

3RD ZAMBIA NATIONAL PARALEGAL MEETING

REPORT

28TH – 29TH August 2006

Legal Resources Foundation
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LUSAKA ZAMBIA

EXECUTIVE SUMMARY

Through the support of the Netherlands Institute for Southern Africa, the Legal Resources Foundation hosted the third National Paralegals and Stakeholders meeting, held at Palm Wood Lodge in Lusaka on 28th – 29th August 2006. The Participants were drawn from, the member organisations of the Paralegal Training Alliance Network (PTAN), namely, the Legal Resources Foundation, Catholic Commission for Justice, Development and Peace, Zambia Civic Education Association and the Young Women Christian Association. Other participants were drawn from the Ministry of Justice, SALAN, Learning Institutions (NIPA, UNZA, ZOU and ZIALE), TEVETA, Legal Aid Department and Law Association of Zambia.

The meeting aimed at reviewing the actions taken from the second National Paralegal meeting and building up from the gaps and the strengths identified so as to feed into the third Paralegal National Meeting. The theme of the meeting was “*Action for Recognition and Support of Paralegals in Zambia.*” The significance of the meeting could be seen from the representation of the participants around the cause of advocating for the recognition of the Paralegals not only in Zambia but also in Southern Africa as a whole.

The Legal Aid Bill passed by parliament to turn the Legal Aid Board into an autonomous board is an added impetus towards enhancing efforts towards the recognition of Paralegals as it posed a challenge as to what qualifications a Paralegal should possess to be able to fit in the legal system in Zambia.

The presence of curriculum specialists from Technical Education Vocational and Entrepreneurship Training Authority, TEVETA, Zambia Institute of Advanced Legal Education, ZIALE, Zambia Open University, ZOU, University of Zambia, UNZA and National Institute of Public Administration, NIPA was value adding to the meeting in that the discussions on the development of the curriculum was guided in such a way that curriculum development elements from the highest learning institutions, Tertiary institutions and the curriculum regulatory body in Zambia (TEVETA) were synergised to come up with a curriculum that would bring out a Paralegal of high quality.

With regard to concerns around the law to support the operations of Paralegals, the meeting was blessed to have prominent lawyers among them two drafters present. Their presence really guided the meeting in as far as coming up with a law to regulate Paralegals was concerned.

The contributions from Paralegals from different organisations cannot be left unrecognized as their input also added value in terms of bringing out their experience on the ground as they do their work. Furthermore, Paralegals’ contributions were very important during the first meeting and the establishment of the Paralegal Association.

The outcome of the meeting was the establishment of three committees that would look at the three major issues that came out of the meeting namely; Paralegal Law Drafting, Curriculum and Paralegal Association Committees.

DAY ONE

28th August 2006

NATIONAL PARALEGAL MEETING

OPENING REMARKS

Mr. Robby Shabwanga, the Projects Officer Legal Resources Foundation officially opened the third national paralegal meeting. In his opening remarks, he welcomed the participants and encouraged them to actively participate in the deliberations of the meeting. He stated that this meeting was a follow up to the 2nd National Paralegal meeting held in September 2005.

He added that these kinds of meetings were being organized in different countries in Southern Africa in collaboration with the Netherlands Institute for Southern Africa (NiZA) to towards campaigning for the recognition of Paralegals. Regionally, and information generated from these meetings is shared amongst member countries in the region. He further informed the participants that there would be a stakeholders meeting on the second day and that some of the paralegals will attend this meeting. He said the paralegals meeting was aimed at feeding into the stakeholders meeting and paralegals were to come up with resolutions that would be presented at the stakeholders meeting.

He ended by encouraging the paralegals to work hard and advocate for their recognition through among many other initiatives, with these remarks, he declared the paralegal meeting officially opened.

The Role of NiZA

The role of the Netherlands Institute in Southern Africa, NiZA was introduced as a merger of three former anti-apartheid and solidarity organisations founded in 1997 as an independent institute out of an institutional history of over 35 years, each focusing extensively on human rights issues in Southern Africa.

