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# ZAMBIA VALIDATES TOOLKIT TO FIGHT HEALTH WORKER BURNOUT

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**MPIIKA CLOSES CHAPTER ON INFORMALITY AS ARTISANAL MINERS GRADUATE WITH LICENSES**



**BY CHILUBA MAPULANGA**

Zambia has begun validating a new healthcare resilience toolkit aimed at combating burnout among health workers, with technical support from Australia's George Institute for Global Health through its India office.

The initiative was unveiled during the "Building Health Care Workers' Resilience: A Toolkit to Protect Against Burnout" workshop in Lusaka, organised by Vision Outreach Zambia (VOZ).

VOZ Executive Director Henry Mulenga said this was the first time the toolkit was being validated in Zambia, following its initial pilot in India. He emphasised the importance of treating the exercise with

**SEE PAGE 1**



**HENRY MULENGA**



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# ZAMBIA VALIDATES TOOLKIT TO FIGHT HEALTH WORKER

## BURNOUT

From Front Page

seriousness, noting that Zambia is among the first African nations to participate.

Mulenga stressed that the toolkit must benefit even those unable to attend the workshop and confirmed that the Ministry of Health remains an integral part of the process.

VOZ Board Member Dr. Patrick Kaonga led the stakeholder workshop, urging participants to identify the top three toolkit features most relevant to Zambia's environment, especially under resource constraints. He encouraged practical thinking and recommended that participants nominate trusted colleagues for future consultations.

Participants raised concerns about widespread burnout among

healthcare workers, citing pressures such as "black tax", family misunderstandings, and emotional exhaustion from heavy workloads. They also pointed to the influence of politics and religion on healthcare delivery, noting that fear of political repercussions and restrictive beliefs often hinder access to medical innovations.

Key recommendations included creating supportive environments

for medical professionals, improving public health education, and strengthening family support systems to ease work-related stress.

The validation exercise marks a significant step in Zambia's efforts to build a resilient, well-supported health workforce, ensuring that frontline workers can continue delivering quality care despite mounting pressures.

# NEW MINETECH HUB TO DRIVE JOBS IN ZAMBIA

BY STAFF REPORTER

Zambia has taken a significant step toward technology-driven economic transformation with the launch of the Timbuktoo MineTech Hub, a collaborative initiative involving the National Institute for Scientific and Industrial Research (NISIR), First Quantum Minerals (FQM) and the United Nations Development Programme (UNDP).

Launched in Lusaka on Friday, the MineTech Hub aims to position Zambia as a regional centre for innovation, sustainable mining and industrialisation. It forms part of UNDP's Timbuktoo programme, which supports African-led, youth-driven innovation across the continent.

Minister of Technology and Science Felix Chipota Mutati said hosting the MineTech Hub in Zambia demonstrates renewed confidence in the country's mining sector and broader innovation ecosystem.

He noted that fiscal, regulatory and institutional reforms have helped restore investor trust, resulting in over US\$7 billion in mining



FELIX MUTATI

investments in the past four years — the highest in Zambia's history.

Mutati added that strengthened local content policies have increased citizen participation in mining, while Zambia's successful debt restructuring under the G20 framework has repositioned the country as a competitive investment destination.

He said the MineTech Hub will support Zambia's ambition to reach three million tonnes of annual copper production, by anchoring innovation in real

mining challenges and leveraging advanced technologies such as artificial intelligence, automation and 5G connectivity.

Permanent Secretary Eng. Dr. Brilliant Habeenzu said modern mining is becoming increasingly complex due to declining ore grades, making precision, efficiency and innovation indispensable.

He stressed that emerging technologies are no longer optional if Zambia is to meet its production and development

targets.

UNDP Resident Representative Dr. James Wakiaga described the launch and the signing of a Memorandum of Understanding as a strong example of effective public-private collaboration for sustainable development.

He said the Hub will help transform innovative ideas into scalable enterprises within the mining ecosystem, while empowering young people to drive long-term value creation.

FQM Country Representative Anthony Mukutuma highlighted the company's growth in Zambia, noting that copper production has risen from 10,000 tonnes in 1996 to nearly 800,000 tonnes today.

