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FOOTBALL STAKEHOLDERS CHART NEW PATH FOR ZAMBIA'S GAME AT NATIONAL INDABA

BY CHILUBA MAPULANGA

Minister of Labour and Social Security Brenda Mwika Tambatamba has called on Members of Parliament to rise above political divides and support comprehensive pension reforms designed to safeguard the future of Zambian workers.

Speaking at the official opening of a stakeholders' forum on pension reforms, Ms. Tambatamba reminded lawmakers that reforms under the National Pensions Scheme Authority (NAPSA), Public Service Pension Fund (PSPF), and Local Authorities Superannuation Fund (LASF) are aimed at restoring trust and ensuring retirees receive predictable monthly income streams.

"These reforms are not just policy changes; they are a promise of dignity, security, and

SEE PAGE 1



BRENDA TAMBATAMBA



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UNITE FOR PENSION REFORMS-TAMBATAMBA

From Front Page

hope for every Zambian worker who has spent a lifetime building this nation," she said.

The Minister highlighted persistent challenges in Zambia's social security landscape, including Low coverage of workers in pension schemes, Inadequate benefits for retirees, Fragmented systems across funds, Delayed payments and Inconsistencies in legislation

In January 2025, Cabinet approved the initiation of wide-

ranging reforms to Ensure timely and predictable benefit payments, harmonise pension schemes for efficiency, strengthen governance and transparency in fund management, expand coverage so that no worker is left behind, align contributions and benefits with economic realities and modernise the legal framework to make pensions customer-centric

Ms. Tambatamba stressed that the reforms represent a national commitment to build a pension system that is sustainable, equitable, and responsive to both

current and future generations.

"Government has shown goodwill and commitment to make these reforms a reality, because we believe that every citizen deserves a retirement that is secure and meaningful," she said.

The Minister urged MPs to approach the matter with unity and patriotism:

"Let us rise above politics and personal interests, and unite for a cause that speaks to the heart of every family in Zambia. When we protect the worker, we protect the nation. The opportunity is here and

the time to act is now."

Chairperson of the Parliamentary Committee on National Economy, Trade and Labour Matters Sibeso Sefulo, said there is need to build a transparent pension framework by harmonising funds and schemes to improve efficiency and expand benefits.

Director General of the Emoluments Commission Chebo Mbula, urged participants to openly discuss key areas of concern, noting that such dialogue would provide valuable input to strengthen the reform process.

MPIKA COUNCIL WARNS LODGES AGAINST OPERATING AS BROTHELS

BY STAFF REPORTER

The Mpika Town Council has issued a stern warning to lodge and guest house owners in the district against turning their facilities into brothels, stressing that such practices are illegal and will not be tolerated.

Council Public Relations Officer Mushota Mpundu said the local authority is concerned that some operators are engaging in the unlawful activity, which undermines community values and violates licensing regulations.

"As a local authority, we have noted with concern that some lodge and guest house owners are transforming their facilities into brothels. As a council, we will not hesitate to shut down any such facilities found wanting because this is illegal," Council Secretary Samuel Musenga said during a recent engagement meeting.

Mr. Musenga disclosed that the council had convened a meeting with lodge and guest house owners, community members, and bar attendants to



Mpika Town Council

address the issue. He emphasized that the council will revoke licences and take legal action against offenders found to be operating outside the law.

The council has pledged to

intensify monitoring of hospitality facilities in the district to ensure compliance with regulations. Owners have been urged to stop the practice immediately or risk closure and prosecution.

GOV'T SUSPENDS MUKABAMO COPPER MINE



BY STAFF REPORTER

The Ministry of Mines and Minerals Development has suspended all operations at Mukabamo Copper Mine in Mwense District following the

collapse of the mine's tailings dam earlier this week.

Preliminary investigations by the Mine Safety Department revealed that the company failed to comply with a compliance

order issued in March 2025, which required all mining firms to adhere to strict environmental management standards.

Findings of the Investigation the Department established that, the tailings dam's design plans were never approved, the collapse was caused by substandard engineering work during construction and Unsafe operational practices contributed to the failure.

The Ministry noted that most tailings dam failures globally result from a combination of poor

design, inadequate construction, and unsafe operational practices—issues that were evident in the Mukabamo case.

The Ministry has reminded all mining companies to implement necessary operational changes aimed at improving design and ensuring full compliance in the construction and management of tailings dams.

Officials stressed that environmental safety and compliance are non-negotiable, warning that similar lapses will attract strict enforcement measures, including suspension of operations.

TAMBATAMBA URGES INDUSTRY TO PRIORITIZE

PROACTIVE SAFETY OVER POST-ACCIDENT RESPONSES

BY STAFF REPORTER

Minister of Labour and Social Security Brenda Mwika Tambatamba has called on industry players to make workplace safety a top priority, stressing that proactive measures are essential for national productivity and sustainable economic growth.

Speaking during a courtesy visit by Chilanga Cement Chief Executive Officer Chai Jianping, Ms. Tambatamba emphasized that occupational safety and health is not an optional corporate exercise but a legal obligation designed to protect workers from physical harm and hazardous exposure.

