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BY CHILUBA MAPULANGA

Workers at Home of Alina, a popular trading outlet at Kamwala's Trading Centre in Lusaka, have been left jobless following the brutal murder of shop owners Liu Jiaxi (55) and Li Quingming (57).

The closure of the shop has left employees devastated. Mwaba, one of the workers, said the incident has deeply affected her and her colleagues.

In a statement, police spokesperson Geoffrey Chilabi confirmed that three suspects have been apprehended in connection with the incident, while a stolen motor vehicle has also been recovered.

Mr Chilabi said the attack occurred between Wednesday and Thursday, December 4,

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# CHINESE COUPLE MURDER LEAVES WORKERS JOBLESS

From Front Page

2025, at the couple's residence in Mariansdale, John Howard Extension, Lusaka.

Mr Chilabi said police officers rushed to the scene after receiving the report and found the bodies of Li Qingming, 57, and his wife, Liu Jiayi, 55, both bearing multiple stab wounds.

He said preliminary investigations indicate that the couple, who operated a business at Kamwala Trading Centre, returned home around 17:30 hours on December 3, 2025.

"It is alleged that while they were at home, an unknown intruder broke into the house, fatally stabbed them, and stole an undisclosed amount of money, as well as their motor vehicle, a

Toyota Harrier, registration number BAH 9615.

"The bodies of the deceased have been deposited in the University Teaching Hospital mortuary awaiting postmortem examination," Mr Chilabi said.

And three suspected criminals have been apprehended.

Mr Chilabi said the arrests were made during intelligence-led operations conducted across Lusaka.

"Police have also recovered the stolen motor vehicle, a Toyota Harrier, registration number BAH 9615, which was taken from the victims' residence.

All three suspects remain in custody as investigations continue," he said.

# KAPIRI FIREFIGHTERS INJURED IN ACCIDENT

BY STAFF REPORTER

A crew of Kapiri Mposhi Council firefighters has been injured after their fire tender was involved in a road accident near Mulungushi University while reportedly responding to an emergency call.

The vehicle was extensively damaged in the crash, leaving the district without its only fire tender and raising concerns about service delivery.

Council Chairperson Brilliant Munyeye confirmed the incident and expressed deep concern for the affected officers, who are currently receiving medical care at Kabwe General Hospital.

"I'm deeply concerned about the accident and would like to assure you that we're doing everything possible to support the

officers who were injured," Munyeye said.

He acknowledged that the loss of the fire tender is a significant blow given existing resource constraints but assured residents that measures are being taken to minimize disruptions.

"We're working tirelessly to explore options for repairing or replacing the vehicle," he added.

The accident highlights the vulnerability of Zambia's emergency response systems, where many districts operate with limited firefighting equipment.

The absence of Kapiri Mposhi's only fire tender poses serious challenges to community safety, especially during the ongoing dry season when fire risks are elevated.

# KIYONA ENERGY AND ZAMBIA ARMY PARTNER TO SCALE UP SOLAR PROJECTS



BY STAFF REPORTER

Zambia's ambition to add 1,000 MW of solar power to its energy mix has gained momentum following the signing of a Memorandum of Understanding (MoU) between Kiyona Energy

Limited and the Zambia Army.

Under the agreement, the Army has allocated land for three major solar projects: A 30MW Solar PV plant at L85, A 4MW Solar PV system dedicated to water pumping and internal

residential supply and A 5MW plant in Kaoma under the Green Cities Initiative.

The partnership is expected to ease Zambia's electricity deficit while strengthening national energy security.

Speaking at the MoU signing at Army Headquarters in Lusaka, Army Commander Lt Gen Geoffrey Choongo Zyelee reaffirmed the defence forces' commitment to safeguarding sovereignty and security, stressing that reliable electricity is fundamental to operational readiness.

"We are availing 30 hectares at L85 for the development of a 30MW Solar PV plant. We are also supporting a 4MW Solar PV project for water pumping and internal residential supply, while an additional 7.5 hectares in Kaoma has been allocated for a 5MW plant under the Green Cities Initiative."

he said.

Lt Gen Zyelee added that the Army is prepared to open similar opportunities across cantonments to support renewable energy growth.

