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CHILINDA, NYIRENDA, MONICA BANDA & SERAH MWANZA HEADLINE EASTERN PROVINCE U16 SQUADS FOR NATIONAL YOUTH SPORTS FESTIVAL

BY CHILUBA MAPULANGA

Minister of Tourism Rodney Sikumba has called for stronger collaboration between government and the private sector, describing public-private partnerships as key to unlocking sustainable growth and job creation in Zambia's tourism industry.

Speaking during the 20th anniversary celebrations of Sandy's Creations Resort and Retail in Chilanga, Sikumba said private enterprises remain central to economic diversification, community development and the expansion of tourism infrastructure.

The Minister noted that businesses such as Sandy's Creations demonstrate how



RODNEY SIKUMBA

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PUBLIC-PRIVATE TOURISM DRIVE TO EXPAND JOBS

From Front Page

private investment can stimulate local economies by Creating sustainable employment opportunities, strengthening local supply chains, investing in high-quality tourism products and Supporting artisans, contractors and suppliers

“The private sector is an indispensable partner in national development. It creates jobs, drives innovation and translates policy into tangible economic benefits for our people,” he said.

Mr Sikumba highlighted that

Sandy's Creations has grown from a small garden centre into a fully integrated tourism destination employing up to 150 people directly, while supporting many more through its extended value chain.

He added that the company's growth aligns with government priorities on sustainable tourism, renewable energy adoption, and the promotion of domestic tourism. The development has helped position the Lusaka-Chilanga corridor as an emerging tourism hub.

The Minister congratulated

Sandy's Creations on its 20-year milestone and praised its commitment to staff development and its contribution to beautifying homes and communities through landscaping and horticulture services.

Sandy's Creations Chairperson and Co-Founder Chris Findlay reflected on the company's humble beginnings as a small flower centre before evolving into one of Lusaka's most admired tourism destinations.

HAULLOADS AFRICA WORKERS DEMAND MINISTRY OF LABOUR PROBE INTO

REDUNDANCIES

BY STAFF REPORTER

Cross-border truck drivers at Hauloads Africa in Chingola have called on the Ministry of Labour and Social Security to launch an urgent investigation into the company's decision to declare more than 400 permanent workers redundant, alleging that the move is unlawful and intended to avoid contractual obligations ahead of a planned merger.

The workers, who spoke under the banner Hauloads Drivers, say the company—sold to DP World early last year issued redundancy letters in November, informing employees that their last working day would be 31 December 2025. However, the redundancy packages shared last week have sparked widespread dissatisfaction among staff.

The drivers argue that Hauloads Africa's claim of operating at a loss is inconsistent with its recent activities.

Their concerns include Continued recruitment of drivers and other staff in the past two months despite claiming financial distress, A fully operational fleet, with salaries paid on time, suggesting the business is stable.

Allegations that the company is preparing to merge with J&J, effectively dissolving Hauloads Africa while continuing operations under a new name.

Workers believe the redundancy process is a strategic move to avoid paying full benefits owed under permanent contracts.

The employees also point to the treatment of workers under the Green Door Group in South Africa, where retrenchment letters were issued and benefits paid according to labour laws.

They argue that Zambian

workers deserve the same level of protection and transparency.

The drivers are urging the Ministry of Labour to Conduct a thorough investigation into Hauloads Africa's financial status, Verify whether the redundancy declaration meets legal requirements and Engage directly with affected workers in Chingola.

They allege that the company has previously “made deals with certain individuals” within the ministry to suppress worker complaints, and they fear a repeat of past injustices.

With an estimated 400 to 600 families facing job losses, the workers say the situation requires immediate government intervention.

“We know the UPND government looks out for the well-being of its citizens and investors. We have seen how swiftly they have handled similar issues in the past. We believe

your involvement can help us resolve these pending problems,” the workers said in their statement.

They have offered to provide supporting documents related to the termination of contracts.

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

MISSING ZAMBIAN TRUCKER FOUND DEAD IN DRC RIVER

A Zambian truck driver, Joseph Chivanga, who went missing in the Democratic Republic of Congo (DRC) two weeks ago, has been found dead, sparking renewed fears over the safety of cross-border drivers operating in the region.