“We must desist from having a reactive approach to matters of safety and health. Instead, we must be proactive; engaging the Occupational Safety and Health Department before accidents occur,” she said.

Tambatamba highlighted that the New Dawn Administration’s economic agenda is anchored on productivity, job creation, and value addition, noting

that work begins in communities and extends to national development.

She urged companies to collaborate closely with the National Productivity Development Department to strengthen competitiveness, foster continuous improvement, and nurture harmonious labour-management relations.

Chilanga Cement reported that all major projects undertaken in the past three years were completed with zero lost-time injuries which include Expansion of the Chilanga Plant, raising daily clinker output from 2,300 to 2,800 tons. Construction of a new Lime Production Line at the Ndola Plant.

She added Upgrade of Kiln 1 in Ndola, increasing capacity from 500 to 1,500 tons per day. Development of a Dry Mortar Production Line at Chilanga. Procurement of a 2-ton waste-management shredder to manage community garbage.

CEO Jianping added that teams in production, maintenance, and

laboratory operations have received specialized training in Tanzania and Malawi, while Zambian experts in Health, Safety, Environment, and Legal Affairs have provided technical support to sister operations across Africa and the Middle East.

Chilanga Cement’s HR Officer Wamusheke Simenda revealed that several contractors trained during these projects have transitioned into full-time employment, while 50 graduates have been onboarded on the company’s step-up training platform demonstrating how investment-led skills development directly supports job creation.

The delegation assured the Minister that Huaxin Group, Chilanga Cement’s parent company, remains committed to long-term, sustainable investment in Zambia, aiming to consolidate its position as the country’s leading cement producer while preserving its decades-old legacy.

EDITORIAL

The recent interception of an overloaded bus by the Road Transport and Safety Agency (RTSA) is a timely reminder of the dangers posed by reckless transport practices. Overloading is not a minor infraction—it is a direct assault on passenger safety and a violation of public trust. Reports that some operators, including Likili Bus Service and Sam Logic buses, oversell tickets and misrepresent routes are deeply troubling. Passengers pay for safe, dignified travel, not to be crammed into unsafe conditions that increase the risk of deadly accidents. Every seat in a bus is designed with purpose, and every passenger beyond capacity is a gamble with lives. RTSA’s zero-tolerance stance must be matched with consistent enforcement and stronger penalties. Charging drivers is necessary, but the responsibility also lies with bus companies that perpetuate these practices. Overselling tickets is not only dishonest—it is exploitative and dangerous. Equally important is the role of the public. The vigilance of passengers who report violations demonstrates that community involvement is a powerful tool in safeguarding roads. Citizens must continue to demand accountability, while RTSA must ensure swift response and visible action. Ultimately, road safety is a shared responsibility. Operators must respect the law, regulators must enforce it, and passengers must insist on their rights. Overloading is preventable, and tolerance of it is unacceptable. One extra bag, one extra passenger, can indeed cost many lives. Zambia must unite to end this culture of negligence before it claims more innocent victims.

RTSA WARNS AGAINST OVERLOADING BUSES

Road Transport and Safety Agency (RTSA) has reiterated its zero-tolerance stance on overloading after intercepting a bus reported for carrying excess passengers, with the driver now facing charges.

The development follows growing concerns from passengers over practices by some operators, including Likili Bus Service and Sam Logic buses, accused of overselling tickets, misrepresenting routes, and overloading vehicles.

Commuters have raised alarm that tickets purchased for Likili buses often result in passengers being placed on Sam Logic buses, which are then overloaded. A bus bound for Mansa, which departed at 04:00 hours today, was cited as an example of the unsafe practices.

Passengers have demanded proper seating, safety, and comfort for the fares they pay, warning that overloading

compromises lives.

“Overloading passengers or goods on a vehicle increases the chances of deadly accidents. One extra bag... one extra passenger can cost many lives,” RTSA noted in its statement.

RTSA confirmed that its officers intercepted the reported bus and charged the driver for exceeding the legal passenger limit. The Agency emphasized that such violations compromise road safety and increase accident risks.

“RTSA appreciates the vigilance from members of the public. Your reports help us keep our roads safer. Let’s continue working together to prevent unnecessary risks on our roads,” the Agency said.

RTSA encouraged citizens to continue reporting violations, for quick response. The Agency stressed that community vigilance is vital in curbing dangerous practices such as overloading, reckless driving, and operating

unroadworthy vehicles.

“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.

IMMIGRATION APPREHENDS 24 SUSPECTED ILLEGAL IMMIGRANTS

BY STAFF REPORTER

The Department of Immigration has apprehension of 24 suspected illegal immigrants in two separate operations conducted in Kabwe and Livingstone between 27th and 29th November 2025.

According to a statement issued by chief public relations officer Namati Nshinka confirmed the that on 27 November, the Kabwe Regional Immigration Office intercepted a Toyota Vellfire (BAX 4018) along Mukonchi Road after a high-speed chase. Ten suspected illegal immigrants were apprehended—nine Somalis and one

Ethiopian—alongside a Zambian national, Willard Sikalumba (32), believed to have been the co-driver.