ZESCO Managing Director Eng. Justin Loongo described the MoU as a strategic alignment of national priorities, highlighting its importance for energy security, climate resilience, and modernisation of government facilities. He commended the Army's forward-looking approach, noting that it positions the defence forces as leaders in advancing Zambia's climate goals.

Loongo also praised Kiyona Energy for presenting a well-structured investment and operational model aligned with Zambia's long-term energy transition agenda

# ZIQUAN MINING FINED FOR EMPLOYMENT CONTRACTS

## EDITORIAL

BY STAFF REPORTER

The Ministry of Labour and Social Security has fined Ziquan Mining Limited in Southern Province K110,000 for non-compliance with Zambia's employment laws.

In a statement Issued by Principal Public Relations Officer Ministry of Labour and Social Security Mwaka Ndawa said an inspection revealed that the company's employees were operating without formal terms and conditions of service, as Ziquan Mining had failed to issue written employment contracts.

Ms Ndawa Highlighted that the company was also found to be operating without workplace policies, which are legally required to guide conduct, protect employees, and ensure compliance with labour standards.

Employees lacked written contracts of employment, no workplace policies were in place to regulate conduct and safeguard workers and Violations were



sanctioned under the Employment Code Act.

The Ministry directed Ziquan Mining Limited to rectify the violations immediately and comply fully with statutory requirements, warning that failure to do so would attract further sanctions.

The Ministry emphasized that enforcement of labour laws is critical to protecting workers from

unfair practices and promoting decent work standards across all sectors.

"The Ministry will continue to enforce compliance across all sectors to protect workers from unfair labour practices and promote decent work," said Principal Public Relations Officer Mwaka Ndawa in the statement.

The brutal murder of Liu Jiaxi and Li Quingming, owners of Home of Alina at Kamwala Trading Centre, is more than a tragic loss of life. It is a stark reminder of how violent crime destabilises communities, destroys livelihoods, and erodes public confidence in safety. For the workers suddenly rendered jobless, this incident is not just about grief but about survival. Their wages, their children's school fees, and their household stability were tied to the shop that now stands shuttered. Crime has therefore robbed them twice—first of their employers, and second of their livelihoods. The swift arrest of three suspects and recovery of stolen property is commendable. Yet justice must not end with arrests. It must be seen to prevail in the courts, with accountability that deters future attacks. Communities must feel assured that the law protects both citizens and foreign investors who contribute to Zambia's economy. This tragedy also exposes the vulnerability of small business owners, many of whom live modestly while sustaining dozens of families through employment. When they are targeted, the ripple effects spread far beyond the crime scene. As Zambia grapples with economic challenges, public safety cannot be treated as secondary. Stronger community policing, intelligence-led operations, and judicial efficiency are essential to restore trust. The murder of Liu and Li is a call to action: to protect entrepreneurs, safeguard workers, and ensure that crime does not become a silent force undermining national development. Justice must be swift, visible, and uncompromising.

# DELAYED MAIZE PAYMENTS THREATEN FARMING SEASON

Economic expert Kelvin Chisanga has cautioned that delayed payments to smallholder farmers supplying maize to the Food Reserve Agency (FRA) pose a serious structural risk to Zambia's agricultural economy and threaten the long-term viability of rural livelihoods.

Speaking on the current situation, Chisanga noted that smallholders operate within tight liquidity cycles, where timely cash inflows are critical for securing inputs, hiring labour, and sustaining household welfare. With payouts dragging into December, farmers face acute cash-flow constraints that disrupt production planning and undermine food security at both household and national levels.

Farmers are increasingly reluctant to participate in formal markets, opting instead for early crop sales at discounted prices



through informal traders who guarantee instant cash.

Payment delays erode confidence in structured markets, discouraging future participation and weakening the integrity of the agricultural value chain.

From a macroeconomic perspective, late payouts contribute to lower production in subsequent seasons, increase reliance on costly imports, and pressure fiscal resources through emergency procurement or subsidies.

Mr Chisanga stressed that expediting the payout process is

not merely administrative but a critical intervention for stabilising productivity, supporting rural economies, and maintaining national food security.

He recommended Strengthened financial mechanisms, enhanced digital verification tools and Predictable payment schedules to boost farmer confidence and ensure continuous participation in formal maize marketing.