Chivanga, who was transporting acid to Kolwezi, was discovered on Saturday dumped in a river under circumstances that strongly suggest foul play. His truck had earlier been found abandoned with its doors wide open, raising alarm among fellow drivers and family members.

Although the exact cause of death remains unclear, truckers working along the DRC route believe Chivanga may have been

attacked.

One of his colleagues, who requested anonymity for fear of victimisation, told Kalemba that Zambian drivers face increasing danger in the DRC.

“How do you want us to cry for protection? Should we stop driving? Why should truck drivers die like chickens? The soldiers and police in the DRC are the ones at the forefront of attacking us,” he said.

The driver questioned how long it would take for the governments of Zambia and the DRC to address what he described as the “ill and barbaric treatment” of foreign truckers.

Chivanga's death has reignited calls for enhanced safety measures, including Joint security patrols along high-risk routes,

Diplomatic engagement between Zambia and the DRC and Better protection for foreign drivers transporting goods into mining regions

Many truckers say they now fear for their lives but continue to work due to economic necessity.

The incident adds to a growing list of attacks, disappearances and harassment cases reported by Zambian and regional truckers operating in the DRC. Drivers have repeatedly appealed for stronger bilateral action to ensure safe passage for essential goods.

Authorities in both countries are yet to issue detailed statements on Chivanga's death, but pressure is mounting for a coordinated response to protect cross-border transport workers.

EDITORIAL

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.

YANGO ZAMBIA, MINISTRY OF TECHNOLOGY EXPLORE AI SOLUTIONS FOR PUBLIC SERVICE DELIVERY

BY STAFF REPORTER

Yango Zambia, a subsidiary of the global Yango Group, has partnered with the Ministry of Technology and Science to explore how artificial intelligence (AI) and digital systems can strengthen public service delivery and improve operational efficiency across government institutions.

The discussions took place during a high-level Tech Day held at the InterContinental Hotel in Lusaka on Monday, 8 December 2025. The event brought together senior government officials, technology leaders and institutional representatives for a focused dialogue on practical, deployable digital solutions.

The engagement centred on technologies applicable across key sectors, including Digital revenue management, Transport and

mobility systems, Customs and border processes, Healthcare and education, Agricultural intelligence and Data-driven national planning

The emphasis was on real-world use cases that can improve visibility, reduce revenue leakages and support evidence-based decision-making within the public sector.

Minister of Technology and Science Felix Mutati underscored the importance of digital systems in improving oversight and economic efficiency.

“Technology is essential to closing regulatory gaps, strengthening accountability and unlocking revenues needed to support national growth and improved service delivery,” he said.

Yango Group Chief Business Officer Adeniyi Adebayo said the company's approach focuses on solving concrete operational challenges rather than promoting abstract technology ideas.

He noted that AI is already transforming transport, logistics, revenue management and public service delivery globally, and stressed the need to apply such technologies in ways that reflect local realities while protecting national technological sovereignty.

Adebayo added that Yango's systems are modular, adaptable and cross-sectoral, enabling institutions to test solutions quickly and scale those that deliver measurable results.

Throughout the session, government officials engaged directly with Yango executives to explore potential pilot projects, data-driven planning tools and long-term digital integration across strategic sectors.

The Tech Day forms part of Yango's broader commitment to supporting Zambia with AI-enabled systems that enhance transparency, strengthen public institutions and contribute to inclusive national development.

ZAMBIA SUGAR POWER EXPANSION TO BENEFIT ZAMBIANS

BY STAFF REPORTER

Zambia Sugar has unveiled plans to expand its electricity generation capacity to 100 megawatts, reinforcing its role in private sector-led growth and contributing to Zambia's long-term energy security.

Speaking at the 4th Public Private Dialogue Forum (PPDF) convened by President Hakainde Hichilema in Lusaka, Zambia Sugar Managing Director Oswald Magwenzi said the company remains firmly aligned with the national vision of economic growth driven by private investment.

US\$132 million worth of projects spanning manufacturing, agriculture, logistics, and energy infrastructure.

