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BARBRA BANDA OUT FOR THE SEASON

**BY CHILUBA MAPULANGA
ZAMJOB NEWS REPORTER**

The Premier of the Chinese State Council, Li Qiang, will undertake a two-day official visit to Zambia from November 19–20, 2025, at the invitation of President Hakainde Hichilema, in what is being described as a landmark



MULAMBO HAIMBE

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CHINA'S PREMIER IN ZAMBIA: TRADE & MINING BOOST

From Front Page

moment for Zambia-China relations.

According to a statement issued by Minister of Foreign Affairs and International Cooperation Mulambo Haimbe, the visit aims to strengthen cooperation between the two countries and advance key development programmes.

Discussions are expected to deepen collaboration in trade and investment, transport and logistics, energy, mining,

agriculture, and technology.

Premier Li will hold bilateral talks with President Hichilema at State House in Lusaka, where the two leaders will review progress on existing agreements and flagship projects.

Among the highlights will be the revitalisation of the Tanzania-Zambia Railway Authority (TAZARA), a project central to regional trade and connectivity.

The leaders are also expected to explore new areas of

cooperation under the Forum on China-Africa Cooperation (FOCAC), positioning Zambia as a key partner in China's broader Africa strategy.

The visit follows President Hichilema's State Visit to China in September 2023, during which Zambia and China elevated their long-standing relations to a Comprehensive Strategic Cooperative Partnership.

This partnership builds on decades of cooperation dating

back to the construction of the TAZARA railway in the 1970s, a symbol of solidarity between Zambia, Tanzania, and China. Today, the relationship has expanded into mining, infrastructure, agriculture, and technology.

Mr Haimbe emphasized that Premier Li's visit reaffirms the historic and mutually beneficial ties between the two nations, noting that Zambia continues to benefit from Chinese investment in critical sectors.

TRUCK DRIVER NABBED RAPE OF PASSENGER



Mwala Yuyi

BY STAFF REPORTER

Police in Luapula Province have arrested a 43-year-old truck driver from Lusaka for allegedly raping an 18-year-old woman on two occasions after offering her a lift to Luwingu District.

According to Provincial Police Commanding Officer Mwala Yuyi confirmed the arrest, stating that the incident occurred between Thursday night and early Friday morning in Kawambwa District.

Mr Yuyi said the victim, of Maiteneke in Mansa District, had gone to Senama market layby around 13:00 hours to hitchhike a vehicle heading to Luwingu.

The suspect, identified as Flady Mwape of Chibombo's 15 Miles, offered her a ride, explaining that he was delivering fertilizer in Kawambwa.

The two arrived in Kawambwa around 22:00 hours but spent the night in the truck as the fertilizer was scheduled to be offloaded the following day.

Mr Yuyi underscored that Mwape allegedly assaulted the victim at 23:00 hours and again at 05:00 hours.

The matter was reported to police, and Mwape has since been taken into custody as investigations continue.

KITWE COUNCIL SHUTS DOWN PRAISE XIN CASINO, RESTAURANT AND GUESTHOUSE

BY STAFF REPORTER

The Kitwe City Council has suspended operations at Praise Xin Casino, Restaurant and Guesthouse after inspectors uncovered serious public health violations during an inspection conducted on Tuesday, 11th November 2025.

In a statement Issued by Public Relations Manager Mwaka Nakweti highlighted that the action followed a tip-off that the establishment was discharging raw sewage onto the road reserve. A subsequent inspection by the Council's Public Health Department revealed multiple breaches,

Ms. Nakweti underscored that this was due to the company Operating without the required compliance documents, Backflow of sewage into food preparation and dishwashing areas, Defective and exposed electrical cables posing safety risks to employees and several other sanitary and structural deficiencies

She issued recommendations to the proprietors, outlining corrective measures that must be implemented immediately before



operations can resume.

Ms. Nakweti further emphasized that the business had contravened provisions of the Public Health Act (Chapter 295), the Food Safety Act No. 7 of 2019, and the Solid Waste Regulation and Management Act No. 20 of 2018, among other regulations.

She concluded by underscoring the Local Authority's commitment to enforcing public health standards and protecting residents from unsafe business practices.

ALL TAZARA WORKERS TO BE RETAINED UNDER US\$1.4 BILLION RAIL CONCESSION

BY STAFF REPORTER

Government has assured that all employees of the Tanzania–Zambia Railway Authority (TAZARA) will be retained under the newly signed US\$1.4 billion revitalisation concession agreement with China Civil Engineering Construction Corporation (CCECC).

Delivering a ministerial statement in Parliament, Minister of Transport and Logistics Frank Tayali said the concession guarantees job security for workers as TAZARA continues to exist as a bi-national entity between Zambia and Tanzania.

Mr. Tayali explained that between 200 and 300 qualified employees will be directly absorbed by the concessionaire, while another 200 to 300 workers transitioning to CCECC will receive their full terminal benefits before moving.

He added that the new

operations and logistics hub will create hundreds of additional jobs in freight handling, customs, warehousing, and security.

The concession, signed by Zambia, Tanzania, and China, will modernize the 1,860-kilometre railway line from Dar es Salaam to Kapiri Mposhi. The investment includes US\$1.17 billion for rehabilitation works and US\$238 million for reinvestment over the 31-year contract.

The project will introduce a new fleet of locomotives, wagons, and passenger coaches, alongside a modern logistics and dry-port hub in Kapiri Mposhi, repositioning Zambia as a regional trade gateway.

Upon completion of the three-year rehabilitation phase, freight volumes are projected to rise from 400,000 tonnes annually to 2.4 million tonnes, with potential to exceed 3 million tonnes within five

years.