"Ensuring timely payouts is ultimately an investment anchored in both economic resilience and social stability," Chisanga said.

# FQM TO STRENGTHENS LOCAL OWNERSHIP WITH MINERAL LINK PARTNERSHIP



BY STAFF REPORTER

First Quantum Minerals (FQM), through its subsidiary FQM Trident Limited, has reaffirmed its commitment to Zambia's socio-economic development by transferring key operational responsibilities to Mineral Link Limited, a Zambian-owned

contractor.

Mineral Link, a second-generation family business established in Chingola, will now manage enterprise load and haul operations, previously handled internally by FQM.

FQM Trident Superintendent of Commercial Contracts Thomas Lungu said the strategy focuses

on sourcing goods and services within Zambia's supply chain, creating employment pipelines and building long-term capacity.

"From a single dozer support provider in 2022, Mineral Link has grown to over 200 employees, with plans to add 150 more staff as new contracts begin." He said.

He added that the company runs a fully Zambian workforce, partnering with institutions such as Mbola Trade School and Luanshya Business Trades College to train skilled labour.

Apprenticeship schemes for Articulated Dump Truck operators have already produced graduates with permanent jobs.

Employees like Joseph Mbomena of Kisasa credit the partnership with transforming livelihoods, enabling better education and improved family

welfare.

Mineral Link has committed to procuring equipment through local firms such as Automotive Equipment, anchoring the value chain in Zambia while positioning contractors to compete for opportunities in the Democratic Republic of Congo.

Mr Lungu emphasized that mining and community development are inseparable, with the goal of leaving behind a resilient, industrialised local economy long after mineral extraction ends.

As Zambia prepares to implement the Mining Local Content Statutory Instrument in January 2026, FQM says the partnership demonstrates the transformative potential of genuine investment in local capacity.

"When international companies invest meaningfully in local capability, the outcome is not just a contract completed. It is a nation empowered," Mr Lungu stated.

# OHSI BILL SET TO TRANSFORM WORKPLACE SAFETY PASSES THIRD READING

BY STAFF REPORTER

The Occupational Health and Safety Institute (OHSI) Bill No. 17 of 2025 has passed its Third Reading in the National Assembly and now awaits Presidential assent to become law, marking a historic milestone in Zambia's workplace safety reforms.

Minister of Labour and social security Brenda Mwiaka Tambatamba highlighted that Continuation of OHSI will remain in existence but with redefined functions and a reconstituted Board to enhance governance and accountability.

She said all workplaces will be required to establish health and safety committees with equal representation from employers and employees.

"The law extends occupational



BRENDA TAMBATAMBA

health and safety regulation beyond the mining sector to all industries." She stated.

Ms Tambatamba further said

Authorized officers will be empowered to suspend or close workplaces that pose imminent danger to workers or the public.

She said once assented to by President Hakainde Hichilema, the new law will repeal and replace the Occupational Health and Safety Act No. 36 of 2010, addressing long-standing gaps such as narrow sectoral coverage and weak enforcement mechanisms.

Ms Tambatamba added that to support the reforms, government has revised medical examination fees for pneumoconiosis and related occupational health assessments under Statutory Instrument No. 70 of 2025, signed by Labour Minister Brenda Mwiaka Tambatamba, MP.

She underscored that the Pre-Employment Examination: K680.40, Periodic Examination: K491.20, Discharge Examination: K806.40, Post-Employment Examination: K806.40 and Post-Mortem Histology (Lung, Heart, Brain): K882 each

# 12% PAY RISE FOR ZAMBEEF WORKERS

BY STAFF REPORTER

Zambeef Products Plc has granted its employees a 12 per cent salary increase following successful negotiations with the Great and Meat Workers Union of Zambia (GRAMUZ).

Announcing the agreement, Zambeef Chief Executive Officer Faith Mutuku said the move reflects the company's commitment to employee welfare and long-term business sustainability. She noted that the negotiations were concluded swiftly after the start of the new financial year in October.

"This agreement demonstrates our ongoing dedication to the well-being of our employees and the long-term health of our business. Our employees are the backbone of this organization, and this salary increase is a tangible way of showing that," Ms. Mutuku said.

Zambeef, which employs more than 8,000 Zambians, has over the

years implemented initiatives such as housing support and welfare programs.