US\$18 million falling film evaporator installed at the Nakambala factory to boost production throughput.

US\$23 million in agricultural



HAKAINDE HICHILEMA

projects focused on efficient irrigation technologies.

US\$75 million Twazabuka warehouse and customer service facility under construction.

Authorisation from the Energy Regulation Board (ERB)

to expand current generation from 40MW to 53MW, with a long-term target of 100MW.

Magwenzi highlighted that Zambia Sugar was ranked among the top 10 lowest-cost sugar producers globally at the

34th International Sugar Organization Seminar in London, underscoring the competitiveness of Zambia's sugar industry.

President Hichilema commended Zambia Sugar for its sustained investment and challenged the company to accelerate its expansion to the targeted 100MW. He encouraged the firm to supply excess power to the national grid in line with recent energy sector reforms.

"The private sector is critical in driving national development and building economic resilience. Government remains committed to creating a conducive operating environment for businesses," the President said.

The announcement comes at a time when Zambia is seeking to diversify its energy sources and strengthen resilience against power shortages. The expansion of Zambia Sugar's energy projects is expected to contribute to job creation, industrial growth, and improved energy reliability.

ZCSA DESTROYS NON-COMPLIANT PRODUCTS WORTH K520,357

BY STAFF REPORTER

The Zambia Compulsory Standards Agency (ZCSA) has destroyed assorted non-compliant products valued at K520,357, following enforcement activities conducted across the country throughout 2025.

The destruction exercise, carried out in Lusaka on Wednesday afternoon, was conducted in line with the Compulsory Standards Act No. 3 of 2017, which empowers the agency to remove and destroy products that pose risks to public health, safety, and the environment.

The seized items included Expired, banned, and unregistered goods, Substandard and poorly packaged products and illegally supplied items that failed to meet compulsory standards

Among the destroyed products were shoe polish, male latex condoms, clear beer, fruit-flavoured drinks, potable spirits, crude vegetable oil, peanut butter, biscuits, packaged drinking water, and used underwear.

The products were confiscated during routine inspections in: Rufunsa, Kamwala Trading Area, Makeni, Chaisa, Chinika Industrial Area, Soweto Market, and PHI.

ZCSA said the items failed to meet the minimum requirements for supply on the Zambian market, posing potential dangers to consumers.

The agency has warned traders and entities against supplying non-compliant products, stressing that it will take stern action against violators.

"It is a legal requirement for any producer or importer of regulated products to obtain approval from ZCSA before supplying them on the market," the agency stated.

Manufacturers and importers are urged to ensure their products meet prescribed compulsory standards to prevent

harm to consumers and the environment.

As the festive season approaches, ZCSA has advised consumers to remain vigilant and purchase goods only from trusted sources. The public is encouraged to report suspicious products to the nearest ZCSA office at border points, provincial centres, or the head office in Lusaka.

ZCSA, a statutory body under the Ministry of Commerce, Trade and Industry, regulates 102 products covered by compulsory standards, including food and beverages, solar equipment, chemicals, construction materials, electrical appliances, petroleum products, used motor vehicles, fertiliser, fuel, and used textiles.

KANGWA WARNS CIVIL SERVANTS WITH POLITICAL AMBITIONS

BY STAFF REPORTER

Secretary to the Cabinet Patrick Kangwa has issued a stern warning to civil servants harbouring political ambitions ahead of the 2026 general elections, directing them to resign or face disciplinary action.

Speaking during the eighth Senior Public Service Management Meeting in Lusaka, Mr. Kangwa reminded public officers that government operations must remain stable and uninterrupted even during an election year.

He emphasised that the public

service is the “permanent backbone of government,” responsible for ensuring continuity, stability and strategic oversight in the delivery of national development programmes.

Mr. Kangwa acknowledged the positive contributions made by controlling officers toward economic growth but expressed concern over several persistent challenges within the public service Procurement irregularities that continue to undermine government efficiency, Weak adherence to Cabinet

decisions, resulting in delayed implementation of national programmes and Instances of corruption that threaten the country's development agenda.