Mr. Tayali said the agreement delivers both direct and indirect financial benefits to Zambia. A guaranteed annual concession fee from the first year of operation, A share of gross revenue from freight operations throughout the concession period, Reduced transport costs for mining and agriculture, enhancing competitiveness and Preservation of the road network by shifting heavy cargo from trucks to rail

He emphasized that tax incentives granted to CCECC are standard for large-scale concessions and necessary to ensure project viability.

“This agreement delivers both direct and indirect financial benefits to the Zambian treasury while securing jobs and modernizing our transport infrastructure,” Mr. Tayali said.

KANCHIBIYA MP CALLS FOR MINING SECTOR MINIMUM WAGE LAW



SUNDAY CHANDA

Kanchibiya Member of Parliament Hon. Sunday Chanda has called for the introduction of a minimum wage law for miners, arguing that Zambia continues to lose value from its mineral

resources to foreign interests while local workers see little benefit.

Hon. Chanda said it was time to ensure that the wealth beneath Zambia's soil delivers real and

lasting gains for workers and the nation.

“Our people deserve fair compensation. The mining sector must not only enrich foreign investors but also secure Zambia's long-term economic interests,” he said.

To advance this cause, Hon. Chanda has submitted a Private Member's Motion in Parliament, urging the Government, through the Ministry of Labour and Social Security, to table a Mining Sector Minimum Wage Bill.

The proposed legislation seeks to guarantee fair pay, worker protection, and financial dignity for miners, while reinforcing Zambia's broader economic reform agenda.

Members of Parliament are expected to debate the motion in the coming sessions, with labour unions and civil society groups closely watching the outcome as a potential turning point in Zambia's mining labour policies.

EDITORIAL

The call by Kanchibiya Member of Parliament Hon. Sunday Chanda for the introduction of a minimum wage law for miners is both timely and necessary. For far too long, Zambia's mineral wealth has generated immense profits for foreign investors while leaving the very workers who extract it with little to show for their labour. As Hon. Chanda rightly observed, “Our people deserve fair compensation. The mining sector must not only enrich foreign investors but also secure Zambia's long-term economic interests.” This statement captures the heart of the matter: Zambia cannot continue to lose value from its own resources while its citizens remain on the margins of prosperity. The proposed Mining Sector Minimum Wage Bill would guarantee fair pay, worker protection, and financial dignity for miners. It would also reinforce Zambia's broader economic reform agenda by ensuring that the benefits of mining are shared more equitably. This initiative deserves serious consideration in Parliament. It is not simply about wages; it is about justice, dignity, and the recognition that Zambia's mineral wealth must serve the people first. Labour unions and civil society are right to watch this debate closely, as it could mark a turning point in how Zambia manages its most strategic sector. At Zamjob News, we believe that the mining industry must be held to a higher standard of accountability. A minimum wage law would be a step toward ensuring that the copper beneath our soil translates into real and lasting gains for Zambian workers and communities.

MALAWI ENVOY HAILS KCM AS BEACON OF MINING EXCELLENCE

BY STAFF REPORTER

Malawi's High Commissioner to Zambia, Her Excellency Margaret Kamoto, has described Konkola Copper Mines (KCM) as a beacon of mining excellence on the African continent, following a familiarization tour of the Konkola Deep Mining Project (KDMP) in Chililabombwe.

High Commissioner Kamoto, who was accompanied by her delegation, said the visit was

aimed at appreciating the mine's operations and underscoring the deep ties between Malawi and Zambia.

"KCM is one of Zambia's proudest industrial achievements and a symbol of strength and resilience of the nation's economy," she said.

She noted that Malawi celebrates Zambia's achievements in the mining sector and looks forward to learning from its

expertise to develop Malawi's own mineral potential.

"The success of mines like KCM can serve as a catalyst for strengthening industrial linkages between our two countries, creating opportunities for Malawian suppliers, engineers and other professionals," Kamoto added.

The envoy emphasized that Malawi is keen to deepen cooperation with KCM in geological surveying, value addition, policy design, and sustainable mining governance.

Kamoto also commended

KCM's efforts in promoting responsible mining practices, environmental protection, and community development, acknowledging its Corporate Social Responsibility (CSR) initiatives.

"Mining must not just be about the extraction of minerals, but about the upliftment of communities through responsible CSR," she said.

The visit highlighted the enduring bonds of geography, history, and shared vision for sustainable development that unite Zambia and Malawi.

US\$1.5 BILLION VEDANTA INVESTMENT POWERS ZAMBIA'S COPPER FUTURE

BY STAFF REPORTER

Vedanta Resources Limited has unveiled CopperTech Metals Inc., a new U.S.-based company that will operate Konkola Copper Mines (KCM) in Zambia, backed by a US\$1.5 billion investment aimed at expanding production and strengthening Zambia's role in the global copper supply chain.

The announcement was made in New York on 6 November 2025, underscoring Vedanta's long-term commitment to Zambia's mining sector. The company has already invested US\$3 billion historically in KCM, covering deep mine development, smelter upgrades, and concentrator projects.

The new capital will fund operational expansion, modernization, and deployment of AI-driven exploration and extraction technologies.

Vedanta Founder and Chairman Anil Agarwal described the move as a "historic and pivotal moment."

"CopperTech will connect America's critical mineral needs with Zambia's copper legacy, unlocking innovation in clean energy, technology, and industrial development on both continents,"

Agarwal said.

CopperTech aims to increase copper production from 140,000 tonnes in 2026 to 300,000 tonnes by 2031, with future investments projected to reach 500,000 tonnes annually. Global copper demand is expected to rise by over 40 percent by 2040, while the U.S. currently imports nearly 45 percent of its refined copper requirements, highlighting the strategic importance of the initiative.