He said achieving Zambia's three-million-tonne target will require advanced technology, automation and innovation — particularly to enhance safety and productivity.

A Memorandum of Understanding was signed during the event to promote technological and scientific innovation and sustainable mining practices in Zambia, marking a defining moment in the country's mining and innovation journey.

# ZAFFICO APPROVE 475 MILLION FINANCING AND CORPORATE NAME CHANGE

## EDITORIAL

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

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.

# RECRUITMENT OPEN TO ALL HEALTH WORKERS NO OLD DATABASE WILL BE USED



ELIJAH MUCHIMA

Government has assured health workers that the ongoing recruitment of 2,000 personnel will be open to everyone, with the Ministry of Health discarding the old recruitment database to ensure fairness, transparency and equal opportunity.

Minister of Health Elijah Muchima said the decision follows persistent concerns from the Resident Doctors Association of Zambia (RDAZ), which argued that previous recruitment rounds relied on outdated records that excluded

unregistered individuals to slip through the system.

Muchima said the new approach gives every eligible health worker a chance to apply, restoring confidence in the process.

"We are determined to recruit efficiently while ensuring fairness. This new system will reflect merit and professionalism," he said.

He added that although government is committed to expanding the health workforce, financial constraints — including obligations to the International

Monetary Fund (IMF) — require a phased recruitment strategy.

Muchima noted that the recruitment of 2,000 workers this year will bring the total number of health workers employed under the UPND administration to 22,000, with more recruitment planned in the coming years to address the backlog of unemployed doctors.

He emphasised that the new process will involve professional bodies, prioritise qualified candidates and ensure transparency at every stage

RDAZ president Dr. Paul Chibwe welcomed the move, saying it restores trust among medical professionals who felt sidelined in previous recruitment cycles.

"Many of our members felt left out in previous recruitments, so starting afresh ensures fairness, accountability and proper representation," he said.

Dr. Chibwe also urged government to treat volunteers and new recruits fairly, noting that doctors dedicate their lives to saving others and deserve clarity, recognition and proper compensation.

# MWEETWA URGES JOURNALISTS OVER THE POWER OF THEIR WORDS

BY STAFF REPORTER

Minister of Information and Media Cornelius Mweetwa has called on journalists to recognise the transformative power of their words, images and voices, stressing that the media plays a critical role in shaping narratives for national development.

Speaking during the inaugural Chipata City Council Media Awards on Saturday, Mr. Mweetwa—who is also Chief Government Spokesperson—said journalists give voice to the silent, hope to the marginalised, and truth to the public through their stories, analyses and investigative work.

Mr. Mweetwa assured that Government will continue safeguarding press freedom while promoting responsible journalism that upholds truth, fairness and national unity.

He emphasised that a strong

media landscape is essential for democracy, noting that the New Dawn administration is pursuing policy reforms to modernise the sector.

“Your work inspires transformation. Your work shapes policy. Your work moves communities forward, and tonight we honour you for that dedication,” he said.

The minister highlighted Government's focus on Enhancing access to information, supporting digital transformation, strengthening community media and creating a vibrant, professional and forward-looking media environment

“We want journalists to thrive. We want media houses to innovate. And we want every Zambian to have access to timely, accurate and relevant information,” Mr. Mweetwa said.

He added that in an era where misinformation spreads faster



CORNELIUS MWEETWA

than truth, the role of journalists has never been more important.

At the same event, Minister of Local Government and Rural Development Gift Sialubalo said the media awards align with Government's decentralisation agenda, which places local

authorities at the centre of service delivery.

He commended Chipata City Council for recognising journalists whose work uplifts communities, saying such initiatives strengthen the link between media and grassroots development.

# MUTENGUNA URGES CHISEKESI MARKETEERS TO OCCUPY MODERN MARKET

BY STAFF REPORTER

Monze Town Council Chairperson Powell Mutenguna has appealed to Chisekesi marketeers to relocate to the newly constructed modern market, stressing that the facility offers safer and more convenient trading conditions compared to the old site.

Mutenguna noted that some traders have resisted moving, preferring to remain at the old market to attract customers travelling along the Gwembe, Chikuni and Kanchomba routes.