He also criticised the low utilisation of the electronic Cabinet system, noting that although directives and conveyances are routinely circulated, many officers fail to access or act on them promptly. This, he said, has contributed to delays in executing presidential and Cabinet decisions.

Mr. Kangwa stressed that civil servants must remain non-partisan and fully committed to serving citizens.

“Those with political ambitions must step aside.

Government business must continue without disruption,” he said.

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.

GOVT ORDERS ARRESTS FOR CHINGOLA COUNCIL WORKERS

BY STAFF REPORTER

Government has announced that all Chingola Municipal Council workers involved in the demolition of 10 structures at the Kasombe Airstrip will be arrested, following revelations that the operation was carried out without authorisation.

Minister of Local Government and Rural Development Gift Sialubalo said the actions by the council undermine government's commitment to improving the welfare of citizens.

He directed the local authority to provide a comprehensive report within 24 hours, identifying who authorised the demolitions, who allocated plots, and who issued building permits.

The land in question belongs to the Zambia Civil Aviation Authority (ZCAA).

The demolitions were conducted without a council resolution, documentation, or



GIFT SIALUBALO

notification to the area MP, councillor, or affected families.

Some councillors reportedly participated in the operation despite no formal approval.

“There are people operating above the law. We are not going to spare anyone involved. Even if

structures are illegal, proper processes must be followed,” Sialubalo said.

Chingola Member of Parliament Chipoka Mulenga expressed disappointment, stressing that council equipment

should have been deployed for road rehabilitation rather than destroying infrastructure.

Copperbelt Province Minister Elisha Matambo condemned the demolitions, confirming that 10 families were displaced.

He noted that the provincial administration was not informed, despite a 2023 directive requiring councils to seek provincial approval before any demolition exercise.

“This was wrong timing and harsh, especially in the rainy season. Dialogue, not demolition, is the solution,” Matambo said.

The incident has sparked outrage among residents, who reported being brutalised by armed officers during the demolitions.

The government has vowed that “heads will roll” as investigations continue, warning that officials, councillors, or party members who defied regulations will not be shielded.

COURT ORDERS ZNS TO BUY LAND OR VACATE AFTER LOSING SUPREME COURT APPEAL

BY STAFF REPORTER

The Supreme Court has ordered the Zambia National Service (ZNS) to either buy the land it occupies in Lusaka West or vacate it, in a landmark ruling that reaffirms the property rights of individual landowners in Zambia.

The ruling concerns Farm 690 in Ferngroove, originally owned by Lendor Burton, who in the 1980s allowed ZNS to temporarily set up a security camp on part of his land during a period of heightened military activity near a refugee camp. Over time, the temporary camp evolved into a full military facility housing the ZNS Builders Brigade, complete with permanent structures.

Burton later sold the entire farm including the 70 hectares occupied by ZNS to a new owner, who obtained a certificate of title and subsequently asked ZNS to purchase the portion it was occupying. ZNS initially agreed but later refused to pay, prompting the owner to sue for compensation and damages.

The High Court dismissed the case, arguing that Burton could not have sold the entire farm. The owner appealed to the Court of Appeal, which cancelled the certificate of title on grounds that the buyer should have known ZNS was already occupying the land.

Still dissatisfied, the owner escalated the matter to the Supreme Court.

A panel led by Chief Justice Mumba Malila, SC, ruled that ZNS had no legal claim to the land, noting that although Burton may have permitted the temporary camp, ownership was never transferred.

“To allow ZNS to remain in occupation of the appellant’s land without compensation goes against all laws that proscribe deprivation of an individual’s property without compensation,” the Court stated.

The Supreme Court ordered ZNS to pay for the land within six months, with the value to be determined by valuation surveyors appointed by the Zambia Institute of Valuation Surveyors.

If ZNS fails to pay, the Court

ruled that the land—including all permanent structures built on it—will revert fully to the owner.

“Should the Respondent be unwilling or unable to compensate the Appellant, the legal consequences could only be worse,” the Court warned.

ZNS would then be required to vacate the property immediately, leaving behind all “unexhausted improvements.”