The project aligns with Zambia's 2030 Copper Vision, which seeks to boost national production, promote value addition, and strengthen responsible mining practices. Following the government's 2024 decision to return management control of KCM to Vedanta, ZCCM-IH retains a 20.6 percent equity stake, signaling confidence in Vedanta's sustainability commitments.

KCM hosts one of the world's highest-grade copper deposits, with ore grades averaging 2.9 percent and peaking at 3.3 percent in the Konkola Deep Mining Project (KDMP). Its integrated operations — including underground mines, concentrators, a smelter, and a

recycling facility — provide a competitive edge in cost and quality control.

CopperTech will integrate AI and digital systems to enhance ore recovery, safety, and production efficiency. High-grade copper cathodes and cobalt hydroxide will supply sectors such as renewable energy, electric mobility, and global data infrastructure.

The company also plans to leverage the US\$10 billion Lobito Corridor, connecting Zambia's Copperbelt to Angola's Atlantic coast, to improve export logistics and expand access to U.S. and European markets.

Priya Agarwal-Hebbbar, Director at Vedanta Limited and Chairperson of Hindustan Zinc Limited, will serve as Chairperson of CopperTech Metals.

"CopperTech demonstrates our confidence in Zambia's mining future and our ability to power the global energy transition from the heart of the Copperbelt," she said.

PARLIAMENT APPROVES MOTION FOR OPTIONAL LUMP SUM RETIREMENT BENEFITS UNDER NAPSA

Parliament has approved a Private Member's Motion moved by Kanchibiya Member of Parliament Sunday Chanda, seeking the introduction of optional access to lump sum retirement

benefits under the National Pension Scheme Authority (NAPSA).

The motion, seconded by Mufulira MP Golden Mwila, calls on government to reform the retirement benefit structure to allow contributors the choice of accessing lump sum payments upon retirement.

Speaking in Parliament, Mr. Chanda emphasized that the proposal was not about withdrawing all pension savings, but about introducing choice and financial freedom for retirees to use their savings to build homes, start businesses, or restore dignity after years of contribution.

Minister of Labour and Social Security Brenda Tambatamba expressed government support for the motion, noting that ongoing NAPSA reforms are already aligned with the proposal. She added that her ministry is exploring additional measures to enhance access to pension benefits as part of broader social security reforms.

Members of Parliament overwhelmingly backed the motion, describing it as an important step toward promoting financial independence and flexibility for retirees.

BOZ CUTS POLICY RATE TO 14.25% AMID INFLATION DECLINE

BY STAFF REPORTER

The Monetary Policy Committee (MPC) has reduced the Monetary Policy Rate by 25 basis points to 14.25 percent, following its meeting held on November 10–11, 2025, in a move aimed at supporting economic activity amid signs of easing inflation.

Announcing the decision, Bank of Zambia Governor Dr. Denny Kalyalya said inflation had declined further in the third quarter, with projections indicating a faster deceleration toward the lower bound of the 6–8 percent target band over the forecast horizon.

He said Inflation fell to 12.3 percent in September from 14.1 percent in June, and further to

11.9 percent in October, driven by the appreciation of the Kwacha and a bumper maize harvest that lowered food prices.

However, Dr. Kalyalya said the 2025 inflation outlook has been revised upward to 13.8 percent, due to slower-than-expected declines in food prices. From mid-2026 to Q3 2027, inflation is forecast to average 7.6 percent in 2026 and 6.6 percent in early 2027, supported by lower fuel prices, reduced electricity tariffs, and continued Kwacha strength.

The MPC noted that risks to inflation remain supportive of further easing, citing favourable weather forecasts, higher copper export earnings, subdued oil prices, and easing geopolitical tensions.



DENNY KALYALYA

Despite the downward trend, the Committee adopted a cautious approach, acknowledging that inflation remains above target and market expectations are still elevated.

The next MPC meeting is

scheduled for February 9–10, 2026, and the November 2025 Monetary Policy Report will be published on the Bank of Zambia website by the end of the month.

MOTORBIKE RIDER FOUND DEAD NEAR KATOZI PRIMARY SCHOOL

BY STAFF REPORTER

Police in Nakonde District are investigating the death of a man believed to be in his late 20s, who was found dead early Wednesday morning along Pipeline Road, a few meters from Katozi Primary School.

The victim, identified only as Saidi, is suspected to be a Tanzanian national and a motorbike rider operating from the Black-Market rank in Nakonde.

His body was discovered lying on its side with what appeared to be a bullet wound to the chest.

A broken clutch lever and one of his shoes were found near the body, while blood

stains on the ground suggested he may have struggled briefly before dying. Preliminary information indicates Saidi may have been attacked and robbed of his motorbike between 23:00 and 24:00 hours.

Police have collected the body, which has been taken to the mortuary as investigations continue.

Local leaders have since called for caution among riders. Katozi Headwoman Lenny Namukonda, who was among the first at the scene, urged motorbike operators to avoid working late at night for their safety. Old Fife Ward Councillor Jackson Chomba described the incident as “deeply unfortunate.”



COURT OF APPEAL GRANTS BAIL TO ECONOMIST

WANZIYA CHIRWA-KAMPYONGO

The Court of Appeal has granted bail to Mrs. Wanziya Chirwa-Kampyongo, a seasoned economist and former civil servant, who has spent one year behind bars on a conviction now described by the court as speculative and unsupported by credible evidence.

Mrs. Chirwa-Kampyongo, who joined the civil service after graduating top of her class at the University of Zambia, has consistently maintained her innocence. She appealed both her conviction and sentence, but until now, neither the Magistrate's Court nor the High Court had granted her bail.