He warned that the local authority will not hesitate to direct all transporters to operate at the new bus station, effectively shifting business activity to the modern facility.

“The modern market is safer, more convenient, and has proper toilets, unlike where they are currently trading from,” Mutenguna said.

Mutenguna encouraged marketeers to apply for funding under the Constituency Development Fund (CDF) to repair damaged stands and address a leaking roof. He clarified that the section requiring repairs is the old side of the structure, which had previously been funded through CDF allocations.

Chisekesi Ward Councillor Mundia Hamaundu acknowledged that marketeers had refused to move to the new market because some stands were damaged, but said the council is working to address the concerns.



POWELL MUTENGUNA

# CHOMA RESIDENTS DEMAND ACTION ON SALE OF SEXUAL BOOSTERS TO MINORS

BY STAFF REPORTER

Residents of Choma have urged Government and relevant stakeholders to strengthen child protection laws to curb the sale of sexual boosters to minors, warning that the practice is exploiting the innocence of young people and fueling social problems.

Concerns Over Unverified Herbs and Smokeless Tobacco

Community member Humphrey Mwaanga told ZAMJOB News that the availability of unverified herbs marketed as sexual boosters has become common in the district. He said the substances are being misused by young people,



particularly girls, who have also resorted to using smokeless tobacco (Nsunko) to stimulate

sexual drive.

Mwaanga charged that the habit has contributed to unwanted pregnancies among young girls,

undermining their future prospects.

Another resident, Helen Mwanza, highlighted widespread myths surrounding the use of Nsunko among women and girls. She said many believe smokeless tobacco can be used to “warm their bodies,” without recognising the serious health complications associated with its use.

The residents stressed the need for stronger enforcement of child protection laws and public awareness campaigns to dispel misconceptions about sexual boosters and smokeless tobacco. They argued that unchecked sales of such substances expose minors to exploitation, health risks and long-term social consequences.

# POLICE ARREST SEVEN, SEIZE MOTORBIKES AFTER RIVAL GANGS CLASH

BY STAFF REPORTER

Police in Mufulira District have arrested seven suspects and impounded seven motorbikes following violent clashes between rival gangs in Kamuchanga Township.

Copperbelt Province Police Commanding Officer Mwala Yuyi said the incident occurred between 15:00 and 17:00 hours after Kamuchanga Community Police Post received reports of riotous behaviour involving two groups.

According to police, a gang from Chibolya Township, popularly known as the Movement, allegedly went to attack a rival group called WV Junction from Kamuchanga Township. Both groups were reportedly armed with logs and planks.

Officers quickly moved in to

restore order, apprehending seven suspects and seizing motorbikes believed to have been used to ferry gang members.

The suspects have been

identified as James Mayenge (23), Emmanuel Chimpampa (31), Evaristo Musonda (23), Emmanuel Kambeu (20) and Two juveniles aged 17 and 16, all of Kamuchanga Township

Mr. Yuyi confirmed that the suspects are in police custody as

investigations continue. He added that the situation in Kamuchanga has since been stabilised, with more details expected to be released in due course.



MWALA YUYI

# NDOLA TAXI DRIVERS JAILED 15 YEARS FOR ROBBERY

BY STAFF REPORTER

Two Ndola taxi drivers have been sentenced to 15 years imprisonment with hard labour after being found guilty of aggravated robbery involving diesel and other property belonging to Jubba Transport Company Limited.

The convicts, Kanyama Mwamba (25) of Mine Masala Township and Mestone Mwendende (30) of Mushili Township, were convicted on one count of aggravated robbery.

The court heard that on January 30, 2025, around 21:00 hours, the duo—armed with a wheel spanner, shifting spanner



and screwdrivers—attacked Jubba Transport driver Bernard Chipanama after his truck developed a mechanical fault in the Baluba Maposa area of Luanshya.

They stole 136 litres of diesel valued at about K30,000, 16 cargo ratchets, A motor vehicle cargo tent and Other assorted items

Testimony revealed that CEC security officer Daniel Mwanza,

while on patrol, spotted the stranded truck with a Toyota Corolla parked opposite it. Four men were inside the car but sped off when they saw the officers.