The driver, Frank Nyondo (32), initially escaped with five Somalis and one Ethiopian. Later that day, one Somali was apprehended after being spotted by Mulungushi University security personnel.

On 29 November, Nyondo and five others (four Somalis and one Ethiopian) were captured with the assistance of community members. In total, the Kabwe operation resulted in 15 suspected illegal immigrants (13 Somalis and 2 Ethiopians) aged between 18 and 40, along with two Zambians

charged with aiding and abetting illegal entry.

Investigations revealed the group entered Zambia through Tanzania and were en route to South Africa. Six had valid passports but lacked Zambian entry stamps, while nine had no documents. All suspects are detained at Mukobeko Correctional Facility, and the vehicle has been impounded.

Separately, on 29 November, officers from Victoria Falls Border Control apprehended nine Somali nationals aged between 15 and 45 during routine patrols in Macheje Village near Gorge Twenty-Five. The group attempted to exit Zambia illegally through the gorges.

All nine had valid passports

with Tanzanian endorsement stamps but no Zambian entry stamps, confirming illegal entry. A Zimbabwean national suspected of aiding them fled into nearby bushes and remains at large.

The Department commended the professionalism of its officers and the cooperation of the public, which contributed to the successful operations.

“We urge members of the public, especially drivers and transport operators, to refrain from aiding and abetting illegal immigrants, as such actions constitute serious offences that attract prosecution, including the possible forfeiture of vehicles used in the commission of these crimes,” said Mr. Nshinka.

ZAF COMMANDER PRAISES DISCIPLINE AND READINESS AT ANNUAL BALLS

BY STAFF REPORTER

The Zambia Air Force (ZAF) has successfully held its Warrant Officers and Senior Non-Commissioned Officers (WO's & SNCO's) Annual Balls at Mumbwa, Livingstone, and Twin-Palm Bases, with the events highlighting discipline, mentorship, and operational achievements.

During the Logistics Command Officers Annual Ball, ZAF Commander Lt Gen Oscar Mstiu Nyoni, represented by Chief of Medical Services Brig Gen Simon Major Tembo, commended officers for their tremendous contributions throughout the year, both collectively and individually.

Lt Gen Nyoni outlined notable milestones for the Air Force in 2025, including Successfully hosting the Association of African Air Forces (AAAF) African Air Chiefs Symposium (AACS), strengthening multilateral cooperation and airpower development across the continent.

Mounting a Golden Jubilee Parade to commemorate 50 years

of Zambia Women in the Air Force (ZWAF), underscoring ZAF's commitment to inclusion and integration of women.

lagging off the SADC Exercise Blue Lungwasho 2025, which demonstrated readiness in operational planning and humanitarian response. The exercise was hailed as a resounding success with tangible benefits for Zambia and the wider SADC region.

Addressing WO's and SNCO's at the three bases, the Commander praised their crucial role in maintaining discipline and shaping ZAF's core values.

He urged them to Continue mentoring Junior Non-Commissioned Officers (JNCOs), particularly on issues such as substance abuse, gambling, excessive alcohol intake, and financial responsibility, uphold financial integrity and avoid habits leading to perpetual financial distress and Value family as “our strength and our pillars.”

Lt Gen Nyoni also encouraged WO's and SNCO's to plan

adequately for retirement, share investment ideas, and work together to secure their futures. He assured personnel that although the retirement age has been revised from 55 to 60 years, benefits remain unaffected.

The Commander was represented at the events by, ZAF Mumbwa Station Commander (Mumbwa). Col Joy Chabala, Acting Air Officer Commanding Training Command (Livingstone) Col Barnabas Katongo, and Vice Chief of Aeronautical Engineering (Twin-Palm). Col Brighton Nyambe,

“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.

DRIVER KILLED IN MKUSHI ROAD ACCIDENT

BY STAFF REPORTER

The Ministry of Labour and Social Security has announced the death of one of its drivers, Mr. Joseph Ngula, who was involved in a fatal road traffic accident on 28 November 2025 along the Great North Road in Changilo area, Mkushi District, Central Province.

The accident occurred around 09:45 hours and involved three vehicles A Nissan Hardbody (ALC 9945) driven by the late Mr. Ngula, A Power Tools bus (AIB 9869) driven by Mr. Emmanuel Kalamba and A Howo truck (T901EFC/T196EFH) driven by Mr. Saidi Usama Zaidi of Tanzania.

According to preliminary police findings, the bus driver failed to correctly assess the distance and speed of the Nissan Hardbody ahead, resulting in a collision. The Hardbody was

crushed between the bus and the truck, instantly claiming the lives of Mr. Ngula and Mr. Abraham Banda, an occupant from the Zambia Statistics Agency (ZamStats).

The Ministry expressed profound sorrow at the loss, noting that a team has been dispatched to Mkushi to facilitate the dignified transportation of the bodies to Lusaka for funeral arrangements.

“We extend our heartfelt condolences to the bereaved families, workmates, friends, and all who had the privilege of knowing and working with the departed,” the statement read.

Mr. Ngula joined the Ministry in July 2020 and was remembered for his dedication, professionalism, and service, which will be honored with respect.