Her case stems from allegations of possession of property suspected to be proceeds of crime. Notably, Hon. Stephen Kampyongo, who was jointly

implicated, was acquitted on all 11 counts due to lack of evidence.

In its decision, the Court of Appeal noted that Mrs. Chirwa-Kampyongo was sentenced to three years' imprisonment on 27th September 2024, and has already served about one year. The court expressed concern that she might serve most of her sentence before her appeal is concluded, which would render any eventual success on appeal meaningless.

The court cited precedent from Anuj Kumar Rathi Krishnan and Kayumba, stating that serving a short custodial term pending appeal amounts to an exceptional circumstance justifying bail.

"Even a moderate delay would see the Applicant complete a significant part of her sentence, rendering any eventual success on appeal hollow," the court stated.



The judges emphasized that at the bail stage, their task is not to determine the merits of the appeal but to assess whether the grounds are prima facie arguable.

"The Court has considered the Applicant's grounds of appeal and is satisfied that they raise serious

and arguable issues," the ruling read.

Mrs. Chirwa-Kampyongo's appeal challenges the conviction on the basis that the 'reasonable suspicion' required by law was not properly established. Her legal team cited speculative property

JUDGMENT SET FOR DECEMBER 16 IN GIVEN KATUTA ASSAULT CASE



BY STAFF REPORTER

Lusaka Principal Resident Magistrate Idah Phiri has set 16 December 2025 as the date for judgment in the case involving

Independent Chiengi Member of Parliament Given Katuta, who stands accused of threatening a Times of Zambia photojournalist during a heated incident in July 2023

The decision follows the conclusion of Ms. Katuta's defence, during which five witnesses testified in her favour. The court will now consider written submissions from both the prosecution and defence before delivering its verdict.

The charges stem from an incident on 21 July 2023, shortly after Ms. Katuta was suspended from the National Assembly. The prosecution alleges that she threatened to injure photojournalist Henry Chunza, spat at him, and ordered the deletion of photographs taken outside Parliament.

The alleged confrontation occurred immediately after parliamentary proceedings, during which Ms. Katuta had been ordered out of the House by the Speaker.

In her testimony, Ms. Katuta denied the allegations, describing them as unfounded and distorted. She told the court that she had

been confused and embarrassed following her suspension and mistook the journalist for a political cadre based on his appearance and behavior.

She admitted requesting security personnel to ensure that any images taken were deleted, but denied issuing threats or engaging in physical misconduct.

Ms. Katuta also argued that social media reports exaggerated and misrepresented the events, contributing to public misunderstanding.

The case has drawn public attention due to its intersection of political tension, media freedom, and parliamentary conduct. Observers say the judgment could set a precedent for how courts handle disputes involving elected officials and journalists.

The matter returns to court on 16 December 2025, when Magistrate Phiri is expected to deliver her ruling.

NURSES PENALISED FOR TRANS COMPLAINT, SAYS LAWYER

BBC

NHS bosses "penalised" female nurses complaining about a transgender woman using their changing room, an employment tribunal has been told.

Eight nurses are challenging a policy which allows the single-sex room at Darlington Memorial Hospital to be used by Rose Henderson, a biological male who identifies as a woman.

In closing submissions, the nurses' barrister said they had suffered indirect discrimination, harassment and victimisation due to County Durham and Darlington NHS Trust's Transitioning in The Workplace policy.

The trust said the nurses had "demonised" Rose and the policy conformed with guidance and laws at the time.

Speaking to the BBC afterwards, the nurses said it had been "very stressful" but they had still gone to work as patients were "the most important".

The tribunal in Newcastle has heard Rose, an operating department practitioner, had used the changing room since 2019 before complaints were first made by female nurses from the day surgery unit (DSU) in August 2023.

The trust's policy allowed a person to use the single-sex space that conformed with their gender identity, and anyone of that sex who objected could change elsewhere.

Some 26 nurses signed a letter complaining of Rose's use of and conduct within the changing room, with Rose telling the tribunal the allegations, which included staring at women getting undressed, were "false".

In his closing submission to the tribunal, the nurses' barrister Niazi Fetto KC said the policy was "unjustifiably treated as sacrosanct" by managers and "prescribed the disadvantageous treatment of biological females".

He said the claimants' complaints about the "harmful effects" were "shunned and ignored" before the nurses were "penalised and buried" in an "oppressive and ineffectual investigation process"

carried out by the trust.

Mr Fetto said the policy allowed people access to single-sex spaces "based on self-declared gender identity alone" and there was no consultation with staff about its implementation.

The trust was prioritising the right of trans people over the women's "right not to have to change in front of a member of the opposite sex", Mr Fetto said.

The trust converted a storage room adjoining a meeting area into a changing room for those women who did not want to share the female-only space with Rose, but that was "wholly inadequate and unsafe", Mr Fetto said.

He said there was "no right in law" for a person with the "protected characteristic of gender reassignment to use a single-sex changing room corresponding with their adopted gender".

Mr Fetto also said the words "men" and "women" referred to in regulations were based on biological sex, as confirmed by the UK Supreme Court earlier this year.

He said multiple women had complained of Rose's conduct in the changing room and it "defies belief" that every claimant was "mistaken, lying or making it up", adding there was a "high level of corroboration" from "diverse sources".

The trust's response was "determinedly not to grapple with the substance" of the complaints while at the same time "trivialising them and stigmatising those who raised them", Mr Fetto said.

Simon Cheetham KC, for the trust, said the nurses' "central issue" was Rose using the changing room which meant they had "chosen to interpret" anything Rose or the trust did "in a negative way" and through a "negative prism".