NiZA's general objective is the advancement of democratic processes in the Southern African Region through three thematic programmes in six countries chosen on the basis of trends and development and priority needs in Zimbabwe, Zambia, South Africa, Mozambique, Malawi and Angola. The programmes seek to contribute to the promotion, and delivery of access to justice. Partner organisations play an important role in development of lobbying and awareness activities and substance of the society organisations capacity to reach their goals at Individual, National and Regional level.

PARTICIPANTS' EXPECTATIONS

The paralegals participating at the meeting were requested introduce themselves and state their expectations. These were their expectations;

- Form a commission body for the paralegals that will head the recognition

- Come up with a regulation that will regulate the recognition of paralegals
- Formation of paralegal Association
- Identify key stakeholders for the advocacy work of paralegal recognition.
- To identify key issues, discuss them and be taken into consideration by stakeholders
- Find out government position on the issue of paralegal recognition.
- Find out how as paralegals will benefit from the introduction of paralegal association
- Get a feedback on the achievements made towards the recognition of paralegals in Zambia.
- Know how far the national paralegal meeting is willing to go in order to ensure the national and regional recognition of paralegals
- To contribute positively to the success of paralegal work and get more information on paralegal work
- To know the composition of an independent body to oversee work of paralegal
- Sharing experiences in paralegal work from different organisations

OBJECTIVES OF THE MEETING

The objectives of the meeting were to:

- Consolidate the work of paralegals through experience sharing.
 - Explore and create milestone in creating or formulating National Association for Paralegals
 - Continue on what was done in the 2nd National paralegal meeting

First Session

Presentation of the 2nd National Paralegal Meeting Report

Ms. Mary Chisanga, Assistant Projects Officer, Legal Resources Foundation presented the summary of the 2nd National Paralegal meeting. She stressed that the national paralegal meeting held in September 2005 was made possible with funding from Netherlands Institute for Southern Africa (NIZA). The meeting was attended by 42 participants drawn from the Ministry of Justice, Law Association of Zambia and Legal Aid Department, Institutions of Learning (ZOU, NIPA, UNZA and Non-Governmental Organisations among others (PTAN, LADA, and NLACW).

The meeting was a follow up to the implementation and resolutions of the 1st National Paralegal Meeting that took place in August 2004, and to appreciate how that fed into the programme of the 2nd National Paralegal Meeting, under the theme *‘Consolidating a shared Vision and Plan of Action for Recognition and Support of Paralegals in the Southern African Region.*

She added that, the meeting was no doubt significant with the presence and participation of the Permanent Secretary in the Ministry of Justice, President of the Law Association of Zambia, Legal Aid Board Chairman and the Director of Legal Aid Department. Seven papers were presented by representatives of institutions perceived as vital for the aspirations of the participants at the forum.

The Chairman of the Legal Aid Board and the Director of the Legal Aid Department's assertion and conviction that paralegals were plugging the inadequacies in the existing legal aid setup and that their services were complimentary rather than antagonistic to the government efforts in promoting access to justice.

The Legal Aid Bill passed by parliament to turn the Legal Aid Board into an autonomous board is a step in the right direction to the furtherance of legal aid in Zambia. The new Bill has a provision entrusting the government's Legal Aid Department to employ paralegals. The campaign for the recognition is not distant with prominent indications such as this positive advancement that awaits the President's assent.

The Law Association of Zambia acknowledges the role the paralegals are playing in ensuring social justice. The Association also raised its concern surrounding identified unfavorable laws needed to be addressed, and reiterated the need to harmonise the provision of legal aid.

On the side of educational institutions, the Zambia Open University (ZOU) and National Institute of Public Administration (NIPA), observed the excessive demand for legal based education and the inability of existing institutions of higher education to fulfill this demand. The pledge from the education sector to offer quality legal training to harmonise the standards of legal training and qualifications awarded to law students well grasped.