Ms Mutuku also called for greater support for local businesses, stressing that they reinvest earnings into the economy, especially during tough economic times.

GRAMUZ President Blake Mulala praised Zambeef for leading by example during a period marked by load-shedding and rising operational costs.

He urged other employers to follow suit and appealed to government to avoid excessive taxation on compliant local businesses, warning that such measures could harm industries vital for job creation.

She concluded highlighting the importance of balancing worker welfare with business sustainability amid economic pressures.



FAITH MUTUKU

# ZAMBIA'S FIRST-EVER MINING APPEALS TRIBUNAL REGISTRAR



BY STAFF REPORTER

Chisanga Mwanza has been sworn in as the country's first-ever Registrar of the Mining Appeals Tribunal. The ceremony, presided over by Court of Appeal Judge Justice Petronella Ngulube,

took place at the High Court Conference Room in Lusaka.

The Tribunal has been officially established under Section 78 of the Mineral Regulation Commission Act No. 14 of 2024, marking the first

time such a body has been constituted despite earlier provisions under the repealed Mines and Minerals Development Act of 2015.

Justice Ngulube hailed the occasion as a "great milestone in

the mining sector," emphasizing that the Tribunal will Provide a platform for resolving disputes arising from decisions of the Commission, Address misconduct in the mining industry and other matters prescribed by law and ease the burden on the courts by ensuring faster resolution of mining-related conflicts.

She urged Mrs. Mwanza and the inaugural members to lay a strong foundation by setting clear precedents, embracing good governance, and maintaining a well-organized registry.

The event was attended by Ministry of Mines and Mineral Development Permanent Secretary Dr. Hapenga Kabeta, directors from the Ministry, and members of the media

# ABSA MANAGERS DIE AWAITING JUDGMENT

BY STAFF REPORTER

The protracted legal dispute between ABSA Bank Zambia and 30 of its management employees over terminal benefits and adverse changes to employment conditions has taken a tragic turn, with reports that two of the affected managers have died while awaiting final judgment and payment of their due benefits.

According to sources, the deceased employees had been part of the long-running case, which has dragged through legal procedures for years without resolution.

Their colleagues expressed sorrow, noting that the drawn-out process has left many in distress as they await justice.

The dispute centres on terminal benefits and employment condition changes that managers claim were unfairly imposed.



The case has been in court for an extended period, with employees demanding compensation and clarity on their entitlements.

The deaths of two managers highlight the human cost of

delayed justice, raising concerns about the pace of labour-related litigation in Zambia.

The development underscores the urgent need for timely resolution of labour disputes, particularly in the banking sector

where restructuring and policy changes often affect long-serving employees.

Stakeholders argue that prolonged cases erode trust in institutions and leave workers vulnerable

# ACC ARRESTS 3 FISHERIES MINISTRY OFFICERS OVER MISUSE OF US\$10 MILLION LOAN

The Anti-Corruption Commission (ACC) has arrested and charged three senior officers from the Ministry of Fisheries and Livestock for allegedly misappropriating millions of dollars from a US\$10 million African Development Bank (ADB) loan meant to improve livestock infrastructure and production in Zambia.

The loan, secured in 2019 under the Sustainable Livestock Infrastructure Management Project (SLIMP), was intended to boost livestock production through improved infrastructure, commercialization, and skills development. Investigators say large sums were siphoned off into private pockets using forged documents and falsified retirements for activities that never took place.

At least US\$5.2 million (K126.9 million) meant for administration and capacity building was abused. US\$1.34 million (K32.3 million) was allegedly transferred directly into personal accounts under false pretenses. US\$142,946 (K3.4 million) was withdrawn in cash and allegedly shared among officers.

Henry Sichone, Lusaka Provincial Livestock Research Officer and former SLIMP focal point for Muchinga. Facing three counts of possession of property suspected to be proceeds of crime. Linked to seven houses and two vehicles worth nearly K3 million. Charged with corrupt acquisition of public property involving K4.1 million.

Abraham Mulenga – Provincial Fisheries and Livestock Marketing

Development Officer for Central Province. Facing eight counts of possession of unexplained property. Linked to seven houses, two plots, cash, and vehicles valued at K4.6 million. Charged with corrupt acquisition of public property involving K2.5 million.