Legal analysts say the ruling in *Rephidim Institute Limited v Attorney General (SCZ 08/08/2025)* strengthens investor confidence and reinforces constitutional protections against uncompensated land deprivation.

The judgment also underscores the importance of due diligence in land transactions and adherence to legal procedures when government agencies occupy private land.

TWO ARRESTED FOR THEFT AND MONEY LAUNDERING

The Drug Enforcement Commission (DEC) has arrested two businessmen in Lusaka for alleged involvement in theft and money laundering activities amounting to K749,430, funds belonging to the Zambia Statistics Agency (ZAMSTATS).

In a statement issued by DEC Public Relations Officer Allan Tamba, the Commission’s Anti-Money Laundering Investigations Unit (AMLIU) revealed that the suspects — Edward Mulenga (39) and Patrick Phiri (50), both of Garden House area — were apprehended for offences contrary to Section 272 of the Penal Code and Section 7 of the Prohibition and Prevention of Money Laundering Act No. 14 of 2001, as amended by Act No. 44 of 2010.

According to DEC, the duo, acting together with unknown



accomplices, allegedly stole the funds between 1 December 2024 and 30 August 2025. The money was reportedly diverted from ZAMSTATS and later laundered through Purchase of household goods Payment of school fees, Rental expenses and Financing

logistics for their private company

The suspects have since been released on bond and are expected to appear in court soon.

The Commission has cautioned members of the public against engaging in activities that

undermine national development and erode the country’s moral fabric.

DEC further urged citizens to report suspicious financial activities to law enforcement agencies, emphasising that collective vigilance is key to preventing, detecting and combating crime

OPPORTUNITIES MISSED OVER YOUTH JOBS, TRAINER SAYS

BBC REPORTER

Opportunities are being missed to help young people into employment, the founder of a training group has said.

Daniel Canavan, who founded The Spark Group in Stoke-on-Trent, said young people who did not achieve good results at school were struggling to get into training.

He welcomed the government's announcement of a £820m Jobs Guarantee Scheme, which offers paid roles to those out of work for 18 months, but said if more help was given to businesses, then more jobs would become available.

Zoe-Lane Littlewood from the Teamwork's Hub in Digbeth, Birmingham, said businesses also needed to be more willing to train young people.

Mr Canavan said demand for the training The Spark Group provided was high.

"I'm hearing anecdotally that for every one electrical apprenticeship we're getting about 100 inquiries," he said.

But he said young people who did not get the grades they needed were falling into a gap.

"Those that have got the grades, those that are work-ready, have got plenty of opportunity to get into courses and onto programmes and potentially into apprenticeships," he explained.

"But then that means those that didn't get the grades and that aren't work-ready have got much further to go and have limited options."

'Trapped in school'

He said he was working with young people who were "second or third generation unemployed" and trying to raise their aspirations.

The Spark Group works with them in small groups, trying to teach them new trades and he said young people who did not perform academically often did well in hands-on skilled work.

Unfortunately, he said: "They're trapped in a school waiting until they fail their GCSEs before they



can go out and try and help us fill these massive skills gap, we've got nationally."

While he welcomed the help offered in the recent budget, he said he felt opportunities had been missed because "all the effort's been put into the young person's perspective, where the energy would be better spent with the employers and the businesses".

"If you can make businesses boom, you create a lot more opportunities," he said.

Abdisalam Iman, a young man who was seeking work at an employment fair in Digbeth, said he felt there was support available, if you went looking for it.

But he found applying for jobs online to be difficult.

He said: "I used to work in railway construction; I'd been there working for nearly one year and now it went a bit quiet and I need to do something different."

While there were opportunities

to work one or two days a week in Birmingham, he said he was finding it hard to find employers offering more than that.

Across the West Midlands it is estimated there are 78,000 people aged 16-18 not in education, employment, or training, which is just under one in eight people in that age group.

Zoe-Lane Littlewood from the Teamwork's Hub, which helps young people find employment, said there were "not enough organisations taking a chance on them, helping them develop their skills little by little".

She said: "I think we expect people to be fully-fledged, ready to work when in actuality we've had Covid, we've had so many obstacles that people just forget what young people have gone through."