The assurance the government and Law Association of Zambia to give their institutions' support and commitment to paralegal work demonstrated their invaluable support to this initiative

In view of the assurances and commitment received from these institutions, the challenges to be considered are hindrance to the recognition, and to formulate strategies, both structural and policy. The outcome of the meeting was a unanimous agreement on a roadmap to lobby for the recognition of paralegals in Zambia.

Second Session

The facilitator Raymond Mutale introduced the session by stating that the meeting was a follow up to the 2nd national paralegal meeting held last year in 2005. He emphasised that it was imperative to take stock of the implementation plan from the second meeting through reviewing the present work of paralegals by way of identifying the good things being done, the gaps in the work of paralegals and assessing the impact paralegal services on the beneficiaries.

The participating paralegals were then divided into three groups to look at the three issues raised in the review as above-mentioned.

Plenary

The plenary session was meant to have the report back on the presentations by the groups and to seek clarification.

GROUP ONE

The first segment of this session began by a discussion (in groups) with group one looking at, *what things are we currently doing as paralegals that we need to maintain in our work effective and recognized?* The key points that were brought out include,

- Free legal advice
- Community awareness
- Mediation
- Counseling
- Networking
- Carry out intervention / follow ups
- Bridging the gap between marginalized, community and lawyers

The second question for group one was to look at *what gaps do we have to fill to be recognized.* The following were identified these include;

- Quality of training there is need for improvement
- Need for association to protect paralegals
- Legislation that will regulate the functions of the paralegals

Question 1: *What things are we currently doing as paralegals that we need to maintain in our work?*

Presentation

The key points that came from group one were

- Free legal advice
- Community awareness
- Mediation
- Counseling
- Networking
- Bridging the gap between marginalised communities and the lawyers
- Carry out follow up interventions.

Question 2: *What gaps do we have to fill to be recognised?*

Presentation

- There is need for the improvement in the quality of training
- Need for an association to protect paralegals
- Need for legislation, which would regulate the operations of paralegal

GROUP TWO

Question 1: *What impact has paralegal services made in:*

- *Local Communities*
- *Zambia as a Nation.*
Give substantive evidence for your response.

Presentation

A. (Local Community)

- People are aware of their legal rights e.g. people are aware of their rights with regard to police brutality
- People are able to claim their legal rights
- People in the outskirts are able to appreciate paralegal services because we reach to these areas.
- Some cases are being solved out of court
 - Possible human rights violators are cautious and are avoiding violating people's rights for fear of being sued.

B. (Zambia as a nation)

- Establishment of paralegal operation centres national wide e.g. CCJDP paralegal desks
- Cases going to court lessened through mediation by paralegals
- Recognition of paralegal work in Zambia by stakeholders e.g. LAZ, Legal Aid Department etc.
- Publication of newsletters on a monthly basis has enhanced legal education to the people.

Question 2. *What gaps do we have to fill to be recognized?*

Presentation

- We have to work at formal recognition of paralegals
- There is need for a standardized training for paralegals
- Networking with organizations and countries that have advanced in paralegalism should be enhanced.
- Need for a code of conduct to regulate paralegals.

GROUP THREE

Question1: *As regards legislation, what should we do, and how do we make ourselves more attractive?*

Presentation

- Adequate formal and standardized training
- Formation of an association to which all paralegals are affiliated
- To have uniform paralegal ethics
- Publicizing of positive results handled by paralegals
- Affiliation of paralegal training to higher learning institutions in Zambia.
- Paralegals should look presentable to their clients.

Question 2: *What gaps do we have to fill to be recognized?*

Presentation

- Work on having a piece of legislation that backs the existence and operations of paralegals.
- Standardising training of paralegals.
- Regularizing minimum qualifications for one to practice as a paralegal.