The truck was later found with its tent missing, the passenger door open and the driver's window shattered.

Judge Mary Mulanda noted that some of the stolen items were recovered from the Toyota Corolla linked to the accused.

She stated that possession of recently stolen property invoked the doctrine of recent possession, strengthening the prosecution's case and confirming the involvement of the two men.

Mwamba and Mwendende will now serve 15 years with hard labour for the offence.

# FORMER BANK EMPLOYEE WINS COMPENSATION FOR UNSOLICITED PHONE MESSAGES



A former banker has won compensation in a groundbreaking case that extends the legal concept of trespass to unsolicited phone messages.

The plaintiff, Charles Mwila, previously worked at NATSAVE as

Treasury Manager. During his employment, the bank used his personal phone number to register for an account with Indo Zambia Bank, resulting in all authorization messages being sent to his phone.

When his contract ended in

2023, Mwila formally requested NATSAVE to remove his number from the signatory and authorization records. Despite repeated complaints, the bank failed to act, and he continued receiving messages.

Mwila sued NATSAVE in the Lusaka High Court, demanding K1.5 million in compensation for trespass on his phone. The bank argued that trespass only applies to land or chattels, not electronic messages.

The Court, however, ruled that the claim was contextually tenable, noting that trespass need not involve physical interference.

"The Plaintiff's claim for trespass succeeds," the Judge declared, adding that the barrage of unsolicited messages disturbed Mwila's retirement and ignored his repeated pleas.

While the Court agreed with Mwila's claim, it awarded K30,000 in damages instead of the K1.5 million sought, describing the larger

amount as "excessive."

The Judge observed that the bank's failure to remove Mwila from its systems not only caused discomfort but also posed a fraud risk, since authorization messages continued to be sent to a non-employee.

"In the age where a thief can remotely steal more with a computer than through a gun, the want of duty of care on the part of the Bank was concerning," the Judge remarked.

This case — Charles Mwila v National Savings and Credit Bank (2023/HP/1771) — is considered groundbreaking because it extends trespass to cover text messages and WhatsApp communications.

Legal experts note that the ruling underscores the importance of unsubscribe options in email and marketing products, as constant unwanted messages can now form the basis of litigation

# INDIA'S JOBS GUARANTEE SCHEME: A GLOBAL MODEL UNDER THREAT

BBC REPORTER

India is home to one of the world's most ambitious social programmes - a jobs guarantee that gives every rural household the legal right to paid work.

Launched in 2005 by a Congress party government, the National Rural Employment Guarantee Scheme (NREGS) entitled every rural household to demand up to 100 days of paid manual work each year at a statutory minimum wage.

This mattered in a country where 65% of 1.4 billion people live in rural areas and nearly half rely on farming, which generates insufficient income, accounting for just 16% of India's GDP.

Providing unskilled public work across all but fully urban districts, the scheme has become a backbone of rural livelihoods, cushioning demand during economic shocks. It is also among the world's most studied anti-poverty programmes, with strong equity: over half of the estimated 126 million scheme workers are women, and around 40% come from "scheduled castes" or tribes, among the most deprived Indians.

The ruling Narendra Modi government, initially critical and later inclined to pare it back, turned to the scheme in crises - most notably during the Covid pandemic, when mass return migration from cities to villages sharply drove up demand for work. Economists say the scheme lifted rural consumption, reduced poverty, improved school attendance, and in some regions pushed up private-sector wages.

Last week, the government introduced a new law that repeals and rebrands the scheme. The programme - renamed MGNREGA in 2009 to honour Mahatma Gandhi - has now dropped his name altogether.

While the renaming drew the political heat, the more consequential changes lie in what

the new law - known as G RAM G for short - actually does.

It raises the annual employment guarantee from 100 to 125 days per rural household. It retains the provision that workers not given jobs within 15 days are entitled to an unemployment allowance.

Under the original scheme, the federal government paid all labour wages and most material costs - roughly a 90:10 split with the states.

Funding will now follow a 60:40 split between the federal government and most states. That could push states' contribution to 40% or more of total project cost. The federal government keeps control, including the power to notify the scheme and decide state-wise allocations.

