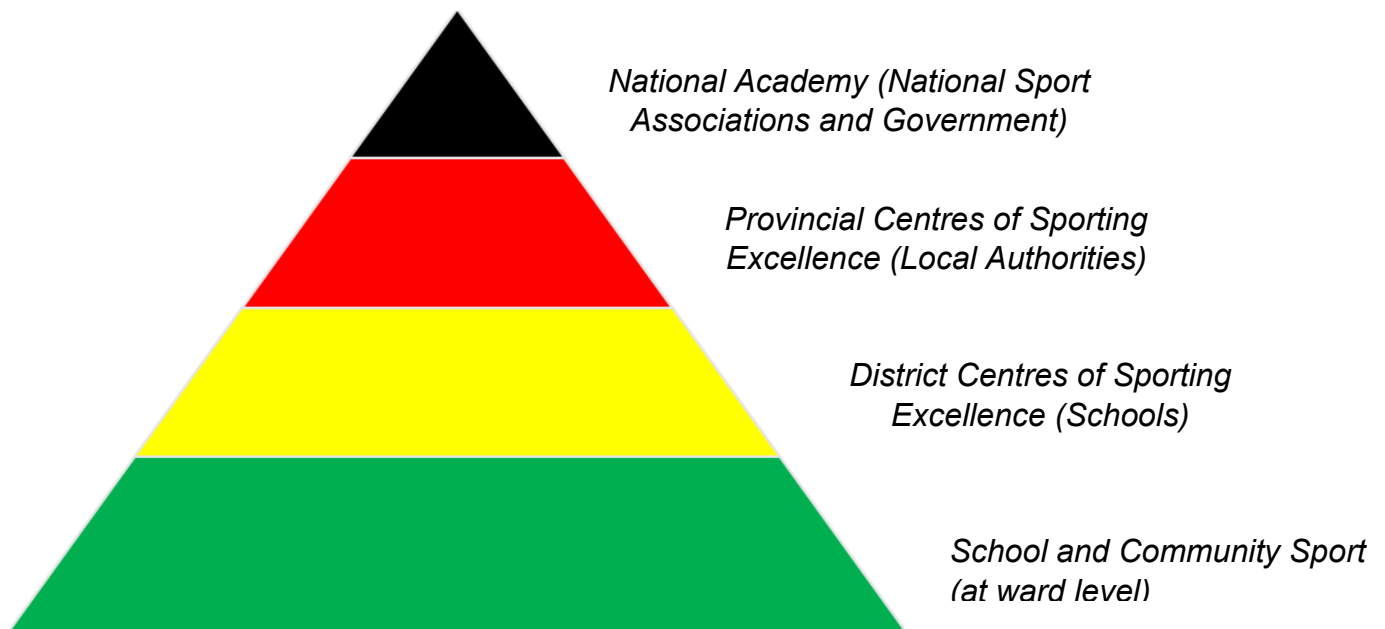


Figure 1: National Sports Academy System.

- **Privately Owned Academies**

The Government, through Sports and Recreation Commission (SRC), shall regulate all privately-owned sport and recreation academies. Privately owned sports and recreation academies shall be registered and regulated as per the required standards prescribed by the various sport associations they will be affiliated to and as per the provision of the SRC Act Chapter 25:15 of 1996. Incentives such as access to state land and tax incentives should be encouraged.

9.8 COMPETITIONS

- All NSAs shall introduce development competitions which affect grassroots communities. The competitions structure shall promote identification, development and tracking of talent (monitoring of trajectories).
- NSAs must strive to host local, regional, continental and international sporting events in line with acceptable standards. The Ministry of Youth, Sport, Arts and Recreation oversees sporting competitions in the country at all levels.
- NSAs shall work in close consultation with Government when bidding to host regional, continental and international competitions.

- NSAs shall spearhead the organisation of standard sporting competitions, in the process, regulating specifications and rules of various sport codes.
- NSAs shall collaborate with all stakeholders in the delivery of sport in the country, to improve standards.

9.9 GAMES AND PROGRAMMES

Government, through the Ministry of Youth, Sport, Arts and Recreation in consultation with stakeholders, shall introduce games and programmes such as would promote the objectives of this policy. The Ministry of Youth, Sport, Arts and Recreation shall be the custodian of all Government funded games.