Benefits can be another obstacle, Wychavon district councillor Rick Deller believes.

He said: "They want to get back into work, but as soon as they do they're penalised by the benefits system and then we see a vicious cycle because they end up either leaving employment or they move into housing when they're not quite ready."

Kiera Elliott, is one of those supported at Merstow Place supported accommodation in Evesham and used to be homeless before moving there.

She is able to get by on benefits but said: "If I'm working I'm not going to have money, I'm going to be stuck in debt."

Mr Deller said: "As soon as a young person from his house gets a job, their benefits reduce so quickly, then they have to move out.

"The problem with that is they're not always ready."

GOV'T LAUNCHES NEW SYSTEM TO HELP ZAMBIANS GAIN THE RIGHT SKILLS

BY STAFF REPORTER

The Government of Zambia has launched the country's first-ever Labour Market Information System (LMIS), alongside a Mining Sector Skills Strategy and the establishment of a Mining Sector Skills Body, in a major step toward aligning national skills development with labour market demands.

The LMIS is a digital platform designed to close gaps between skills supply and industry needs by providing reliable data on job trends, in-demand skills, and career pathways. Government says the system will guide evidence-based employment policies and improve workforce planning.

Minister of Labour and Social Security Brenda Mwika Tambatamba, in a speech delivered on her behalf by Director of Planning and Research Paul Mumba, said the LMIS will address long-standing challenges caused by fragmented and outdated labour data.

"With a functional and well-

integrated LMIS, we now have reliable data to design evidence-based policies that tackle unemployment, improve working conditions, foster productivity and promote decent work," she said.

She described the LMIS as a strategic tool for economic growth, social inclusion and poverty reduction, especially through youth employment and skills development.

The launch also included the unveiling of the Mining Sector Skills Strategy and the Mining Sector Skills Body, developed jointly by the Ministries of Labour, Mines, and Technology.

Minister of Mines and Mineral Development Paul Kabuswe, represented by Principal Planner Edward Shabani, said the new strategy will ensure workers are equipped with relevant competencies to support growth, competitiveness and value addition in the mining sector.

Minister of Technology and Science Felix Mutati, represented by Precious Lisulo, stressed the need for a highly skilled workforce to fully harness Zambia's mining potential. He called for stronger collaboration between government

and mining companies to support curriculum development, work-based learning and lecturer capacity building.

ILO Country Director Wellington Chibebe urged member states to adopt comprehensive vocational guidance and training policies aligned with employment needs.

Zambia Federation of Employers Executive Director Harrington Chibanda said the success of the LMIS will depend on strong institutions capable of supplying accurate and quality data.

ZCTU President Blake Mulala called for improved safety standards and the formalisation of small-scale mines to protect workers' rights.

"A mine that cannot guarantee safety has no business operating in Zambia. One death is one too many," he said.

Government says the LMIS and mining skills initiatives will help Zambia build a competitive, future-ready workforce capable of supporting economic diversification and sustainable development.

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.



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JOB INSIGHTS

Carpenter, Carpentry Instructor

Furrer Foundation is hiring:
Instructor/Craftsman

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.

FIELD: Carpentry

MINIMUM QUALIFICATION INSTRUCTOR/CRAFTSMAN

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- Minimum of 5 years work experience
- Added advantage is TEVETA accreditation and diploma in Teaching Methodology

JOB DESCRIPTION

Instructor/Workshop owner(craftsman/-woman)

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- Salary: competitive

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

b.furrer@furrerfoundation.com

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- Must be medically fit
- Clean driving records a must
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Only interested candidates that meet the above requirements should apply with their cover letter and CV only in a single document.

Please send to:

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REGIONAL MANAGERS X2

Sankhulani Services Limited

About the Role

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Track field performance, monitor agent activity levels, and enforce compliance.

Conduct field audits to verify agent existence, activation, and operational readiness.

Assist in compiling weekly and monthly performance reports.

Provide on-the-ground support and escalate performance gaps or operational challenges.