After the presentations, the facilitator instructed the groups to analyse the presentations and pick the specifics for submission.

The participants went back in their groups to do the tasks after which they critically analysed each group's presentation focusing on the weak points and strengthening them.

After group presentations and four major submissions came out namely:

- Lobbying for the enactment of an enabling legislation for paralegals
- Standardisation of paralegal training and certification
- Formation of an Association for paralegals
- Networking.

The themes were further discussed to come up with the recommendations, which would feed well in the Stakeholders meeting the following day.

The meeting, selected, seven paralegals from different organisations that were going to represent their recommendations during the stakeholders meeting.

The following were the recommendations by the paralegals

1. Legislation that would recognise the work of paralegals in Zambia.

- The Bill framework to be formulated by experts.
- Need campaign strategies to enlist support from other stakeholders eg. Documentary, district exhibitions and meetings.

2. Formation of an Association.

There is need for the formation of an Association that would:

- To regulate and monitor the operations of paralegals
- To ensure that all members are registered at a fee
- To discipline any erring members
- To put up an interim executive
- Functions/ duties or responsibilities of a paralegal
- Code of conduct of paralegals

1. Training

To examine the already existing manual and other manuals of paralegal training in the region as we embark on standardizing and improving the training of paralegals. Among the components that should be included in the manual are the following:

- Counseling skills
- Communication skills
- Investigation skills
- Research skills
- Draft legal document
- Requirements for entry should be Grade 12 certificate with five credits including English.

Duration of the course for certificate should be one year and for the diploma two years.

2. Networking

- Increased network at local, regional and international level through
- Exchange visits, sharing of information etc.

Close of Meeting

Prior to close of the meeting paralegals were chosen to represent their views at the next days meeting of stake holders were urged to participate fully report to them at the next meeting. A representative of the LRF gave a closing speech.

DAY TWO

29th August 2006

NATIONAL PARALEGAL STAKEHOLDERS MEETING

Opening Remarks

The Projects Officer - Legal Resources Foundation Mr. Robby Shabwanga opened the second day of the workshop. In his opening remarks he welcomed participants to the workshop and stressed that their presence signified their commitment to achieving the recognition of paralegals in Zambia (.)

First session

After the welcome address the facilitator Mr. Raymond Mutale guided the participants to introduce themselves and focus on the points that need improvement to come up with clear, specific and achievable recommendations. He then requested for the presentation of last year's report.

An over view of previous meetings

Ms. Mary Chisanga, Assistant Projects Officer Legal Resources Foundation (LRF) gave a brief presentation on what transpired during the second national paralegal meetings with regard to the implementation of the work plan.

She stressed that, the task force formed during the 2nd national paralegal meeting had made head ways in as far as meeting learning institution was concerned. Furthermore the need for a concept paper to back the pursuit of the recognition of paralegals in Zambia was identified. This was done and this was the document that would among other activities, guide the discussions of the stakeholders meeting. She reminded the participants that copies of the concept paper had been circulated.

The following was the reaction to the 2005 report presentation.

- An observation was raised that the concept paper should have captured ZIALE an institution that trains paralegals
- Mr. Mungole National Institute of Public Administration, NIPA said that they had presented a paper stating that they offer paralegal training and offered to partner with the paralegal training Alliance. He further reaffirmed that the offer still stands.

The meeting agreed to set standards for paralegal training. It was re-emphasised that institutions that are working in the area of paralegals need to come together to have one voice to enhance their capacity.

Participants also proposed that in as much as setting training standards was important, putting a legal mechanism in place was crucial. Participants agreed that, there was need to start by creating a law or put in place a statute protecting paralegals including the formation of an Association. Since drafting of the Bill was a complex issue, it was agreed that the meeting should take advantage of the presence of two drafters who are lawyers present in

the meeting from the Ministry of Justice and the Law Association of Zambia for guidance on this issue. Furthermore it was suggested that a special committee be formed that would draft a layman's bill (in layman's language). It was realised that during last year's meeting recognition of paralegals was endorsed and what was left is to develop a draft bill.