Peter Michese – District Accountant for Chinsali Facing four counts of possession of unexplained property. Linked to blocks of flats, houses, and vehicles worth K2 million. Accused of corruptly acquiring public property amounting to K5.5 million.

ACC Director General Daphne Chabu said the net is widening, with more arrests expected. She pledged that the Commission will recover every stolen cent for the benefit of the Zambian people.

“We will work tirelessly to

ensure that every individual connected to this case is brought to book. Every coin involved in this matter will be recovered and returned to the Zambian people,” Chabu said.

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.

# HOSPITAL BOSS SAYS 400 JOB LOSSES 'HALFWAY' TO TOTAL

BBC REPORTER

The chief executive of University Hospital Southampton has said the organisation is "halfway through" its planned job losses.

The trust has to make £110m worth of savings and previously announced it needed to lose around 780 full time positions to balance the books by the spring.

At that time, it said 620 permanent staff members and 165 temporary employees would see their positions close.

CEO David French told the BBC the job reductions made to date "have been done through natural wastage".

The trust employs about

13,000 people, with many based at Southampton General Hospital.

Mr French said: "There's been no big redundancy pot, so as people have left, we've challenged ourselves to say 'must we replace that person, or can we live without that person by working in a different way?'"

The positions lost so far have been about two thirds temporary staff, one third substantive.

The closure of two wards has resulted in the loss of positions in nursing, but the trust said it had maintained the number of nurses per ward.

Describing the process as "difficult and painful", the trust said it had also lost about 10% of its corporate back-office staff.

The Managed Care Infusion Service is among those affected by a recruitment freeze.

It has found new ways of working to manage the same number of patients on less staff.

At Victoria House staff treat on average 600 patients a month and the number continues to rise.

Sister Lucy Elkins said: "We're still managing to give the same high-quality care that we were giving before, just on less staff."

The hospital said it was doing 30% more work than before the Covid pandemic, but has also had to save money.

The Romsey Phlebotomy service is closing, meaning patients in future will have to travel the Royal South Hampshire site.

The need to make saving came about after a financial settlement with the government that was lower than anticipated.

The trust also recently announced it was unable to run

extra unfunded clinics, such as in the case of Lillia Jakeman

She has been denied access to the drug Tofersen, which it is hoped could limit the progression of her rare form of MND.

Among the impacts on staff are increased car parking charges and the removal of subsidies for those travelling by bus.

"We're going to continue on this trajectory until the end of the year," Mr French said.

He said at that point the trust would have a better idea of what its expenditure and the demand on its services would be, as well as what funding would be available.

"At the end of the year we'll take stock about whether we change direction, continue, or somewhere in between the two," he added.

# JOB HELP STEPPED UP AMID ECONOMIC WORRIES

Extra job support is being made available by a local authority after a survey found residents were concerned about the economy.

Surrey County Council (SCC) said that STEP Surrey, a new gateway for skills and employment, was now "live".

Skills bootcamps, which provide free fast-track training in sectors like construction, cyber security and green industries, are also available, it added.

It comes after SCC survey data revealed a third of people in the county know someone who has lost their job in the past year.

Research gathered by the local authority's in-house resident panel from October showed more than half of residents feel their financial circumstances have worsened.

More than one-in-five of those currently employed expressed

worries about losing their job within the next 12 months, it added.

"While Surrey's economy is performing well overall, our residents are not exempt from issues facing the whole of the UK," said Matt Furniss, SCC cabinet member for highways, transport and economic growth.

"These findings show that many of our residents are being directly impacted by challenges such as the cost of living, unemployment or health issues," he continued.

The 550 people who responded to the survey called inflation, housing and infrastructure the "biggest economic challenges" facing the county.

Nearly 70% felt the economic situation in Surrey had worsened over the past year.

The government announced in September that a total of £9.8m will be spent across the county



by 2030 to help sick and disabled people back into work.

It is hoped that the help,

involving employment coaches and job matching services, will be offered to 2,500 people in Surrey.

# ZAM RAISES ALARM OVER DUTY SUSPENSION CUTS

BY STAFF REPORTER

The Zambia Association of Manufacturers (ZAM) has expressed concern over the recently enacted Customs and Excise (Suspension) (Manufacturing Inputs) (Amendment) Regulations, 2025 (Statutory Instrument No. 76 of 2025), warning that the changes could undermine the

competitiveness of local industry at a time when manufacturers are already grappling with high production costs due to the ongoing energy crisis.