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

Closing Date: Thursday, 11th December 2025

Only shortlisted and qualifying candidates will be contacted.

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 +260 97 7782614
 EMAIL: news.zamjob@gmail.com
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ACCOUNTANT
 (DIPLOMA IN ACCOUNTANCY)
 -ZICAMEMBER
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 0977511574/ 0967263751

OWEN LUHANGA

ACCOUNTANT
 I am available for hire
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BARBAR MAN

PATRICK

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 +260 96 0922178
 Ndola

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 Carpenter - General
 Experience over 10 years
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 Carpenter - General
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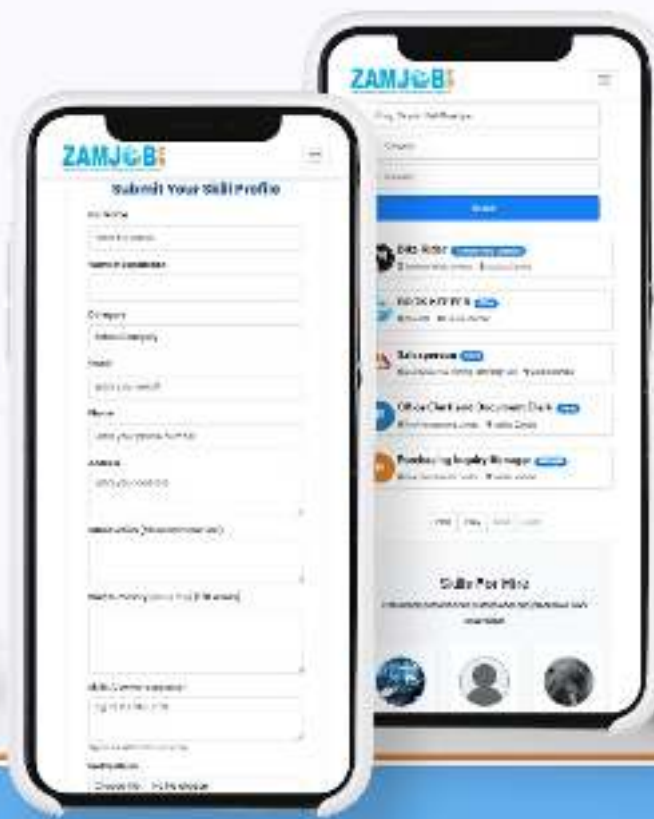
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HAIR DRESSERS

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

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

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KELVIN

Phone Repairer
Phone: +260978216044

GIFT

Phone Repairer
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MOSES MWEPU NKOSHA

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

MALIKI TWALIBU

malikitwalibu38@gmail.com
General Agriculture
I am available for hire
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PAINTERS

RICHARD KACHONGE

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ED PHIRI

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Phone1: 0769712130
(Ndola)

JOHN BANDA

Phone1: 0972743995
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MUTAMBO E

Phone1: 0979218629

SHOP AND HOUSE KEEPER

OLIVIA

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

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(SHOP KEEPER)

ALICE

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Phone1: +260958125895
(HOUSE HELPER)
Reference: Mrs Bwalya +260963044536

BLESSING DAKA

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Phone: +260777359339
(HOUSE HELPER)

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KANYANTA MARTIN

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CHIMI

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MRS NGOMA

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

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Ndola

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HH COMMENDS NAPSA FOR ANTI-CORRUPTION EFFORTS

BY STAFF REPORTER

President Hakainde Hichilema has applauded the National Pension Scheme Authority (NAPSA) for its proactive role in the fight against corruption, describing integrity and accountability as the foundation of sustainable national development.

Speaking during a tour of the NAPSA stand at the Mulungushi International Conference Centre, the Head of State highlighted the importance of transparency in public institutions. The visit formed part of activities marking International Anti-Corruption Day, commemorated under the theme: "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity."

Shared Responsibility: President Hichilema stressed that combating corruption requires collective effort from government, institutions, and citizens.

NAPSA's Role: He commended NAPSA for aligning its operations with good governance and transparency.

Economic Growth: The President urged the NAPSA Board of Trustees and Management to continue mobilising resources to accelerate economic growth and strengthen social security for Zambians.