Asked how far the legal aid department had gone with the training of paralegals for deployment, Mr. Sikazwe representing the Legal Aid Board - Ministry of Justice informed the meeting that, there was an Act already in place. Also referring to the 2nd National Paralegal meeting, he added that the new Legal Aid Act has a provision entrusting the government's Legal Aid Board to employ paralegals and nothing on the training of paralegals.

Suggestions

It was suggested by participants to have a piece of legislation to lay out the parameters and the limits of paralegals although the Legal Aid Act recognises the existence of paralegals. Further it was advised that the Legal Aid Act be used as a provisional Act.

On the question of not aligning the Association to Government, the meeting was advised to be seen to be aligned to the government but be an independent body that is different so that the Association is not limited in its networking capacity.

It was recommended that a committee that would form a layman's draft Act to be submitted to the Ministry of Justice for polishing be constituted.

On the need to harmonise and standardise the curriculum, training and certification of paralegals for them to have the same status and qualifications, it was noted that it is necessary to examine the training needs of paralegals.

Paralegal qualifications will be at different levels of qualification namely: Certificate, Diploma and Higher diploma.

Moreover, when developing the curriculum it is necessary to identify the job title and responsibilities through a Needs Assessment. The purpose for this is to identify the competences with the idea of developing a person that is competent enough to compete favorably on the labour market.

The facilitator then divided the participants in three groups according to the three major themes arising from the recommendation of the previous day's paralegals meeting and considering the specialisation of the participants and relevance to the institutions they were representing. These were the major issues identified:

- Paralegal Bill Drafting Committee.
- Standardised Curriculum Committee
- Paralegal Association Committee.

Each one of the three groups was asked to discuss the plan of activities to be undertaken and later make a presentation during plenary. The guidelines for discussions were:

1) Paralegal Bill Drafting Committee

To take into account the following issues;

- Basic face of the Act (draft)
- Process of drafting the Act
- Advocacy for the Act

2) Standardised Curriculum Committee

- Discuss the content of the curriculum
- Certification
- Accreditation

3) Paralegal Association Committee

- Tasks
- Code of ethics
- Type of the Association
- Membership
- Relationship / Affiliation.

Plenary

The groups during plenary made their presentation that were also discussed by other participants. The presentations were as follows.

GROUP ONE

The Basic face of the Act

Paralegal Services Act *shall be the name of the Act*

The Act should contain the following:

- Preliminaries e.g. Objects, clause
- Affiliation
- Accreditation
- Establishment of paralegal Association
- Functions of paralegals
- Financial provisions (for association to include government grant)
- Offences
- Penal provisions
- Engagement of paralegals
- Training and qualifications
- Miscellaneous
- Schedules

Members on the committee included:

- Mr. Sikazwe – MOJ
- Mr. V. Kabonga – LAZ
- Ms. Grace Zulu - LRF
- Mr. Mwaanga Malambo - LRF
- Mr. Raphael Mungole - NIPA
- Mr. Robby Shabwanga – LRF

GROUP TWO

Standardized curriculum

In identifying who a paralegal is, reference was made to a concept paper indicating that, a paralegal is a person qualified through training or work experience; to perform substantive legal work that requires knowledge of legal concepts and is customarily, but not exclusively, performed by a lawyer, law office, and government agency.

The curriculum is to cover legal and paralegal skills necessary to undertake any paralegal work. The curriculum will comprise the following topics:

- Legal process. (To be able to analyze issues and distinguish between legal and factual issues).
- Law of contract
- Law of Tort
- Criminal law
- Constitutional law
- Human rights
- Gender in rights
- Arbitration
- Evidence
- Civil and criminal procedure
- Land law
- Labour law

On the issue of certification and duration consensus was to have the course duration for a minimum of two years at least.