9.10 INDIGENOUS GAMES

Indigenous Games, such as tsoro, nhodo, tsiva, ugwini, are important because they are an expression of language, culture and heritage, nationhood and identity. Therefore, the synergy between sport, culture and nation building resides in the locus of indigenous games. Promoting competitive indigenous games shall be part of Zimbabwe's Games strategy. Deliberate attempt shall be made to take these games to the International Community as a unique Zimbabwean product.

9.11 SPORT AND RECREATION INDUSTRIES

- Zimbabwe shall strive to transform Sport and Recreation into sources of gainful employment.
- Zimbabwe shall ensure the transformation of the sport and recreation sector into viable and sustainable industries that contribute to the GDP as well as the GNP of the country. A package of incentives to support the development of Sport and Recreation Industries shall be put in place. The Small and Medium Enterprises are expected to play a crucial role in this regard.
- Zimbabwe shall organize the sport and recreation sector by regulating, enabling and facilitating the establishment of Sport and Recreation industries.

9.12 FUNDING AND RESOURCE MOBILISATION

Zimbabwe shall ensure the establishment of a funding model for the continuity, support and sustainability of Sport and Recreation in the country. It is mandatory for all NSAs to have resource mobilisation strategies. The funding models may include the following among others:

- National Sport and Recreation Trust Fund;
- National Sport and Recreation Lottery;
- Public Private Partnerships;
- Bi-lateral and Multi-Lateral Partnerships;
- Sponsorships and Donations;
- Media and Broadcasting Rights;
- Fundraising;
- Build Own Operate and Transfer (BOOT) and
- Build Own and Transfer (BOT).

9.13 TRAINING AND CAPACITY DEVELOPMENT

Training and capacity development are a crucial part of the development of the entire spectrum of sport and recreation. The relationship between the level of capacity for technical teams, administrators, athletes and high performance is well established.

Zimbabwe shall develop and regulate policies, statutes and procedures designed to endow sport and recreation sector organisations with the administrative, technical and logistical capacities to reach out to all people and contribute towards socio-economic development.

9.14 SPORT AND RECREATION LEGACY

The sport and recreation sector in Zimbabwe has to capture and acknowledge success and impact of the sport and recreation movement through the establishment of mechanisms such as, but not limited to, the Hall of Fame, Sport and Recreation Museums, Sport and Recreation Literature such as sports history, biographies, pictographs, films and movies, Sport and Recreation heroes and heroines and Annual National Sports Awards (ANSA).

The staging of national, regional, continental and international sport and recreation events provides opportunities for knowledge and skills transfer, technology and infrastructure

development as legacies for the events. All sport and recreation events shall have legacy plans to enable optimal use of the equipment and infrastructure.

9.15 PHYSICAL EDUCATION

Zimbabwe shall ensure provision of Physical Education to every child. Provision of Physical Education must be by qualified personnel. Physical Education is a fundamental right for every child. This policy envisages provision of Physical Education to every child from infant, ECD, Junior (Primary) to Secondary. In order to foster a culture of physical exercise, colleges and universities shall offer Physical Education as a standalone and examinable subject. It shall be a compulsory course for entry requirement into related areas of specialization.

9.16 MASS DISPLAYS

Zimbabwe shall develop and promote Mass Displays. Government shall put in place a framework to support the development of Mass Displays.

9.17 MATCH-FIXING

Match fixing is the act of manipulating fixtures and results of matches and games. It has adverse effects on the development of Sport sector in the country. Zimbabwe shall enact Anti-Match Fixing Law and a Code of Ethics for Sport and Recreation.

9.18 ANTI-DOPING LEGISLATION

Doping is the act of using performance enhancing substances in sport and is against the spirit of fair play. Zimbabwe shall enact Anti-Doping legislation in order to curb doping in sport and recreation.

9.19 INFRASTRUCTURE DEVELOPMENT

Ministry of Youth, Sport, Arts and Recreation shall work closely with Ministry of Local Government, Public Works and National Housing and Ministry of Rural Development, Preservation and Promotion of National Culture and Heritage in the facilitation of the provision and maintenance of sport and recreation infrastructure. There shall be reserved spaces for sport and recreation infrastructure in all residential developments while optimal use of sport and recreation infrastructure will be promoted.

The sport and recreation sector shall develop partnerships such as Build-Operate-Own and Transfer (BOOT), Build-Operate and Transfer (BOT), Private-Public-Partnership (PPP) for infrastructure and facilities development.