The amendment under Regulation 3 restricts duty suspension to 50% of the applicable customs tariff rate for manufacturing inputs used in locally produced goods.

ZAM President Mohammed

Umar said the change comes at a difficult moment, with manufacturers facing elevated costs from energy shortages.

“Many manufacturers rely heavily on imported inputs due to limited domestic supply chain capacity. The previous regime provided essential relief, enabling competitiveness and supporting import substitution.” He said.

Higher input costs could weaken locally manufactured goods compared to imported alternatives, especially as finished products from SADC and

AfCFTA countries enter duty-free under regional trade agreements.

Mr Umar warned that sudden policy changes introduce unpredictability, undermining long-term investment decisions and expansion plans.

He emphasized that the repercussions extend beyond individual firms, threatening employment levels and the broader network of suppliers and service providers reliant on a strong manufacturing sector.

Mr. Umar urged the Government, particularly the Ministry of Finance and National Planning, to reconsider the amendment and engage in substantive consultation with industry stakeholders. He proposed a phased adjustment period or linking duty suspension reductions to measurable progress in developing domestic raw material sources.

“Such an approach would protect the budding growth of local manufacturing while still addressing broader fiscal objectives,” Umar said.

He reaffirmed ZAM's commitment to constructive dialogue, stressing the need to balance national revenue goals with the sustainability of local industry.



MOHAMMED UMAR





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# JOB INSIGHTS

Carpenter, Carpentry Instructor

Furrer Foundation is hiring:  
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Zambia Entrepreneurs College (ZEC), Rufunsa  
About the Zambia Entrepreneurs Park & College:

With our newly built training institution, we want to:

- 1) Position vocational training (apprenticeships with maximum practical exposure) as a viable alternative to academic pathways
- 2) Train quality craftsmen and develop them into small- and mid-sized entrepreneurs
- 3) Kick-start development in the areas around our institution.

We plan to offer up to 10 professions in the future. ZEP apprentices will benefit from extensive practical training by our designated ZEP master craftsmen as well as high-quality teaching by our ZEC lecturers and visiting businessmen- and women – all with the aim of equipping our apprentices with all the skills needed to become the most successful entrepreneurs in Zambia.

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- Successfully run your own business under the Zambia Entrepreneurs Park
- Take up apprentices into your workshop and train them practically in your craft
- Part time employment at the College as instructor

Contractual aspects:

- Contract: full-time or part-time, start date ideally end of 2025 / by arrangement
- Salary: competitive

· Location: Rufunsa (expected to take residency there)

Application process:

Please apply by sending your CV, your credentials and a cover letter to

[b.furrer@furrerfoundation.com](mailto:b.furrer@furrerfoundation.com)

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### Job Purpose:

To operate a truck or and trailer to deliver cargo to company contracted sites of clients while complying with all safe work practices, policies and procedures.

### Key Responsibilities:

- Deliver goods while operating a truck, over intercity routes or sometimes spanning several countries
- Load, handle and transport materials and heavy cargo safely
- Complete and verify paper work of the assigned cargo
- Deliver load with good attention to customer service and safety
- Adhere to laws for commercial vehicles and all state (SADC) traffic laws

### Qualification and Requirements:

- Minimum Grade 9 school certificate, but Grade 12 school certificate is an added advantage.
- Must have minimum 5 years' experience in a similar job working for reputable companies
- Valid PSV drivers licence class CE 'DG' gotten before 2019!
- Must have valid Dangerous Goods and Defensive Driving Certificates preferably from (ENAC)
- Must be medically fit
- Clean driving records a must
- Able to pass random drug tests

Only interested candidates that meet the above requirements should apply with their cover letter and CV only in a single document.

Please send to:

[recruitment@jubatransport.co.zm](mailto:recruitment@jubatransport.co.zm)

## REGIONAL MANAGERS X2

### Sankhulani Services Limited

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We are hiring two (2) Regional Sales Manager to support the implementation of field operations for a national agency banking expansion project. The ideal candidates will assist in supervising field officers, ensuring high-quality recruitment outputs, and maintaining agent activation and compliance standards.