Youth Engagement: The event brought together youth representatives, civil society organisations, and government agencies, reaffirming Zambia's commitment to building a corruption-free society.

"Integrity is the foundation of



sustainable development. Institutions like NAPSA must lead by example in promoting accountability and mobilising resources for the benefit of our people," President Hichilema said.

The commemoration underscored Zambia's

determination to strengthen anti-corruption frameworks while empowering young people to champion integrity. Stakeholders agreed that sustainable development depends on rooting out corruption and building trust in public institutions.

VOLUNTEER DOCTORS THREATEN TO DOWN TOOLS OVER DELAYED RECRUITMENT

Volunteer doctors across Zambia have announced plans to stop attending to patients from Friday, 19th December 2025, citing government's failure to fulfil its promise to recruit them before the end of the year.

In June, the doctors had temporarily withdrawn their services but returned after assurances from Minister of Health Elijah Muchima that they would be employed before year-end.

With only two weeks remaining, no recruitment has taken place, prompting the Resident Doctors Association of Zambia (RDAZ) to declare a nationwide withdrawal.

RDAZ President Paul Chibwe said young doctors feel abandoned, working long hours without pay or rest.

"There is no roadmap, no



communication and no indication that the earlier promise will be honoured in time," Chibwe said. He stressed that the decision is not a strike against the nation but a cry for dignity, fairness, and clarity.

He added Doctors often work without salaries, yet continue treating patients with compassion.

Mr Chibwe warned that no health system can thrive on unpaid labour, hospitals have been advised to adjust timetables and duty rosters to minimise disruptions.

Mr Muchima expressed concern over the decision, saying volunteering does not guarantee automatic employment.

"Doctors must understand the current fiscal limitations, as the national treasury is under pressure with many competing needs," he said.

Dr. Muchima noted that the treasury has authorised recruitment of health personnel for 2025, but the process is still under negotiation and requires formal steps. He criticised RDAZ for rushing to the media instead of continuing dialogue with the ministry.

The standoff highlights the tension between Zambia's fiscal constraints and the urgent need to absorb trained medical professionals into the public service.

Analysts warn that the withdrawal could strain hospitals already facing staffing shortages, especially during the festive season.

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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CHILINDA, NYIRENDA, MONICA BANDA & SERAH MWANZA HEADLINE EASTERN PROVINCE U16 SQUADS FOR NATIONAL YOUTH SPORTS FESTIVAL

BY STAFF REPORTER

Eastern Province has unveiled its Under-16 boys' and girls' squads set to compete at the National Youth Sports Festivals in Lusaka, with standout talents Michael Chilinda, Andrew Nyirenda, Monica Banda and Serah Mwanza leading the travelling teams.

The squads depart for Lusaka today, carrying the momentum of recent regional success—including the COSAFA Schools Football triumph, where Nyirenda and Mwanza were among the standout performers.

U16 girls' head coach Agness Banda has named a strong 20-member squad featuring some of the province's most exciting young talents.

Among the headline names is Prudence Tembo, the prolific midfielder from Mphangwe Queens, alongside Mercy Nkhoma of Mambwe Council Queens and defensive powerhouse Nelia Daka of Petauke Queens. Katete Queens' in-form striker Tabitha Phiri also makes the list.

Midfield sensation Monica Banda, who impressed at the CAF Schools Zambia U15 tournament, has earned a deserved call-up.

Boys' head coach Raphael Banda has also named a 20-member squad, blending experienced youth internationals

with fresh talent from across the province.

Star attacking midfielder Michael "Bengo" Chilinda, a key figure in Zambia's U15 CAF Schools Championship victory in South Africa, returns to lead the creative department.

FAZ Leadership Encourages Players

FAZ Eastern Province chairperson Patrick Nyirenda urged the young athletes to seize the opportunity.

"These events are stepping stones to bigger dreams. Our young athletes will be exposed to opportunities that shape their future, and we expect them to rise to the occasion," he said.

FAZ youth representative Chilekwa Matafwali and women's representative Lillian Vergeer will lead the delegation.

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.