9.20 SPORTS MEDICINE AND SPORT PSYCHOLOGY

Sports medicine refers to treatment and prevention of injuries and also the prescription of proper nutrition to athletes. Sports Medicine practitioners shall be organized, regulated, accredited and certified by relevant authorities. Only qualified sports medicine practitioners shall preside over medical issues in sport governing bodies.

Sport psychology is an interdisciplinary science that draws knowledge from many related fields. It is about how psychology influences sports, athletic performance, exercise, and physical activity. Sports psychologists shall work with athletes and coaches to improve performance and increase motivation.

9.21 WELFARE

The sport and recreation sector shall be organized in a way that provides for the welfare of technical officials, administrators, athletes and coaches. The welfare interventions may include, but are not limited to, medical support, employment contracts, funeral policies and pension schemes. Bodies such as employment councils and pension funds shall be established.

9.22 SPORT TOURISM

Sport tourism is a multibillion-dollar business and one of the fastest growing and most intriguing of modern-day service industries. Sport tourism has potential to increase sport events, generate significant revenues, create jobs, regenerate rural and urban infrastructure, re-appraise tourist destinations and contribute to GDP growth and GNP. The Ministry of Youth, Sport, Arts and Recreation, in collaboration with relevant authorities and stakeholders, shall regulate the staging of sport and recreation events in the country. Zimbabwe shall create an enabling environment to encourage the growth of sport tourism sector in the country.

9.23 SPORT DIPLOMACY

For centuries, sport has been a vital part of community nation building and its relationship with the political sphere (especially diplomacy) has a long tradition of cooperation and synergy. The sport sector shall accelerate efforts to host invitational and other major regional, continental and international tournaments as a way of facilitating people to people diplomacy. Zimbabwe shall deploy its sport cadres into Regional, Continental and International sport governing bodies in order to influence decision making. Sport shall be used as a tool to foster cooperation through exchange programmes and sporting visits.

9.24 SPORT FOR PERSONS WITH DISABILITIES

Article 30 (5) of the United Nations Conference for the Rights of Persons with Disabilities requires State Parties to encourage and promote participation in the fullest extent possible of persons with disabilities in mainstreaming sporting activities at all levels.

Zimbabwe shall declare the right of persons with disabilities to participate fully in society and affirm the realisation of this right as a national objective. Special focus shall be on inclusion and developing opportunities for persons with disabilities in national sport and recreation strategies.

Special emphasis shall also be on the importance of developing sport opportunities for people with different types of disabilities. Adaptive sport for people with and without disabilities shall be a tool to foster greater inclusion.

9.25 WOMEN IN SPORT

Zimbabwe shall ensure a sport system that provides quality sport experiences, where women and girls are actively engaged and equitably supported in a full range of roles. The policy shall target the advancement of gender equity, empowerment, and improved quality of life for girls and women in recognition of the benefits of sport for girls and women.

Women and girls shall thus have meaningful opportunities to become involved in and develop in sport according to their interests, abilities, talents and choices, throughout a lifetime's involvement.

9.26 PHYSICAL FITNESS AND WELLNESS

The fitness industry exists to serve humanity and is essential for fitness, health, well-being and longevity of a country's population.

The Government shall roll out a National Fitness and Wellness Programme in response to the need to position sport and recreation as effective tools to contribute towards realisation of national goals such as economic development, health, social empowerment and active lifestyle.

9.27 DISPUTE RESOLUTION

Zimbabwe shall set up a Sports Dispute Arbitration and Resolution facility to mediate sports and recreation-based conflict.

9.28 HOSTING

Zimbabwe shall put in place rules and regulations for hosting of invitational Regional, Continental and International competitions.

9.29 GOVERNANCE IN SPORT

It is globally accepted that, at the very core of an effective and efficient sport and recreation system, is a well-structured and managed bodies. The good governance of these establishments collectively contributes to high levels of effectiveness and efficiency that is demonstrated through sound decision making, accountability and transparency that maintains alignment with organisational purpose and policies.

While it is distant for anyone to contest the concept of good governance in sport, the integrity of sport and recreation have been subjected to significant challenges over recent years. There has been rampant match fixing, corruption, rent-seeking, clientelism, wanton neglect of organisational principles, deceit and other criminal activities in the sport and recreation sector. Guided by the need to proliferate integrity issues and good corporate governance in the sector, Government seeks to promote the value of sport and recreation to national development.