The Ministry of Labour and Social Security has assured the families of its support during this

difficult time, while colleagues and friends mourn the tragic loss of two committed public servants.

ESAMI CELEBRATES 50 YEARS



BY STAFF REPORTER

Minister of Education Douglas Syakalima has called on Africa's tertiary graduates to take a leading role in developing homegrown solutions to address the continent's most pressing challenges, urging them to embrace technology-driven leadership without compromising Africa's identity.

Speaking at the 23rd Graduation Ceremony of the Eastern and Southern African Management

Institute (ESAMI) in Arusha, Tanzania, the Minister addressed more than 300 graduates from 41 countries, encouraging them to position themselves as policy-makers, administrators, and forward-thinking leaders capable of guiding Africa through the Fourth Industrial Revolution.

Reflecting on ESAMI's 50 years since its establishment in 1975, Syakalima praised the institution for shaping governance, leadership, and public policy across Africa. He

noted that ESAMI alumni have played influential roles in public financial management, decentralisation, economic planning, and digital transformation, achievements he described as “fingerprints” that deserve recognition.

The Minister urged ESAMI to champion digital learning innovations, AI-powered governance tools, and future-ready skills, warning that Africa risks being left behind if digital readiness does not accelerate.

“Innovation is not a luxury; it is oxygen,” Syakalima said, challenging graduates to confront issues such as youth unemployment, climate change, rapid urbanisation, poverty, and governance gaps.

He added that ESAMI's 50-year milestone represents more than an anniversary, calling it “a declaration that Africa's future belongs to leaders who can harness technology, uphold integrity, and

build enduring institutions.”

During the ceremony, the Higher Education Authority (HEA) of Zambia, represented by Director General Professor Kazhila Chinsembu, awarded ESAMI a certificate recognising it as a higher education establishment in Zambia—a development welcomed across the region.

ESAMI Director General Dr. Peter Kiuluku commended Zambia for its Pan-African approach to expanding quality education beyond national borders. He praised the Zambian government for what he described as a shining example of sustained investment in education for both national and continental benefit.

More than 300 students graduated during the ceremony. ESAMI, headquartered in Arusha and operating satellite campuses in countries including Uganda and Malawi, is jointly owned by ten member states, including Zambia.

MUTALE MWANZA FACES COURT FOR CYBER HARASSMENT

Prominent journalist and media personality Mutale Mwanza has pleaded not guilty to charges of cyber harassment against fellow broadcaster Daisy Mwansa Lufumpa, popularly known as Chichi Daisy.

Mwanza, 40, appeared calm and composed in black attire as she took plea before Magistrate Mbuywana Sinvula at the Lusaka Magistrate's Court on Monday. She denied the offence, which is contrary to Section 69 of the Cyber Security and Cyber Crimes Act.

The charge stems from an incident on 7 November 2024, when Mwanza allegedly used her Facebook page, M-Nation, to publish offensive remarks intended to intimidate, harass, or cause emotional distress to Ms. Lufumpa.



The prosecution further claims Mwanza accused the complainant of engaging in inappropriate relations with a named politician.

The case, which has drawn significant public attention due to both parties' prominence in Zambia's media industry, has been

adjourned to 22 December 2025 for further proceedings.

Authorities have increasingly invoked the Cyber Security and Cyber Crimes Act to curb online misconduct, as concerns grow over cyber harassment and abuse

on social media platforms. The case is expected to test the enforcement of Zambia's cyber laws and highlight accountability for online speech among public figures.

BOWMAN LUSAMBO ORDERED TO FORFEIT PROPERTIES, PAY K5.2 MILLION



BY STAFF REPORTER

Former Lusaka Province Minister Bowman Lusambo has been ordered to forfeit his Chamba Valley properties and pay K5.2 million, following a ruling in the

Lusaka courts.

The decision comes as part of ongoing legal proceedings against Lusambo, who has faced scrutiny over alleged corruption and unexplained wealth.

Lusambo has been directed to

surrender his Chamba Valley properties to the state.

He must pay K5.2 million as part of the judgment.

He has been granted K500,000 bail pending appeal, allowing him temporary relief while challenging the ruling.

Mr Lusambo, a prominent political figure, has consistently denied wrongdoing and is expected to pursue his appeal vigorously.

Former Lusaka Province Minister Bowman Lusambo has been facing trial over properties in Chamba Valley, Lusaka, suspected to be proceeds of crime.

The Economic and Financial Crimes Court, High Court Division has been handling the matter, with hearings stretching through 2025.

Earlier this year, Chief Resident Magistrate Davies Chibwili set judgment dates after dismissing attempts by the State to introduce

additional evidence.

On 9 December 2025, a three-judge panel (Pixie Yangailo, Anna Ononuju, and Ian Mabolobolo) delivered judgment on whether Lusambo's properties should be forfeited.

Reports indicate the forfeiture involves seven houses and a subdivision farm (No. 609) in Chamba Valley, deemed tainted assets.

Mr Lusambo's defense argued that the forfeiture was excessive and should only cover the value equivalent to the benefit derived from the alleged offence, not the entire property.

The case is part of Zambia's anti-corruption drive, targeting unexplained wealth among public officials.