States remain legally responsible for providing employment - or paying unemployment allowances, even as the central government allocates \$9.5bn for the scheme in the current financial year, ending next March.

The government frames the reforms as a modernised, more effective, and corruption-free programme aimed at empowering the poor.

"This law stands firmly in favour of the poor, in support of progress, and in complete guarantee of employment for the workers," says federal agriculture minister Shivraj Singh Chouhan.

Critics - including opposition parties, academics, and some state governments - warn that capping funds and shifting costs to states could dilute a rare legal right in India's welfare system.

"It is the culmination of the long-standing drive for centralisation of the scheme under the Modi government. But it is more than centralisation. It is the reduction of employment guarantee to a discretionary scheme. A clause allows the federal government to decide where and when the scheme applies," Jean Dreze, a development economist, told me.

Prof Dreze says the increase to 125 guaranteed workdays per household may sound like a major revamp, but is a "red herring". A recent report by LibTech India, an advocacy group, found that only 7% of rural households received the 100 days of work guaranteed under the scheme in 2023-24.

"When the ceiling is not binding, how does it help to raise it? Raising wage rates, again, is a much better way of expanding benefits. Second, raising the ceiling is a cosmetic measure when financial restrictions pull the other way," Prof Dreze notes.

These and other concerns appear to have prompted a group of international scholars to petition the Modi government in defence of the original scheme, warning that the new funding model could undermine its purpose.

"The [scheme] has captured the world's attention with its demonstrated achievements and innovative design. To dismantle it now would be a historic error," an open letter, led by Olivier De Schutter, UN special rapporteur on extreme poverty and human rights, warned.

To be sure, the scheme has faced persistent challenges, including underfunding and delays in wage payments. West Bengal's programme, for example, has faced deep cuts and funding freezes since 2022, with the federal government halting funds over alleged non-compliance.

Yet despite these challenges, the scheme appears to have delivered measurable impact.

An influential study by economists Karthik Muralidharan, Paul Niehaus, and Sandip Sukhtankar found that the broader, economy-wide impacts of the scheme boosted beneficiary households' earnings by 14% and cut poverty by 26%. Workers demanded higher wages, land returns fell, and job gains were larger in villages, the study found.

But many say the scheme's durability also underscores a deeper structural problem: India's chronic inability to generate enough non-farm jobs to absorb surplus rural

labour.

Agriculture has consistently lagged behind the broader economy, growing just 3% annually since 2001-02, compared with 7% for the rest of the economy.

Critics such as Nitin Pai of the Takshashila Institution, a think-tank, argue that the scheme cushions distress but does little to raise long-term rural productivity, and may even blunt incentives for agricultural reform.

"With [the scheme] we're merely treating a serious underlying malaise with steroids," said Mr Pai in a post on X.

The government's Economic Survey 2023-24 questions whether demand under the scheme truly mirrors rural hardship.

If that was the case, data should show higher fund use and employment in poorer states with higher unemployment, the survey says.

Yet, it notes, Tamil Nadu, with under 1% of the country's poor, received nearly 15% of the scheme's funds, while Kerala, with just 0.1% of the poor, accounted for almost 4% of federal allocations.

The survey adds that the actual work generated depends largely on a state's administrative capacity: states with trained staff can process requests on time, directly influencing how much employment is provided.

Despite these anomalies, the case for the scheme remains strong in a country where many depend on low-income rural work and where the deeper challenge is the lack of quality employment.

Even headline figures on rising labour participation in India can be misleading: more people "working" does not always mean better or more productive jobs.

A recent paper by economists Maitreesh Ghatak, Mrinalini Jha and Jitendra Singh finds that the country's recent rise in labour force participation, especially among women, reflects economic distress rather than growth-driven job creation.

# GIZ HANDS OVER REVISED AGRICULTURE CURRICULUM AND GENDER TOOLKIT

BY STAFF REPORTER

The German Agency for International Cooperation (GIZ), through its Climate-Resilient Agri-Food Systems (CREATE) project, has handed over the Revised Certificate in General Agriculture Curriculum and a Gender Mainstreaming Toolkit to the Ministry of Agriculture.