"Their single-minded pursuit of this issue has clouded their judgement," Mr Cheetham said, adding Rose's "very presence was seen as provocative".

He also said the nurses' decision to speak to the media was "unattractive" and they had made repeated allegations without "cogent evidence" and disclosures about Rose's private life, which had led to



Rose being publicly cast as a "highly predatory character".

Mr Cheetham said the nurses' treatment of Rose had been "unkind and unjustified", with their allegations about conduct "exaggerated".

The nurses had unnecessarily "demonised" Rose and were fighting a "public campaign" about policy and the "trust's treatment of them as a group of women", Mr Cheetham said.

He said staff were only given access to single-sex spaces if they had "declared they were living their life fully in that gender", which was a "higher threshold" than the nurses claimed.

Mr Cheetham said the policy also "accorded with relevant legislation and guidance at the time".

He said the trust had some 8,000 employees and had to balance the "competing" rights of those with the "protected characteristics" of biological sex and gender reassignment.

Mr Cheetham said the "reality" the trust faced at the time was that there were various sets of guidance that were "not consistent" with each other.

The tribunal judges will make their judgement on a future date but said it was unlikely to be reached

before Christmas.

After the tribunal, nurses Lisa Lockey, Bethany Hutchison and Karen Danson said it had been "very stressful" and "all consuming" but they hoped the judges would find in their favour.

Ms Lockey said the nurses had felt "totally ostracised" since raising their complaint, adding the trust's policy had "just seemed completely unreasonable".

She said it was "frustrating" waiting for national guidance to be confirmed, adding: "We are kind of in limbo."

Ms Lockey said they had continued to work which had been "uncomfortable" at times, not knowing who was supporting them, but they had to "maintain a professional outlook with everybody" and "do your job".

She said the nurses were there to help patients and they were "the most important".

Ms Hutchison said she hoped more people would "stand up" against the ideology behind the policy, adding: "It's now time for people to raise their head above the parapet and speak out against this."

Rose was approached for comment through the NHS trust but did not wish to speak.

ZANACO UNVEILS US\$100 MILLION

SUSTAINABILITY BOND

BY STAFF REPORTER

Zanaco Plc has announced plans to issue a landmark US\$100 million Sustainability Bond, marking a major step in Zambia's efforts to mobilize capital for climate resilience, renewable energy, and inclusive development.

The announcement was made during a ceremonial bell-ringing

at the Lusaka Securities Exchange (LuSE), pending final regulatory approvals. The bond will be issued in two tranches Tranche 1: US\$50 million via private placement, targeting institutional and strategic investors, facilitated by Stockbrokers Zambia Limited

Tranche 2: US\$50 million via public offering, opening access

to retail investors and the broader market

Zanaco CEO Mrs. Mukwandi Chibesakunda said the proceeds will fund projects in Renewable energy, Climate-resilient infrastructure, Sustainable agriculture and Natural resource conservation

"We remain committed to fostering a resilient and low-carbon economy," she affirmed.

LuSE CEO Mr. Nicholas Kabaso hailed the initiative as a milestone in Zambia's capital market evolution, emphasizing

the Exchange's role in supporting innovative financial instruments that align with sustainability goals.

"This reflects the continued evolution of our market and its capacity to support investor and issuer needs," Kabaso said.

LuSE also commended Stockbrokers Zambia Limited for its role in structuring the transaction.

Investors have been encouraged to consult licensed brokers or financial advisers for guidance on participation.

ZICTA ISSUES 21-DAY ULTIMATUM TO TELECOM FIRMS OVER NETWORK FAILURES

BY STAFF REPORTER

The Zambia Information and Communication Technology Authority (ZICTA) has issued a 21-day ultimatum to telecom and tower companies, demanding urgent action to address frequent network outages and poor connectivity affecting millions of Zambians.

In a joint press briefing with CEOs from Airtel, MTN, Zamtel, Zed Mobile, IHS, and Infratel, ZICTA CEO Eng. Collins Mbulo declared that Zambians are "no

longer pleading, they are demanding" reliable communication services, which he described as essential for productivity, innovation, and public trust.

"The daily lives of citizens are affected because of poor quality of service. It undermines productivity, it brings frustration, and it frustrates innovation," Mbulo said.

ZICTA Issued Directives for Immediate investment in network capacity and coverage, especially

in rural and underserved areas, Robust backup systems at all hub sites to ensure service continuity during power outages, Deployment of sustainable energy solutions, including solar and hybrid models, to reduce downtime and Tower companies IHS and Infratel must submit time-bound redundancy plans within 21 days.

ZICTA warned that mobile network operators will be held accountable for tower failures, as their services depend on infrastructure managed by IHS and Infratel.

"Failure to comply will attract regulatory consequences," Mbulo

cautioned.

The regulator emphasized a shift from tolerance to strict enforcement, pledging to monitor performance using Quality of Service (QoS) Guidelines and track consumer complaints via the toll-free number 7070.

ZICTA also noted that AI-optimized hybrid energy models are acceptable, provided they deliver reliable, uninterrupted service.

These measures form part of a national agenda to build a resilient, consumer-centric, and innovation-driven telecom ecosystem, demanding accountability and





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- Bachelor's degree in Civil Engineering or Diploma
- Membership of Engineering Institution of Zambia (EIZ)
- Proven Experience in Highway Construction and Auxiliary works

Please submit your resume and a motivation letter outlining your qualifications and why you're interested in joining our team by Friday 10th January 2025 to Isozmjobs@gmail.com. In the subject, please indicate the title of the position you are applying for.

TEXILA AMERICAN UNIVERSITY

Accounts Officer

Education and Qualifications:

- Bachelor's degree in Accounting, Finance, or a related field from a reputable university. Or
- Professional accounting certification (e.g. ZICA/CA, ACCA) .