Mr Lusambo, a prominent figure in the Patriotic Front (PF), has consistently denied wrongdoing, describing the proceedings as an abuse of court process.

OIL AND GAS FIRM PLANS TO CUT 100 OFFSHORE JOBS

BBC

The UK's largest oil and gas producer plans to cut about 100 offshore jobs, it has announced.

Harbour Energy has already reduced its onshore workforce by about 600 since 2023.

The company, which has a base in Kingswells, Aberdeen, said the latest review was needed to ensure it remained competitive and was accelerated by the UK government's retention of the windfall tax.

The UK government said it would do everything to support the workers and communities affected.

Harbour Energy said a reduction of "approximately 100 offshore roles" was expected following a consultation period, which is now under way.

It added the decision reflected lower anticipated production and investment in the UK sector.

The company has been a vocal critic of the Energy Profits Levy (EPL), known as the windfall tax, introduced by the Conservative UK government in 2022 and extended after Labour came to power last year.

Scott Barr, managing director of the firm's UK business, said: "This review is necessary to ensure



Harbour Energy's UK business remains competitive as we continue to adapt to a challenging future.

"The UK oil and gas sector faces sustained pressure from lower commodity prices and an uncompetitive tax regime, worsened by the government's decision to retain the Energy Profits Levy in the recent Budget."

Mr Barr said an "offshore reorganisation" was a necessary

step, while maintaining a commitment to safety and regulatory standards.

He added: "While we must deliver this essential change, we recognise the next few months will be difficult for colleagues.

"We will work closely with those most affected and provide support throughout the process."

The consultation process began on Monday, and is expected to end

in the first quarter of next year.

Chancellor Rachel Reeves made no move to scrap the EPL last week.

The levy applies to profits made from extracting UK oil and gas and is due to stay in place until 2030.

A UK government spokesperson said: "Our thoughts are with any workers affected by this commercial decision, and we will do everything in our power to support workers and communities.

"This follows restructuring and job losses announced by this company under the previous government.

"This government has set out a plan to build a prosperous and sustainable future for the North Sea, backed by record investment to grow clean energy industries, support the management of existing oil and gas fields for their lifespan, and help North Sea workers make the transition."

Aberdeen and Grampian Chamber of Commerce chief executive Russell Borthwick said the UK government had been "warned time and again" that taxation on the energy sector would put jobs at risk.

He added: "Those warnings are becoming a reality."

CHELSEA EMPLOYEE ADMITS £200,000 CLUB FRAUD

A Chelsea employee has pleaded guilty to defrauding the football club out of more than £200,000.

Claire Walsh, who worked as an assistant treasury manager at the Premier League side, obtained £208,520 for herself between 8 June 2019 and 23 October 2023, Westminster Magistrates' Court heard.

The 39-year-old, who admitted a charge of fraud by abuse of position, was told by Magistrate Kieran O'Donnell: "You've pleaded guilty to the offence and it exceeds our powers in terms of sentencing.

You'll need to be sent to a crown court for sentencing, where they have the appropriate powers."

Walsh, of Elm Park Gardens, Chelsea, will be sentenced at Isleworth Crown Court on a date yet to be confirmed.

It added the decision reflected lower anticipated production and investment in the UK sector.

The company has been a vocal critic of the Energy Profits Levy (EPL), known as the windfall tax, introduced by the Conservative UK government in 2022 and extended after Labour came to power last year.

Scott Barr, managing director of the firm's UK business, said: "This review is necessary to ensure



ZAMBIA'S INFLATION FALLS TO 10.9% AS FITCH UPGRADES RATING



OSWALD MUNGULE

BY STAFF REPORTER

The Economics Association of Zambia (EAZ) has welcomed the decline in Zambia's inflation rate to 10.9% in November, down from 11.9% in October, describing it as a sign of positive momentum for the country's macroeconomic stability.

According to EAZ President Dr. Oswald Mungule, the drop was driven largely by non-food items such as fuel, airfares, vehicles, and paraffin. He projected that inflation

could average around 7.5% in the first quarter of 2026, with further reductions expected throughout the year.

"This decline strengthens household purchasing power, supports disinflation, and lowers nominal yields, while reinforcing policy credibility," Dr. Mungule said.

EAZ noted that appreciation of the Kwacha and tighter monetary conditions contributed to the downward trend.

The inflation decrease coincides with Fitch Ratings' decision to

upgrade Zambia's Long-Term Foreign-Currency Issuer Default Rating to B- from Restricted Default, with a stable outlook. Fitch cited Zambia's near-completion of external debt restructuring and normalised relations with commercial creditors as key drivers of the upgrade.

EAZ said the improved rating is expected to Lower borrowing costs, improve access to international capital markets and attract private investment

The association projected real GDP growth of 6.7% in 2025, higher than Fitch's forecast of 5.2%, driven by mining, manufacturing—including electric vehicle batteries—tourism, and agriculture.

"Although the upgrade is significant, B- remains a high-yield rating. Election-related uncertainty in August 2026, external shocks, and execution risks could affect sovereign spreads," Dr. Mungule warned.