Entry Qualifications

The minimum entry for paralegals will be grade 12 with a credit in English. It was also realized that an advocacy and communication courses be taken separately.

The issue of mature entry qualification was contentious and the meeting resolved to leave it for the committee to decide whether the certificate or will be a requirement for entry.

Members on the committee are:

Ms. Monde Tembo - NIPA

Mr. Besa Mwewa - ZOU
Rtd. Judge Kabazo Chanda - UNZA
Ms. Stella Mungaila - TEVETA
Ms. Mary Chisanga – LRF
Ms. Brenda Mwiinga – YWCA

GROUP THREE

Association Committee

1. Type of the Association

- Professional title

2. Title

- Paralegal Association of Zambia (PAZ)

3. Constitution

- Definition of the Association
- Goals and objectives of the Association
- Structure
- Code of conduct

Advocacy strategies

- To involve LAZ, MOJ, in our activities and meetings
- Hold round table discussions with MPS
- Provision of more information on the work of paralegals (TV. Documentaries)

Benefits

- Recognition to enable paralegals practice
- Career development
- Protection for members is guaranteed
- Quality service to public

Positions

- Executive secretary
- Administrative Assistant
- Finance officer
- Committee members. (These will head the sub-committees that is Disciplinary, Publicity, Fundraising)

Membership

- Practicing paralegals
- Associate members who are not practicing
- Corporate members

Affiliation to LAZ

- For legal guidance
- Regulation
- Access to infrastructure and legal materials

WAY FORWARD

The meeting resolved to have a continuance assessment of the progress of the three tasks the stakeholders had chosen by putting in place a time frame in which the three committees should develop working documents.

Action Plan

Activity	Time frame	Responsibility
Curriculum Standardization and Association Committees to meet	15 th - 17 th September 2006	Committee members and LRF
Drafting Committees to meet	6 th - 7 th October 2006	Committee members and LRF
All the three Committee meetings to discuss and approve the drafts	30 th October 2006	Committee members and LRF
Typing and binding of the document	November 2006	LRF as the convener to facilitate the production of the documents
Circulation of the document	December 2006	LRF and the committees to circulate to LAZ. for Cabinet Memorandum and Ministry of Justice
Continuous Lobbying for enactment of Act	February – October 2007	LRF and 3 committees
On-going Committee meetings	January - October	LRF and 3 Committees

CONCLUSION

The proceedings of the third National paralegal meeting were a follow up to the Second national paralegal meeting's recommendations. The two separate meetings, held one for the paralegals and the other for stake holders analysed what was lacking.

The 1st and 2nd National Paralegal Meeting was spring ball to the recognition of paralegals in Zambia. The invited participants to the two consecutive meetings for the read the meeting reports and the concept paper that were circulated in advance. The participants came prepared to participate with the full understanding of the process so far.

The sharing views by stake holders lead the identification of three key issues providing valuable legal input. The enactment of the Legal Aid Board Act that also provides for the services of paralegals demonstrates the government's commitment to providing access to justice to all the people.

The plan of action based on continued committee expert meetings to develop working documents further demonstrates the zeal from interest groups to contribute to the attainment of paralegal recognition in Zambia.

The composition of the stake holders meeting drew representations from the vital institutions that are in support of paralegal work ranging from the Ministry of Justice, Law Association of Zambia and institutions of learning including curriculum developers. This group of broad minded persons pledges to develop documents to be advanced to the government and the parliament of the day. The previous national meetings have laid enough information on the work of paralegals. There was no need to go on talking on issues that tangible hence the resolve to come up with three attached documents.

In conclusion the 3rd National Paralegal Meeting resolutions to develop the curriculum, formation of an association and drafting a paralegal bill. It is clear that the outcomes therefrom are very beneficial to all the stakeholders.

The three key issues to be addressed by experts from the legal profession, learning institutions, curriculum developers and organisations is poised to achieve the intended ultimate goal of paralegal recognition. This could be seen from the high level of participation by the participants. Furthermore the recommendations of the meeting are evident of the determination to make the recognition of paralegals in Zambia a reality in the shortest period of time.