. Send a copy of their CV (ONLY) to careers.zm@tau.edu.zm before Friday, 10th January, 2025.

PRIVATE

Senior HR Officer

Qualifications:

- Bachelor's degree in Human Resources, Business Administration, or related field (or equivalent experience). ZIHRM membership is a plus.
- A Minimum of 4 years relevant work experience.
- Strong organizational and multitasking skills.
- Excellent communication and interpersonal abilities

To apply, please submit your CV and a cover letter detailing your relevant experience and qualifications to applyhumanr@gmail.com with the subject SENIOR HR OFFICER APPLICATION.

IMPACT ONE INITIATIVE

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How to Apply:

Interested candidates should submit their CV, a cover letter outlining their qualifications and passion for the role, and contact information for three professional references to jobs@impactoneinitiative.org. Applications will be reviewed on a rolling basis.

LYFT RENTAL AND CAR HIRE

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- Diploma or Bachelor's degree in Business, Marketing, Customer Service, or a related field.
- 2+ years of experience in sales, customer service, or a related field (experience in the car rental or automotive industry is an advantage).

Please submit your application to:

Lyftrentalservices@gmail.com or Info@lyftzm.com

Subject of your application should be the job position you are applying for. Application deadline is 12th January 2025

LYFT RENTAL AND CAR HIRE

Fleet Manager

Education and Experience

- Bachelor's degree in Logistics, Transport Management, Business Administration, or a related field.
- Minimum of 3–5 years of experience in fleet

management or a related field.

Please submit your application to:

Lyftrentalservices@gmail.com or Info@lyftzm.com

Subject of your application should be the job position you are applying for. Application deadline is 12th January 2025

LONGVEE MINING LIMITED

Geologist

Qualifications and Experience:

Bachelor's degree in Geology, Earth Sciences, or a related field.

Minimum 1 year of experience in a mining or exploration environment.

Proficiency in geological mapping and modeling software (e.g., GIS).

Strong analytical, problem-solving, and communication skills.

Interested candidates should submit their CV and cover letter to longvee99@gmail.com with the subject line

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Social Media & Marketing Executive

If you are a qualified individual and have the experience and drive we are looking for, then please submit your application to:

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Subject of your application should be the job position you are applying for.

Application deadline is 12th January 2025.

COLIN B GLASSCO PRIMARY SCHOOL

English, Science and ICT Teacher

Qualifications and Personal Qualities:

- A recognized teaching qualification, certified by the Teaching Council of Zambia
- Grade 12 certificate or 'O' level
- Excellent speaking skills
- Good in Phonics
- Excellent knowledge of Science and a love for the subject
- Deep knowledge of computers and the ability to teach ICT

How to Apply:

E-mail your CV, scanned copies of your relevant certificates, Grade 12 certificate, license or receipt from TCZ, and NRC to cbgprimarieschool@gmail.com

PESTALOZZI WORLD ZAMBIA

Solar Installation Instructor

Qualifications and Requirements:

- **Education:**
 - Diploma or Degree in Electrical Engineering, Renewable Energy, or a related field.
- **Experience:**
 - Minimum of 3 years in solar energy system installation, maintenance, or related work.

If you feel you meet the above qualifications and requirements, send a cover letter and CV to pestalozzizambia@pestalozzi.international. Do not send qualifications at this stage.

THE BOTTLESHOP

Inventory Controller

If you are a qualified individual and have the experience and drive we are looking for, then please submit your application to:

hr@bottlesho zm.com

Subject of your application should be the job position you are applying for.

Application deadline is 12th January 2025.

BAYPORT FINANCIAL SERVICES

Senior Relationship Officer – Lusaka

MINIMUM ENTRY REQUIREMENTS

- Grade 12 Certificate
- Bachelor's degree in business, Economics, Finance, or any other related disciplines
- 3 years relationship management or sales experience in the Banking/Financial services industry
- Knowledge of Financial Investment Products and markets.

Suitable candidates must send their applications to careers@bayport.co.zm with the position applied for as the email subject and attaching their current CVs and professional/academic certificates.

CRYSTALIK GROUP LIMITED

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Job qualification

- Minimum of a Diploma in Water Engineering or related field.
- 3 years post qualifying practical work experience.
- Membership of Engineering Institution of Zambia (EIZ)
- Proven Experience in Dam Construction works.

Please submit your resume and a motivation letter outlining your qualifications and why you're interested in joining our team by Wednesday 8th January 2025 to Isozmjobs@gmail.com. In the Subject, please indicate your the title of the position you are applying for.

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 +260 96 0922178
 Ndola

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 Phone: 0977259082 / 0969294926

MUSA CARPENTER
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 Carpenter - General
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HAIR DRESSERS

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LUCY

I am located in Lusaka specializes in hair dressing of all style. I am available for hire Phone: 0965123959 / 0950130935 / 0767212276

REGINA

I am located in Lusaka specializes in hair dressing of all style. I offer house calls and I am available for hire

Phone: 0772481635

VERONICA

I am a hair dresser located in Lusaka available hire and house calls

Phone: 0976241192

OTHER

INNOCENT MWANZA MULEYA

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contacts; +260 976 087 099, +260 770 495 036

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(Ndola)

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Phone2: 0763402724
(Ndola)

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Phone1: 0769712130
(Ndola)

JOHN BANDA

Phone1: 0972743995
(Ndola)

MUTAMBO E

Phone1: 0979218629

SHOP AND HOUSE KEEPER

OLIVIA

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Phone: 0967050445 / 0967050445
For reference Call Mrs C Tembo
0955450620 Ndola

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(HOUSE HELPER)
Reference: Mrs Bwalya +260963044536

BLESSING DAKA

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Phone: +260777359339
(HOUSE HELPER)

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KANYANTA MARTIN

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OTHER

CHRISTOPHER KAPALU

Phone: +260 96 1962001

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Reference: Mr M Tembo
Ndola

JOHN NSULULU

Phone: +260 95 59221150

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Ndola

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UNZA RIDGEWAY CONSTRUCTION SITE REOPENS AFTER SAFETY COMPLIANCE

BY STAFF REPORTER

The Ministry of Labour and Social Security has officially lifted the suspension on the University of Zambia (UNZA) Ridgeway Campus Construction Site, following compliance by WahKong Company with occupational safety requirements.