The association emphasized that sustaining fiscal discipline and reform momentum will be crucial to maintaining macroeconomic stability and strengthening private sector confidence.

Fuel Price Hike Sparks Inflationary Pressures, Raises Costs Across Key Sectors

The Energy Regulation Board

(ERB) has announced an increase in fuel pump prices for December, citing the combined impact of a weaker Kwacha and rising global oil costs.

The adjustment is expected to trigger a chain reaction across the economy, automatically raising transport, production, and distribution expenses, and putting upward pressure on the cost of living.

Key sectors likely to be affected almost immediately include Agriculture – higher costs for farm inputs and transport of produce, Manufacturing – increased operational expenses that may translate into higher commodity prices. And Logistics – rising fuel costs will push up freight and delivery charges.

The fuel hike poses renewed risks of inflationary spikes at a time when Zambia had begun to see signs of improving stability. Analysts warn that the increase could erode household purchasing power and complicate efforts to sustain disinflation momentum.

The development has reignited calls for Stronger energy diversification to reduce dependence on imported petroleum, Enhanced efficiency in supply chains to cushion businesses and consumers and Sustained policy measures to protect vulnerable households and support economic resilience.





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- 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

Education Technical Support

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

Sales Executive

Education and Experience

- 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 "Geologist Application – [Your Name]".

THE BOTTLESHOP

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:

hr@bottleshopzm.com

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@bottleshopzm.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

Water Engineer

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.

SKILLS FOR HIRE



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 +260 97 7782614
 EMAIL: news.zamjob@gmail.com
 job.zamjob@gmail.com



ACCOUNTS AND BOOKKEEPING

STEVE MULENGA

Accounts and book keeping. I'm able to prepare books of accounts from scratch to final accounts, and also do all tax returns
 Phone1: +260978467170

SYDNEY KANGWA

ACCOUNTANT
 (DIPLOMA IN ACCOUNTANCY)
 -ZICAMEMBER
 Contact Me On
 0977511574/ 0967263751

OWEN LUHANGA

ACCOUNTANT
 I am available for hire
 Contact: 0761826815

BARBAR MAN

PATRICK

Phone:
 +260 96 6201310
 +260 96 0922178
 Ndola

LOLOGI

Phone:
 +260 76 9135302
 +260 77 9421350
 +260 96 2390783
 Ndola

BRICKLAYERS

DANIEL MAUNDA

Experience over 5 years able to start a building from start to finish, and my price in very competitive. Always working to the client's time
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 Referral:
 +260955769390 / +260 95 5178146

KENNEDY BRICKLAYER

Some project I have done include Houses in Itawa Ndola, a Lodge in North rise ndola and many more I if want to see my works you cant contact Mr Bwalya on 0961181793 or you can contact me on
 Phone1:
 +260 97 0359379 / +260 96 8692869
 Experience over 7 years (Ndola)

JOSHUA M NSAI

I'm a construction worker specialized in roads building and other civil works. I am available for hire.
 Contact: +260 96 1181793

CARPENTRY

NSOMFWA

Am able to do flat and hip roof, no roof is complicated for me. Experience over 10 years - Carpenter - General
 Phone: 0977259082 / 0969294926

MUSA CARPENTER

I do roofs, petition, shelves and all kind of wood work and joinery, am Lusaka based my contact details are
 Phone: 0977259082 / 0969294926
 Carpenter - General
 Experience over 10 years
 Call Mr Bwalya for reference on 0955178146

MOSES MUSA

For any small or big carpenter works.
 Carpenter - General
 Phone: 0970447684 / 0970447684

JUSTINGO TEMBO

General carpentry +260977232243

ELTON MOTO

All forms Carpenter and wood works, we do modern ceiling, and also provide skimming and painting works contact me on 0979431149.

CATERING AND HOSPITALITY

Chishiba K Chulu

I am available for the following services: Food production, first aid and also health care assistance. I have also worked as a receptionist and a general worker before.
 Contact: 0961181793

ELECTRICIAN

MOSES

I Install and repairs electrical wiring, systems, and fixtures in buildings
 Phone: 0976628916 / 0976628916

MATTHEWS MWALE

responsible for inspecting, testing, repairing, installing, and modifying electrical components and systems
 Phone: 0977190092 (Ndola)

JIMMY

Ensures piping complies with electrical codes. Installs circuit breakers and other electrical hardware and connects wiring to them
 Phone: 09690105448

RADER BWALYA

Electrician, Craft Certificate, Available for hire.
 Call: +260 96 8305258 / +260 77 384013