During the documents hand over Ministry of Agriculture Director of Human Resource and Administration Lemmy Kawambwa, expressed gratitude to GIZ for its continued collaboration, noting that the revised curriculum will help build a skilled, inclusive and climate-resilient agricultural workforce.

He said the updated curriculum equips future extension officers with Climate-smart agricultural skills, Practical, hands-on training, Market-relevant competencies and Knowledge aligned with

current industry needs

He added that the Gender Mainstreaming Toolkit will strengthen the Ministry's ability to integrate gender considerations into agricultural planning, extension services and programme implementation.

Leading the GIZ delegation, CREATE Component Manager Hendrik Hoffmann said the handover reflects a shared commitment to building resilient and inclusive agri-food systems.

"These documents are practical tools that will shape how agricultural professionals are trained and how gender considerations are integrated into day-to-day operations," he said.

The Revised Certificate in General Agriculture Curriculum includes Climate-smart and sustainable farming practices, Responses to emerging climate and environmental challenges and Training aligned with labour market and industry demands



The Gender Mainstreaming Toolkit will guide the Ministry in ensuring that women, men and youth benefit equitably from agricultural programmes.

The CREATE project

continues to support the Ministry of Agriculture in Strengthening extension services, enhancing agricultural education and Building climate-resilient food systems across Zambia





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# JOB INSIGHTS

Carpenter, Carpentry Instructor

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- 3) Kick-start development in the areas around our institution.

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

Closing Date: Thursday, 11th December 2025

Only shortlisted and qualifying candidates will be contacted.

#### THE BOTTLESHOP Inventory Controller

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

[hr@bottleshopzm.com](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

#### MINIMUM ENTRY REQUIREMENTS

- Grade 12 Certificate
- Bachelor's degree in business, Economics, Finance, or any other related disciplines
- 3 years relationship management or sales

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



## ACCOUNTS AND BOOKKEEPING

### STEVE MULENGA

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

Phone1: +260978467170

### SYDNEY KANGWA

ACCOUNTANT  
 (DIPLOMA IN ACCOUNTANCY)  
 -ZICAMEMBER

Contact Me On  
 0977511574/ 0967263751

### OWEN LUHANGA

ACCOUNTANT  
 I am available for hire  
 Contact: 0761826815

## 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

Experience over 5 years able to start a building from start to finish, and my price in very competitive. Always working to the client's time  
 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

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 Carpenter - General  
 Phone: 0970447684 / 0970447684

### JUSTINGO TEMBO

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### ELTON MOTO

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## CATERING AND HOSPITALITY

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 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

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 Phone: 09690105448

### RADER BWALYA

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## GENERAL WORKER

### HAPPY ZIMBA

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### JOHN MUMBA

Contact: +260 77 6652720

### BLESSING DAKA

Phone1: +260 77 7359339

### CHIBO

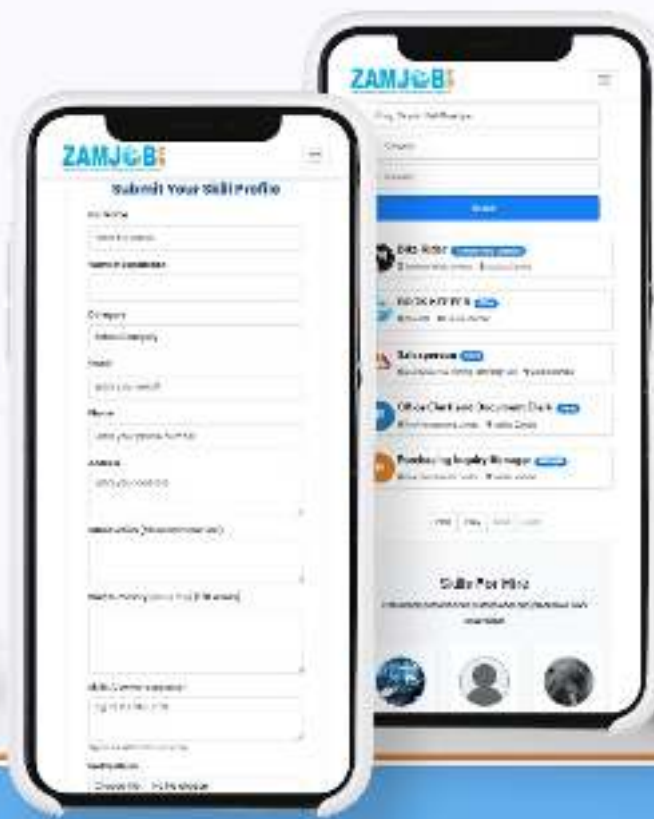
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## HAIR DRESSERS