The site had been temporarily shut down after Ministry inspectors found that workers were operating without Personal Protective Equipment (PPE), in violation of Occupational Safety and Health (OSH) regulations.

After intervention, WahKong Company rectified the violations by Providing appropriate safety gear, improving working conditions to meet OSH

standards

The Ministry has urged the company to maintain strict adherence to labour laws to avoid future disruptions.

Inspectors also flagged concerns about employee registration under statutory schemes such as National Health Insurance Management Authority (NHIMA), National Pension Scheme Authority (NAPSA) and Workers' Compensation Fund Control Board

The Ministry urges that during the next inspection, all workers must present their National Identity Cards and valid phone numbers to facilitate bulk registration and payslip verification.



KANSATO FARM FINED K62,000 FOR LABOUR LAW VIOLATIONS

BY STAFF REPORTER

Ministry of Labour and Social Security has fined Kansato Farm Limited a total of K62,000 for violating Zambia's labour laws, specifically for failing to issue employment contracts and for lacking proper workplace policies for its employees.

The farm, located in Northern Province, was found to be in breach of key provisions under the Employment Code Act, which mandates that all employers must provide written contracts and maintain clear workplace guidelines to protect workers' rights and ensure fair treatment.

This enforcement action reflects the Ministry's ongoing commitment to Promoting decent work standards, Ensuring legal compliance among employers and



BRENDA TAMBATAMBA

protecting vulnerable workers, especially in agriculture and informal sectors

Minister of Labour Social Security Brenda Mwika Tambatamba has previously emphasized that non-compliance

will not be tolerated, and that the Ministry is intensifying labour inspections and penalties to uphold Zambia's employment laws.

The fine against Kansato Farm Limited serves as a warning to other employers operating without

formal contracts or workplace policies. The Ministry has urged all businesses to regularize employment relationships, provide written contracts, and adopt clear HR frameworks to avoid legal consequences.

DID YOU KNOW?

The job market today is more dynamic than ever. Technology, globalization, and shifting economic priorities mean that careers are less linear and more adaptive. Employers are not only looking for technical skills but also adaptability, creativity, and resilience. Recognizing this reality is the first step toward positioning yourself effectively.

Flexibility matters: Many industries are evolving rapidly; being open to change increases your chances of staying relevant.

Transferable skills: Communication, problem-solving, and digital literacy are valued across sectors.

Networking: Opportunities often come through connections rather than formal applications.

Crafting a Strong Professional Identity

Your professional identity is how you present yourself to employers, colleagues, and the wider world. It's more than a CV—it's the narrative of who you are, what you stand for, and where you're going.

Personal brand: Define what makes you unique. Are you a problem-solver, a creative thinker, or a reliable executor?

Consistency: Align your CV, LinkedIn profile, and portfolio so they tell the same story.

Visibility: Share insights, articles, or projects online to demonstrate expertise.

Think of yourself as both a professional and a storyteller. Employers want to see not just what you've done, but how you think and what you aspire to achieve.

Building an Effective CV and Cover Letter

Your CV and cover letter are often the first impression you make. They should be clear,

concise, and tailored to each role.

CV tips:

Keep it to 1–2 pages.

Use action verbs (e.g., “led,” “designed,” “implemented”).

Quantify achievements (e.g., “increased sales by 20%”).

Cover letter tips:

Address the hiring manager directly if possible.

Show enthusiasm for the role and company.

Highlight how your skills solve their problems.

Remember: a CV shows what you've done, while a cover letter explains why you're the right fit.

Preparing for Interviews

Interviews are not just about answering questions—they're about demonstrating confidence, curiosity, and alignment with the company's values.

Research: Know the company's mission, recent projects, and challenges.

Practice: Rehearse common questions like “Tell me about yourself” or “What's your greatest strength?”

STAR method: Structure answers with Situation, Task, Action, Result.

Ask questions: Show interest by asking about team culture, growth opportunities, or upcoming projects.

Employers often remember candidates who ask thoughtful questions—it signals genuine engagement.

Networking and Relationship Building

Networking is not about collecting contacts; it's about building meaningful relationships.

Attend events: Industry

conferences, workshops, or webinars are great places to meet professionals.

Leverage LinkedIn: Connect with peers, share content, and engage with discussions.

Mentorship: Seek mentors who can guide you, and offer mentorship to others when possible.

Strong networks often lead to opportunities that never make it to job boards.

Lifelong Learning and Upskilling

Employers value candidates who invest in their own growth. Continuous learning keeps you competitive.

Online courses: Platforms like Coursera, Udemy, or LinkedIn Learning offer affordable skill-building.

Certifications: Industry-recognized credentials can boost credibility.

Soft skills: Emotional intelligence, leadership, and adaptability are increasingly important.

Think of learning as a career-long habit, not a short-term fix.

Navigating Career Transitions

Changing jobs or industries can feel daunting, but it's often necessary for growth.

Identify transferable skills: For example, project management applies across industries.