GENERAL WORKER

HAPPY ZIMBA

Am interested to working any works call me 0776213975

JOHN MUMBA

Contact: +260 77 6652720

BLESSING DAKA

Phone1: +260 77 7359339

CHIBO

Phone: 097 7264481 / 096 0240987

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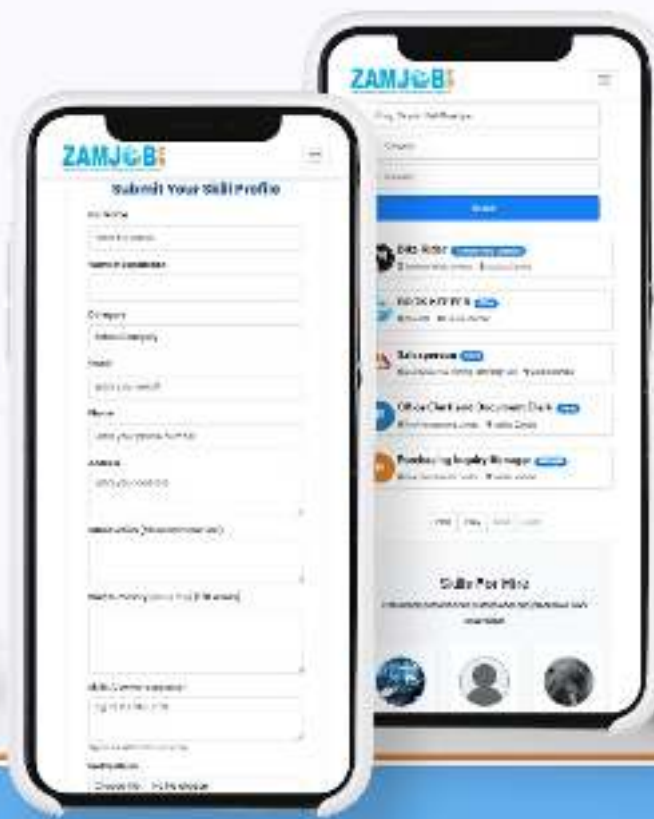
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EMAIL: news.zamjob@gmail.com
job.zamjob@gmail.com



HAIR DRESSERS

BERTHA MUSONDA

I am specializes in hair dressing and make up located in Lusaka. I am available for hire for events such as weddings, parties, etc I offer house calls and delivery services of wigs and clothes Phone: 0971473109 / 0962690740

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

Sales and Marketing certificate, Professional communication skills certificate Catering and Hospitality certificate.
contacts; +260 976 087 099, +260 770 495 036

ALEX

Repair all types of TV & Radio
Phone: +260977787737

KELVIN

Phone Repairer
Phone: +260978216044

GIFT

Phone Repairer
Phone1: +260977639415

MOSES MWEPU NKOSHA

Water pump repair and installation
Phone1: +260961577458.
(Ndola)

MALIKI TWALIBU

malikitwalibu38@gmail.com
General Agriculture
I am available for hire
Contact 0979583172/0967415149

PAINTERS

RICHARD KACHONGE

Building paint located in Lusaka with my years on painting experience. Contact me for quality work. I also do plumbing and plastering
CONTACT: +2609665230945

ED PHIRI

For vchle painting contact me on
CONTACT: +260977725760
Lusaka Mutendere

SUKEE

Auto build repairing and painting , I am found in Lusaka on Kasuba road light industrial area.
Will restore you vehicle to how it was
CONTACT: +260977647263
Reference: Mr Bwalya 0961181793

MORRIS KAMALAMBA

Am an experienced wall and building painter painter based in ndola. Able to paint new building with quality finishing
CONTACT: +260979548132

PLUMBER

CHARLES SHINAKA

Phone1: 0974686500
Phone2: 0763402724
(Ndola)

WESTON SINKALA

Phone1: 0769712130
(Ndola)

JOHN BANDA

Phone1: 0972743995
(Ndola)

MUTAMBO E

Phone1: 0979218629

SHOP AND HOUSE KEEPER

OLIVIA

Am honest with good money accounting skills.
Phone: 0967050445 / 0967050445
For reference Call Mrs C Tembo
0955450620 Ndola

ROSE

I have worked a shop keeper, am currently available for a similar Job am based in Ndola. Call me on
Phone: 0962898764 / 0967582168 / 0962593639
(SHOP KEEPER)

ALICE

Am the house helper you can trust call me on. I have 3 years work expreience
Phone1: +260958125895
(HOUSE HELPER)
Reference: Mrs Bwalya +260963044536

BLESSING DAKA

5 years work experience as house helper in Lusaka call me on
Phone: +260777359339
(HOUSE HELPER)

SECURITY

KANYANTA MARTIN

Am a free-lance security officer with work experience from reputable security firms in Zambia
Phone: 0960524552 / 0769483204

SALES AND MARKETING

LAZAROUS KATONGO

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CHIMI

Am a tailor and designer specialized in children cloths, am on call any time and I operate form Lusaka. Find me on: Phone: 0768199768

MRS NGOMA

Am a tailor and designer specialized in children cloths, am on call any time and I operate form Lusaka. Find me on :
Phone: 0977173282

ENESS

Am a tailor and designer specialized in children cloths, am on call any time and I operate form Lusaka. Find me on :
Phone: 0974921703

MAXWELL

Am a tailor and designer specialized in children cloths, am on call any time and I operate form Lusaka. Find me on :
Phone: 0772821805

MOSES

Am a tailor and designer specialized in mens and children cloths, am on call any time and I operate form Lusaka. Find me on :
Phone: 0975992285

GLORIA

Am an industrial tailor can work in group chain, am on call any time and I operate form Lusaka. Find me on :
Phone: 0972297072

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NALIULO NALIULO
Call: +260 97 7224129