NATIONAL PARALEGAL MEETING PALM WOOD LODGE 28TH AUGUST 2006

Time	Activity	Responsibility
08.30 – 09.00	Welcome remarks and Official Opening	R. Shabwanga
09.00 – 09.30hrs	Workshop Expectations, Objectives and Outline for the Day	R Mutale
09.30 – 10.30hrs	Summary of the Second Paralegal Meeting and Brief discussions	LRF
10.30 – 11.00hrs	Tea Break	
11.10 – 11.35hrs	Group Discussion: Questions 1.1, 1.2 & 1.3, 1.4 & 1.5	R. Mutale
11.35 – 12.25hrs	Reporting Back and Discussions	
12.25 – 12.50hrs	Discussion: Questions 1.6, 1.7, 1.8 & 1.9	R. Mutale
13.00 – 14.00hrs	Lunch Break	
14.00 – 14.50hrs	Reporting Back	
15.00 – 16.00hrs	Plenary (towards formulation of an Association)	R. Mutale
16.00 – 16.15hrs	Tea Break	
16.15 – 16.50hrs	Way Forward	

**NATIONAL PARALEGAL MEETING
PALM WOOD LODGE 29TH AUGUST 2006**

Time	Activity	Responsibility
08.30 – 09.00	Welcome remarks and Official Opening	R. Shabwanga
09.00 – 09.30hrs	Introduction	R Mutale
09.30 – 10.30hrs	Summary of the Second Paralegal Meeting and Brief discussions	M.S. Chisanga
10.30 – 11.00hrs	Tea Break	
11.10 – 13.00hrs	Group Discussion: (Paralegal Bill Drafting,, Standardised Curriculum and Paralegal Association)	R. Mutale
13.00 – 14.00hrs	Lunch Break	
14.00 – 14.50hrs	Report Back	
16.00 – 16.15hrs	Tea Break	
16.15 – 17.00hrs	Way Forward	R. Mutale

PARALEGALS PARTICIPANT'S LIST**28TH AUGUST 2006**

	Name	Organisation	Town	Tel/Email
1.	John Aturinde	Legal Resources Foundation (LRF) Zambia	Lusaka	099 410939
2.	John Mwewa	Catholic Commission for Justice Dev. and Peace (CCJDP)	Livingstone	095 443951
3.	Patricia M Nkandu	Catholic Commission for Justice Dev. and Peace (CCJDP) Paralegal Programme	Ndola	097 800832/ 02 620876
4.	Melody Shumba	Young Women Christian Association (YWCA)	Lusaka	099 127464
5.	Mwaanga Malambo	Legal Resources Foundation (LRF) Zambia – Prisons Programme	Lusaka	097 491885
6.	Kennedy Sakala	Young Women Christian Association (YWCA)	Lusaka	097 708317
7.	Maxmillian Ngosa	Legal Resources Foundation (LRF) Zambia	Kabwe	097 626152
8.	Kelvin Simwaka	Legal Resources Foundation (LRF) Zambia	Kasama	097 421656
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12.	Mark Zulu	Catholic Commission for Justice Dev. and Peace (CCJDP)	Chipata	097 284499 / 06 221838
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17.	Clement Mwale	Legal Resources Foundation (LRF) Zambia	Chipata	097 583110
18.	Androphina Bubala	Legal Resources Foundation (LRF) Zambia	Lusaka	097 619393
19.	Sianga Mulunga	Legal Resources Foundation (LRF) Zambia	Mongu	097 865588
20.	Phillip Sabuni	Zambia Civic Education Association	Lusaka	097 358501
21.	Juliet Chibuta	SALAN	Lusaka	01 231845
22.	Millicent Peel	Legal Resources Foundation (LRF) Zambia	Lusaka	01 221263
23.	Mary S. Chisanga	Legal Resources Foundation (LRF) Zambia	Lusaka	01 221287 / 01221263
24.	Robby Shabwanga	Legal Resources Foundation (LRF)	Lusaka	01 223758
25.	Sampa Kalungu	Catholic Commission for Justice, Development and Peace – Justice Unit	Lusaka	097 854666
26.	Raymond Mutale	Facilitator	Lusaka	097 327537