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Support the Regional Sales Manager in daily management and coordination of field teams.

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#### Minimum Requirements

Certificate, Diploma, or Degree in Business, Marketing, Banking, or related field.

Minimum 2 years of experience in field supervision, fintech, mobile money, or banking.

Strong understanding of onboarding processes, KYC requirements, and compliance.

Ability to supervise and motivate field personnel.

Excellent communication and problem-solving skills.

Willingness to travel frequently.

Membership or eligibility for membership with a professional body such as the Zambia Institute of Marketing (ZIM) will be an added advantage.

Attach all relevant documents to the application

How to Apply

Apply to:

The Human Resource Officer

Sankhulani Services Limited

Send your CV and cover letter to:

[jobs@sankhulani.co.zm](mailto:jobs@sankhulani.co.zm)

Closing Date: Thursday, 11th December 2025

Only shortlisted and qualifying candidates will be contacted.

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[hr@bottleshopzm.com](mailto: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

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 +260 97 7782614  
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 job.zamjob@gmail.com



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**STEVE MULENGA**  
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 Phone1: +260978467170

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

**OWEN LUHANGA**  
 ACCOUNTANT  
 I am available for hire  
 Contact: 0761826815

## AUTO MACHANIC

**MAILAG**  
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 Phone:  
 +260 97 7451385  
 +260 97 4114800  
 Reference:  
 Mr Bwalya: +260 97 7782614

## 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**  
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 Phone: 077 0704286/ 096 8050000  
 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

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 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**  
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**HAPPY ZIMBA**  
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**JOHN MUMBA**  
 Contact: +260 77 6652720

**BLESSING DAKA**  
 Phone1: +260 77 7359339

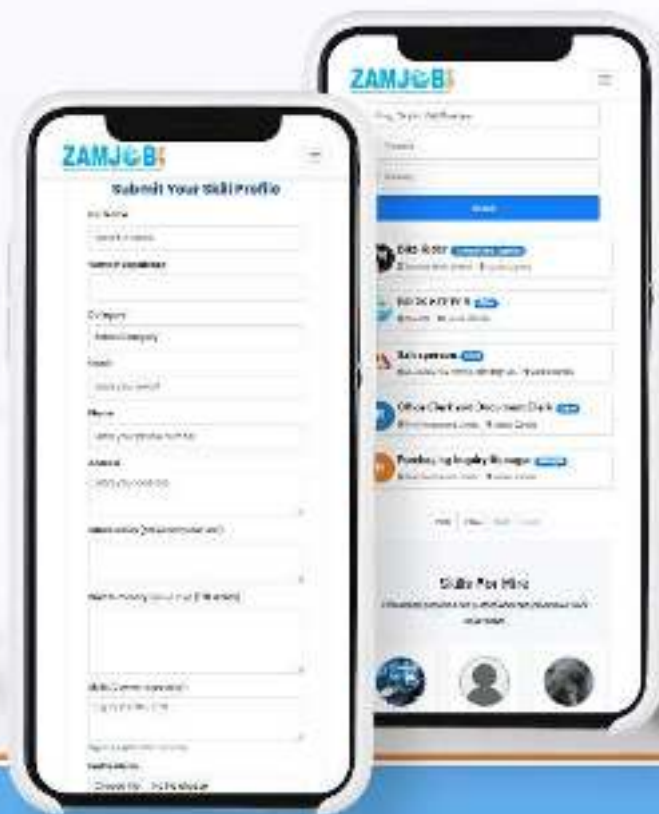
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## HAIR DRESSERS

### 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

Sales and Marketing  
(identifying potential clients ,closing sales with client. in Health, insurance, financial lending institutions. with professional profile)  
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###

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###

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### BREZIDA

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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

### MAXWELL

AM A highly competent designer and tailor with over 10 years' experience to view my works you can come to woodland nyumba yanga. Other wise call me on  
0977717513

## NURSING

### JAMES

Diploma in Registered Nursing  
Available to start work immediately  
Call: +260 97 6897950

### MICHAEL CHIMOWA,

Male Nurse looking for employment  
Contact: +260 96 1181793

## BIKE RIDERS

### DAVID PHIRI

Call: +260 97 7676617  
**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, landscaping, 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