PHYSIOTHERAPIST

THEMBIE MABIZA

Call: +260 97 8259303

LANDSCAPING

ANDYMARK SAKALA

Landscaping of new property, Planting flower and general gardening

I'm based in Ndola

Phone: +260 97 6052509

+260 95 4073255

CHRISTOPHER KAPALU

Phone: +260 96 1962001

Engineering, House building, Two stories and above, swimming pool, **landscraping**, parvas, plumbing, electrical, roofing, ceiling ,etc

OTHER

CHRISTOPHER KAPALU

Phone: +260 96 1962001

Engineering, House building, Two stories and above, swimming pool, landscaping, paves, plumbing, electrical, roofing, ceiling, etc
Reference: Mr M Tembo
Ndola

JOHN NSULULU

Phone: +260 95 59221150

CCTV Camera, Automated gate and electrical fence
Reference: Mr M Tembo
Ndola

CHIBALE RABECCA

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CONTACT: +260 96 9622241

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JOHN

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DSTV INSTALLER

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Mrs Bwalya +260 96 3044536

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FOOTBALL STAKEHOLDERS CHART NEW PATH FOR ZAMBIA'S GAME AT NATIONAL INDABA



KEITH MWEEMBA

BY STAFF REPORTER

The National Football Indaba has officially opened in Lusaka, with Minister of Youth, Sport and Arts Elvis C. Nkandu, MP calling for unity, transparency, and renewed commitment to rebuilding Zambian football.

The two-day event, held at the Zambian Italian Cultural Centre, has brought together government officials, football administrators, technical experts, sponsors, academies, development partners, and stakeholders from across the country.

Mr Nkandu emphasized that football remains central to

Zambia's national identity, uniting communities and creating opportunities for young people. He acknowledged persistent challenges such as Governance weaknesses, Infrastructure gaps, Inconsistent funding and Insufficient technical capacity

He urged stakeholders to use the indaba to develop a national football development blueprint, focusing on governance, infrastructure investment, youth pathways, capacity-building, and financial sustainability.

The Minister reaffirmed government's commitment to both men's and women's national teams, citing the equal pay policy

as a landmark achievement. He also stressed that transparency and merit must guide player selection for the Chipolopolo, with call-ups based strictly on performance, commitment, and national pride.

NSCZ CEO Sombwa Musunsa applauded government support and outlined five priority areas: governance, athlete safeguarding, infrastructure access, capacity development, and sustainable financing. He said resolutions will inform the National Action Plan for Sustainable Football Development.

FAZ President Keith Mweemba described the gathering as

historic, noting it unites different generations of football minds. He linked the struggles of the senior men's team to weaknesses in youth structures, stressing the need for a coordinated ecosystem from grassroots to elite level.

Mweemba also highlighted the decline in sponsorship, expressing hope that the indaba will unlock new funding avenues. He underscored the importance of reviving youth academies such as Chiparamba, EduSport, AfriSport, and Bauleni United Sports Academy.

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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ZPL CONCLUDES 2025 MTN SUPER LEAGUE FIXTURES AHEAD OF AFCON PREPARATIONS

BY STAFF REPORTER

The Zambian Premier League (ZPL) has announced that fixtures scheduled for this weekend, ending Sunday, 7 December 2025, will officially mark the conclusion of the 2025 MTN Super League season.

The adjustment comes as part of efforts to support the Senior National Team's preparations for the AFCON 2025 tournament, which runs from 21 December 2025 to 18 January 2026.

The mid-point break for the Men's Super League has been moved back by one week.

Fixtures this weekend will

serve as the final round of 2025 matches.

The resumption date for the league will be announced in due course.

ZPL Head of Communications Christina Zulu thanked all clubs, stakeholders, and partners for their cooperation and commitment to the growth of Zambian football.

"We appreciate the continued support of our clubs and partners as we align the league schedule with national priorities. The adjustments ensure our Senior National Team is fully prepared for AFCON 2025," she said.



COPPER QUEENS BOYCOTT TRAINING OVER ALLOWANCES, FAZ WARNS AGAINST INDISCIPLINE



KEITH MWEEMBA

BY STAFF REPORTER

The Football Association of Zambia (FAZ) has confirmed that players from the Copper Queens, Zambia's Women National Soccer Team, boycotted training in Malawi over allowances during the ongoing Four Nations Tournament involving hosts Malawi and neighboring Zimbabwe.

FAZ President Keith Mweemba revealed during the Football Indaba in Lusaka that almost the entire squad refused to train, with only six players showing up. He warned that indiscipline will not be tolerated, adding that some players had

been inciting others and causing unrest within the team.

Mweemba stated that players who continue to engage in disruptive behavior will be sidelined.

He emphasized that discipline is central to the team's success and that allowances should not be used as a pretext for undermining national duty.

Following engagement with FAZ officials, the players returned to training, and Zambia went on to secure a 1-1 draw against Malawi on Sunday.

The revelations came during

the Football Indaba, organized by the Ministry of Sport, which has attracted various stakeholders, including Zambia National Soccer Team legends. The incident highlights ongoing challenges around player welfare, allowances, and discipline in Zambian football.

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.