### 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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### 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

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### MICHAEL CHIMOWA,

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## BIKE RIDERS

### DAVID PHIRI

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**NALIULO NALIULO**  
Call: +260 97 7224129

## PHYSIOTHERAPIST

### THEMBIE MABIZA

Call: +260 97 8259303

## LANDSCAPING

### ANDYMARK SAKALA

Landscaping of new property, Planting flower and general gardening

I'm based in Ndola

Phone: +260 97 6052509

+260 95 4073255

### CHRISTOPHER KAPALU

Phone: +260 96 1962001

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

## OTHER

### CHRISTOPHER KAPALU

Phone: +260 96 1962001

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

### JOHN NSULULU

Phone: +260 95 59221150

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

### CHIBALE RABECCA

CERTIFICATE IN METAL FABRICATION

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### JOHN

Phone: +260 97 7873942

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# MPIKA CLOSES CHAPTER ON INFORMALITY AS ARTISANAL MINERS GRADUATE WITH LICENSES

BY STAFF REPORTER

official mining licenses.

Zambia's artisanal mining sector has entered a new era of professionalism and inclusivity following the conclusion of the 20-day National Training Programme for Artisanal and Small-Scale Mining Cooperatives, which culminated in a landmark graduation ceremony in Mpika today.

Minister of Mines and Minerals Development Paul Kabuswe described the event as a turning point in government's efforts to transform the livelihoods of small-scale miners nationwide.

He revealed that more than 500 miners from over 300 cooperatives across nine provinces have been trained to mine safely, legally and sustainably, culminating in the issuance of Certificates of Attendance and

"This programme is a clear demonstration of government's commitment to moving mining from informality to a structured and safe contributor to national development," Kabuswe said.

He urged license holders to safeguard their newly formalised status and avoid trading their credentials for short-term gain.

Muchinga Province Minister Njavwa Simutowe emphasised the importance of gold-rich areas such as Kanyebele and Kamabwe, noting that past challenges—including environmental harm, unsafe pits and illegal activity—must now give way to safe, legal and community-centred mining.

"The handover of these certificates and licenses is a powerful signal. It signals that our province's gold will now drive



PAUL KABUSWE

development that benefits our people and protects our land," Simutowe said.

The initiative, anchored in the Geological and Minerals Development Act, is built on five pillars Zero tolerance for illegal

mining, Unwavering commitment to safety, Formalised mineral trade, Protection of national security and Active empowerment of youth, women and host communities

# NHRTI WORKERS BEGIN INDEFINITE SIT-IN OVER SALARIES AND TERMINAL BENEFITS

Unionised workers at the National Health Research and Training Institute (NHRTI)—formerly the Tropical Diseases Research Centre (TDRC)—have launched an indefinite sit-in protest, accusing management of failing to adjust their salaries for three years and paying terminal benefits using outdated 2012 salary scales.

The workers, represented by the University of Zambia and Allied Workers Union (UNZAAWU), say stagnant wages amid rising living costs have pushed them into financial distress.

UNZAAWU Deputy General Secretary Richard Hanguwa said employees had exhausted all avenues of dialogue, leaving them with no choice but to take peaceful industrial action.



RICHARD HANGUWA

He said the cost of living—driven by inflation, rising food prices, transport costs, rentals and school fees—has continued to climb while salaries have remained unchanged.

"It is demoralising that professionals contributing to national health research and

training are subjected to economic hardship," Hanguwa said.

He demanded that terminal benefits be paid using current salary rates, calling the use of 2012 scales "unjust and unacceptable." Hanguwa also urged management to immediately implement the Government

transport allowance, describing transport as a basic necessity for productivity.