**3RD NATIONAL PARALEGAL MEETING – STAKEHOLDERS
PARTICIPANT'S LIST
29TH AUGUST 2006**

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Speech to the 3rd National Paralegal Meeting -Palm wood Lodge Lusaka 29th August 2006

Distinguished participants ladies and gentlemen,

Allow me on behalf of the Legal Resources Foundation to welcome you to the 3rd national paralegal meeting

Your presence today signifies your commitment to achieving the recognition of paralegals in our country.

The essence of advocating for the formal recognition of paralegals is not only being advanced in Zambia or the Southern African region, but throughout the African continent including the African commission that has listed paralegals on its agenda.

The paralegal national meetings have become annual meetings held around six Southern African countries: Angola, Malawi, Mozambique, South Africa, Zimbabwe and Zambia who have formed the legal assistance cluster.

The legal assistance cluster has partnered with the Netherlands institute in Southern Africa. NiZA, which among its human rights thematic is rendering support, towards the campaign for the recognition of paralegals in the southern region.

Much of what has so far been attained with regard to paralegal work is largely due to what those working with paralegals have demonstrated by contributing to the realisation of access to justice.

Though paralegals are not formally recognised the services they offer continue to be appreciated as the most reliable alternative means to legal aid.

The paralegals have also supplemented the legal profession in instances where the citizens cannot afford legal fees by providing free minimal legal assistance.

At the same time the intrusion by paralegals in the legal fraternity has ignited worldwide debate questioning their credentials and whether they are regulated by a code of conduct and which competent institution they attend.

The ministry of justice and the law association of Zambia including the legal aid board have acknowledged the existence of paralegals, but the question remains around standards of paralegals.

These are the very questions that stakeholders at the two previous national meetings adequately and constructively addressed and advanced recommendations and consultations on how to standardise paralegals prior to attainment of formal recognition through legislation

Pertinent issues focusing on what should be done to the paralegals status is what has brought the broad minds from relevant institutions together today

It is our sincere hope that this meeting will definitely make a difference and come up with an implementable systematic working document that will form the basis for accreditation of paralegals in Zambia.

I now declare this meeting open

Thank you very much

EVALUATION OF DAY ONE

What was appreciated about the workshop?

- The issues discussed were within the confines of the workshop
- There was active participation by participants
- Participants looking at laying the foundation in the formation of paralegal Association
- Steps taken towards recognition of paralegals
- Process of the meeting (follow up meetings)
- Conducive environment especially allowing questions
- Being involved in consultative meetings to campaign for recognition of paralegals
- The opportunity given to paralegals to air their views
- Workshop was well organized
- Guiding the questions to deepen the understanding or formulation of recommendations
- Facilitation, group discussion and accommodation

1. What could have been done better?

- More time allocated to workshop instead of just one day for paralegals
- Avail the summary of the last year's deliberations to reflect on
- Could have had ample time to elaborate on all relevant issues than giving scanty submissions
- Report for the previous meeting circulated in good time
- Transport arrangements with regard to the venue of the workshop being far from the main road
- All was fine
- Review of previous of report for the last workshop

2. Any suggestions

- Next time should hold a three days workshop as a follow up
- Inform participants in good time and circulate the programmes early enough
- Need to hold a follow up workshop
- Hold at least two days meeting
- LRF as a coordinating organization needs to update paralegals
- Need support from the lawyers
- To far from town, it was expensive to reach the venue especially at night. Next time organizers should consider places that are close to town.