CERTIFICATE IN METAL FABRICATION

CONTACT: +260 96 9622241

Available for hire

ADDRESS: KISASA KALUMBILA

### JOHN

Phone: +260 97 7873942

DSTV INSTALLER

Reference:

Mrs Bwalya +260 96 3044536

### SIBUKU

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# SSMAZ OPPOSE MILITARY DEPLOYMENT IN ILLEGAL MINING CRACKDOWN



## BY STAFF REPORTER

The Small-Scale Miners Association of Zambia (SSMAZ) has raised concern over the government's decision to deploy the military in a nationwide operation targeting illegal mining activities, warning that the move could escalate tensions rather than foster cooperation with affected communities.

Last week, Defence Minister Ambrose Lufuma disclosed that a military-led operation is underway to dismantle

unauthorized extractions at mining sites across the country.

SSMAZ President Kelvin Tembo said while illegalities exist in some mining areas, military involvement risks creating hostility instead of dialogue.

Mr Tembo stressed that many miners depend on small-scale operations for survival, and punitive measures could negatively impact innocent workers.

He argued that a more consultative process would

allow authorities and miners to find balanced solutions that uphold the law while protecting livelihoods.

Mr Tembo acknowledged that some individuals may have resisted government directives, but insisted this should not justify broad measures that penalize compliant miners.

Mr. Tembo urged government to adopt strategies that combine engagement, regulation, and empowerment rather than military deployment. He emphasized

that a win-win outcome is possible if miners are supported to operate legally and sustainably.

he highlighted the challenge of balancing law enforcement with community livelihoods in Zambia's mining sector.

While illegal mining undermines regulation and revenue collection, small-scale miners argue that inclusive policies and empowerment programs are more effective than force in achieving compliance.

# 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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## KINGSTONE MUTANDWA BREAKS INTO ZAMBIA'S TOP 5-6 MOST VALUABLE EXPORTS

BY STAFF REPORTER

Zambian forward Kingstone Mutandwa has broken into the country's Top 5-6 most valuable football exports, with his market value now estimated between 640,000 and 950,000 (approximately K17 million-K25 million).

The valuation places Mutandwa alongside Zambia's established stars, confirming him as one of the nation's fastest-rising football assets abroad.

Mutandwa is currently the highest-valued young Zambian player abroad, surpassing several older and more experienced foreign-based players.

Market interest in the player is growing, with confidence high that one strong season or a high-

profile transfer could push his value into the 1.5M-2M bracket.

He is already positioned to overtake Edward Chilufya in valuation and close in on Kings Kangwa's territory.

His rise shows he is not just a prospect but a market-backed rising star, climbing faster than most Zambian players did at the same stage of their careers.

Mutandwa's success reflects Zambia's growing reputation for producing talented exports capable of competing in Europe's competitive football markets.

Analysts say a move to a stronger European league would likely accelerate his valuation and cement his status as Zambia's next major football export.



KINGSTONE MUTANDWA

## MWEEMBA CELEBRATES ZAMBIA'S DOUBLE TRIUMPH AT CAF SCHOOLS CHAMPIONSHIP



KEITH MWEEMBA

The Football Association of Zambia (FAZ) has congratulated the Under-15 Boys' and Girls' National Teams after both sides were crowned champions at the CAF Schools Championship (COSAFA region).

FAZ President Keith Mweemba described the achievement as a proud moment for the football family, noting that it aligns with his administration's drive to relaunch a stronger youth football policy through schools.

Double Victory: Zambia's boys' and girls' teams both clinched titles at the CAF Schools Championship.

School Football Priority: Mweemba emphasized that his executive committee will give school football all the support it needs to become more vital than before.

Teacher Coaches: He noted that having teachers coach both teams demonstrate FAZ's commitment to working closely with schools in reviving grassroots football.

Youth Foundation: Winning both competitions is seen as a launchpad for building a strong youth football foundation and integrating school football into mainstream structures.

Support Assured: Mweemba pledged full backing for the technical bench as the teams prepare for the continental CAF Schools Championship.

The triumph underscores Zambia's growing strength in youth football and highlights the importance of school-based programs in nurturing talent.

FAZ says the victories will inspire further investment in grassroots development, ensuring that the next generation of players is well-prepared for both national and international competition.