Start small: Freelance, volunteer, or take side projects to gain experience in a new field.

Be patient: Transitions take time; persistence is key.

Career shifts are not failures—they're opportunities to realign with your passions

and strengths.

Balancing Passion and Practicality

While following your passion is important, balancing it with financial stability and market demand is crucial.

Passion projects: Pursue them alongside your main job until they're sustainable.

Market realities: Research industries with growth potential before committing.

Hybrid approach: Combine passion with practicality—for example, a creative professional who also learns digital marketing.

This balance ensures both fulfilment and security.

Resilience in Rejection

Rejection is part of the job search process. What matters is how you respond.

Seek feedback: If possible, ask why you weren't selected.

Reflect: Use rejection as a chance to improve your CV, interview skills, or networking.

Stay positive: Every “no” brings you closer to the right “yes.”

Resilience is often the difference between those who succeed and those who give up.

Long-Term Career Strategy

Think beyond the next job—consider where you want to be in 5–10 years.

Set goals: Define short-term (skills to learn), medium-term (roles to aim for), and long-term (career vision).

Adapt strategy: Revisit goals regularly as industries and personal interests evolve.

Invest in relationships: Long-term success often depends on the people you know and trust.



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FAZ CONFIRMS HOSPITALISATION OF TEAM MEMBERS AFTER SUSPECTED FOOD POISONING

BY STAFF REPORTER

The Football Association of Zambia (FAZ) has confirmed that three members of the Zambia Men's National Team have been hospitalised in Port Elizabeth, South Africa, following a suspected case of food poisoning.

According to a statement issued by FAZ, coach Moses Sichone, midfielder Miguel Chaiwa, and video analyst Elias Chipota were admitted to St George Private Hospital after their condition worsened, with symptoms including fever, diarrhea, and vomiting.

Team Doctor Wesley Ngongo has remained in South Africa to monitor and care for the affected

trio.

“FAZ is working closely with its host association and local medical authorities to ensure the affected receive the best possible medical attention,” said FAZ General Secretary Machacha Shepande. “We are also happy that some of the cases reported earlier have significantly improved, with the affected parties being monitored.”

Meanwhile, the rest of the national team contingent has departed Port Elizabeth for Angola via Johannesburg, ahead of Zambia's second international friendly match scheduled for Tuesday in Luanda.

Zesco United players — Kabaso Chongo, Gift Mphande,

Pascal Phiri, and David Simukonda — have returned home to rejoin their teammates ahead of the CAF Confederation Cup clash against Zamalek in Egypt.

Additionally, Leicester City forward Patson Daka will not feature in the Angola match following a request from his club, while Israel-based striker Kennedy Musonda has returned to his base to attend to his wife, who fell ill during his national duty.

The friendly against Angola is part of FAZ's international fixture programme for the November FIFA window, aimed at strengthening team cohesion and assessing player readiness ahead of upcoming competitive matches.

This injury, which is classified

as a severe soft-tissue rupture, is a significant blow for both Banda and the Pride. She was forced to leave the game just 15 minutes in after collapsing from a blocked shot attempt.

“Barbra has been a key player for us... Losing someone of her talent is truly heartbreaking,” said Haley Carter,

the VP of Soccer Operations for Orlando Pride. Since joining the Pride in 2024, Banda has made a remarkable impact, scored 25 goals and provided seven assists in 41 matches.

She was named the MVP of the 2024 NWSL Championship, received two nominations for the Ballon d'Or, and was selected for the FIFPRO Women's World 113.

CAF ANNOUNCES NEW FORMAT

BY STAFF REPORTER

CAF has announced a new format for the Africa Cup of Nations (AFCON) qualifiers, introducing changes aimed at making the competition more competitive and streamlined. The update comes at a time when Nigeria's Super Eagles have failed to qualify for the FIFA World Cup, adding further pressure on the team to perform in continental football.

The new format is designed to give smaller footballing nations more opportunities to compete, while ensuring top-ranked teams face stronger challenges and integration with World Cup Qualifiers: CAF is considering harmonising AFCON qualifiers with World Cup qualifying campaigns to reduce duplication and streamline

logistics.

Nigeria's Super Eagles Context failure to qualify for the World Cup has intensified scrutiny on the team's management and performance. With the new AFCON format, Nigeria will need to regroup quickly to secure continental success and rebuild confidence among fans and Analysts suggest that the changes could either benefit Nigeria by offering more competitive fixtures or expose weaknesses if the team fails to adapt.

The new format reflects CAF's ambition to raise the standard of African football, ensuring that qualification campaigns are fairer and more commercially viable.

Smaller nations stand to gain from increased exposure and

competitive matches, while established teams will face greater accountability.

In a bid to elevate the tournament's profile, Muchindu extended invitations to former national team players, local league coaches, and soccer scouts, aiming to spotlight untapped talent in rural Choma.

The presence of renowned sports commentator Patrick Nyangulu added excitement to the launch, with spectators cheering as he brought professional flair to the commentary desk.

Traditional leaders from surrounding villages attended the opening ceremony, pledging their support for Muchindu's efforts to use sport as a tool for development and cohesion. Their endorsement

reflects the tournament's growing influence beyond the pitch.

Muchindu, who is widely tipped to succeed Cornelius Mweetwa as Choma Central's parliamentary candidate in next year's general elections, also used the occasion to highlight President Hakainde Hichilema's achievements under the UPND government.

He urged young people to obtain National Registration Cards, emphasizing civic participation as key to shaping Zambia's future.

Earlier in the day, Muchindu graced another soccer tournament at Kanyama Grounds in Masuku Ward, reinforcing his grassroots engagement and commitment to youth empowerment through sport.