Consequently, this framework envisages that the delivery system of sport and recreation services in this country should be accountable to the citizens of this country and that all activities are delivered to citizens and on behalf of the citizens. It is, therefore, important to note that all bodies for sport and recreation which are in existent within our national

landscape, contribute to national realities of accountability, transparency, honesty and integrity.

It is the minimum expectation of this framework that all sport and recreation delivery agents, operating in this country or representing the interest of this sector in a foreign territory, meet the requirements of Good Governance statutes of the Republic of Zimbabwe and any subsequent iteration of this document.

9.30 ANTI-DOPING LEGISLATION

The Government of Zimbabwe is committed to a clean and fair sport delivery system. Zimbabwe has signed and ratified the UNESCO Convention and as such the Country is committed to promoting and enforcing an environment where all forms of Doping are discouraged. In this regard, the country shall enact specific anti-doping legislation, develop anti-doping policies and pronounce Ministerial Resolutions or inter-Ministerial decrees in order to abide by the obligations contained in the Convention.

The World Anti-Doping Agency (WADA), in the World Anti-Doping Code, asserts that doping is fundamentally contrary to the spirit of sport. Doping is defined as the occurrence of one or more of the anti-doping rule violations set forth in the Code.

As such, this framework underlines that any undertaking which constitutes an anti-doping rule violation, shall be dealt with as stipulated in the Anti-Doping Code and in accordance to the laws of this Country. Furthermore, and in order to curb the blight of doping in sport, Zimbabwe shall enact legislation to deter such activities in sport and recreation.

9.31 REMUNERATION AND INCENTIVES

Government recognises that the introduction of rewards, incentives and structured remuneration schemes for athletes and athlete support personnel are fundamental solutions in ensuring sport becomes a key sector in the creation of employment and opportunities for economic development. The Ministry of Youth, Sport Arts and Recreation is also fully conversant that the introduction and formalisation of remuneration and incentives in sport is a crucial step in the professionalisation of the sector and its positioning as an integral source of employment. It is therefore, the nucleus of this framework to present progressive

remuneration and incentive structures for athletes and athlete support personnel with a view to encouraging outstanding performance.

The Ministry of Youth, Sport, Arts and Recreation shall therefore, develop a comprehensive remuneration and incentive framework in accordance to the labour laws of this country. The framework shall endeavour to ensure that remuneration in sport and recreation is reflective of applicable market conditions and statutory obligations as well as provide for organisational flexibility and operational efficiency.

9.32 NATIONAL SPORT COLOURS

The management and awarding of National colours to individual sports personnel or teams representing Zimbabwe at international or National level remains a principal element in the professionalisation of sport in Zimbabwe. This framework recognises that National Colours are a source of inspiration and proffer identity, commitment and image enhancement to the country through representative personnel in various sporting disciplines. In this regard and in order to introduce means aimed at regulating, preventing misuse, abuse of national team colours and generally to promote brand Zimbabwe through sport, there shall be a national colours policy. The framework shall be developed with a view to:

- Control and give guidance to the use of National team and Provincial Team colours
- Indicate transgressions and prescribe penalties in relation to use of prescribed colours
- Provide rules and procedures applicable in the awarding of national team colours
- Provide a code of ethics as well as provide for incidental matters in the use and handling of colours.

10. IMPLEMENTATION FRAMEWORK

NSRP shall be implemented in phases of five-year plans spanning from 2016. It shall be read in conjunction with the Action Plan which is the implementation matrix of the

Policy. The Action Plan clearly articulates how the Policy pronouncements will be translated into specific activities with expected outputs, indicators, specific timelines and appropriate responsibilities.

11. MONITORING AND EVALUATION

Constant monitoring and evaluation of this policy is of paramount importance. This will provide a crucial link between the policy makers and the implementers, adding value to the policy through transparency and accountability.

A monitoring and evaluation framework shall be established by the Ministry of Youth, Sport, Arts and Recreation to assess progress towards implementing Policy goals and objectives. Timely and periodic monitoring and evaluation shall be undertaken by the Ministry of Youth, Sport, Arts and Recreation.

12. REVIEW OF THE POLICY

The NSRP shall be reviewed after every five (5) years or as and when necessary in order for it to remain relevant in a dynamic sport and recreation environment.