NHRTI UNZAAWU Branch Chairperson Thomas Banda said workers would continue reporting for duty but would not perform any work until their grievances are addressed.

He added that despite alleged intimidation and threats of disciplinary action, the union would not back down.

NHRTI Director General Dr. Gershom Chongwe expressed concern over the sit-in and urged workers to resume their duties.

He assured staff that management is actively addressing the issues raised and called for patience as internal processes continue.

# 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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Page 16 EMAIL: news.zamjob@gmail.com 23<sup>rd</sup> December, 2025.

## LITETA AND THE FEAR HOLDING

### ZAMBIA BACK

BY STAFF REPORTER

For Zambia, the Africa Cup of Nations is not just about football—it is about identity, pride, and the courage to evolve. Yet as the Chipolopolo Boys begin their campaign, one name embodies both promise and hesitation: Joseph Liteta.

At just 19, Liteta has already made history as the youngest Zambian to debut in Serie A, with Italian side Cagliari committing to him until 2030. His profile is clear: a fearless, box-to-box midfielder who carries the ball, beats opponents

in tight spaces, and drives play forward. He does not wait for the game to come to him—he imposes himself on it.

This is exactly the kind of influence Zambia has lacked since the retirement of Enock Mwepu, whose courage and creativity once bridged defence and attack.

Liteta and fellow prospect Miguel Chaiwa both emerged from the football philosophy of Atlético Lusaka, but their strengths diverge.

Liteta thrives going forward, audacious and comfortable

exploiting space.

Chaiwa, disciplined and defensively reliable, excels in marking but lacks Liteta's creative spark in the final third.

Expecting Chaiwa to replicate Mwepu's attacking influence is unrealistic. Liteta, however, offers the disruptive potential Zambia desperately needs.

The reluctance to start Liteta is not purely tactical—it is cultural. Coaches under pressure often default to familiar names, perceived safety, and age hierarchies rather than daring talent. Fear of judgment, career risk, and the instinct to protect reputation can lock decision-makers into conservative choices.

This psychology is mirrored by supporters too, who sometimes prefer established figures over disruptive youth, reinforcing the cycle of caution.

Other African nations have dared to trust youth—with transformative results. Morocco unleashed Bilal El Khannouss at 19, while Nigeria built around Victor Osimhen's fearless energy. Their breakthroughs came not from safety, but from risk embraced.

Liteta represents more than talent. He represents a willingness to move forward, to break the cycle of repetition, and to stretch imagination beyond systems.

## DAKA, SUNZU AND SQUAD CLEARED FOR FULL TRAINING AHEAD OF NEXT ASSIGNMENT

For Zambia, the Africa Cup of Nations is not just about football—it is about identity, pride, and the courage to evolve. Yet as the Chipolopolo Boys begin their campaign, one name embodies both promise and hesitation: Joseph Liteta.

Team Doctor Wesley Ngongo dismissed speculation around

Daka's condition, assuring supporters that the Leicester City striker is "100% fine."

"He has no pain, no stiffness, his range of motion in the neck is perfect, and he is available to train fully this morning," Ngongo said.

Ngongo clarified that recent substitutions were precautionary rather than injury-related. Lameck Banda, Miguel Chaiwa, and Lubambo Musonda each picked up minor knocks but have been cleared for training.

"These were just minor knocks. They are fully available

to participate in today's session," he confirmed.

Veteran defender Stoppila Sunzu, who missed the last match due to illness, has now fully recovered and will rejoin training.

With the entire squad medically cleared, the technical bench has a full-strength group to work with as preparations intensify. The update boosts confidence within camp and among fans, especially with key players returning to fitness at a crucial stage.

Chipolopolo return to full

training under close medical supervision, allowing coaches to focus purely on tactical and technical preparations ahead of their next fixture. One name embodies both promise and hesitation: Joseph Liteta.

At just 19, Liteta has already made history as the youngest Zambian to debut in Serie A, with Italian side Cagliari committing to him until 2030. His profile is clear: a fearless, box-to-box midfielder who carries the ball, beats opponents