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ZANACO & CEC WORKER SALARY INCREMENT

INSIDE THIS ISSUE



BY CHILUBA MAPULANGA

The Zambia Union of Financial Institutions and Allied Workers (ZUFIAW) have announced a 15 percent salary increase for all unionised employees at Zambia National Commercial Bank (ZANACO) for 2026.

The pay rise follows the successful signing of the 2026–2027 Collective Bargaining Agreement (CBA), which both parties described as the result of constructive and cordial negotiations.

ZUFIAW President Marina Kabonga praised the negotiating teams from both sides for their professionalism and cooperation. She was joined at the signing ceremony by the union's Deputy General Secretary for Organisation and Recruitment, Christabel Mukefuwa.

Speaking at the event,

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MARINA KABONGA



GOVT SUSPENDED FINED K80,000 OVER LABOUR VIOLATIONS



ZAMBIA ARMY UNVEILS NATIONWIDE STRATEGY TO CURB ILLEGAL MINING



ZCSA AND ZARI TO IMPROVE FERTILISER QUALITY



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ZANACO WORKERS GET 15% PAY RISE FROM ZUFIAW SECURES & CEC 14% WORKER SALARY INCREMENT

From Front Page

ZANACO Acting Chief Executive Officer Kalengo Simukoko reaffirmed the bank's commitment to placing employees at the centre of its growth strategy and long-term sustainability.

ZUFIAW also reiterated its pledge to safeguard workers' interests and promote a supportive and empowering working environment for its members at Zanaco.

Copperbelt Energy Corporation (CEC) has awarded a 14 percent salary increment to its unionised employees, reinforcing its

commitment to worker welfare and industrial harmony.

The announcement comes as CEC continues to record operational progress, having recently become the first company listed on the Lusaka Securities Exchange (LuSE) to surpass a market capitalisation of US\$1 billion.

The Mineworkers Union of Zambia (MUZ) welcomed the salary hike as a step toward improving employee welfare.

MUZ Deputy General Secretary John Silungwe said the increment will significantly enhance workers' livelihoods.

He noted that the adjustment

reflects recognition of employees' contributions despite economic pressures.

Silungwe praised the cordial engagement between management and the union, which fostered industrial harmony and mutual respect.

Mr. Silungwe urged union members to remain positive and disciplined at their workplaces, uphold professionalism in executing their duties and continue supporting productivity to sustain company growth.

CEC Chief Operating Officer George Kang'ombe welcomed the timely conclusion of negotiations, stating:

"This agreement reflects the company's commitment to employee welfare and labour stability, while recognising that a motivated and secure workforce is fundamental to operational resilience and long-term sustainability."

He emphasised the importance of sustained productivity and disciplined execution to support revenue growth and deliver value to stakeholders.

MUZ reaffirmed its dedication to defending and safeguarding workers' interests, while continuing to advocate for improved conditions of service

2025 FQM HIGHER OUTPUT CREATES MAJOR INVESTMENT PLANS

BY STAFF REPORTER

First Quantum Minerals (FQM) has reported improved production across its Zambian operations in 2025 and unveiled a US\$275 million capital investment programme to be rolled out over the next three years, targeting local suppliers, contractors, and host communities.

Kansanshi Mine (Solwezi): Copper output rose nearly 6% to 181,000 tonnes, the highest since 2021.

Driven by the new S3 expansion circuit, which contributed 25,000 tonnes.

Gold production increased 10% to 116,000 ounces, also the highest since 2021.

Sentinel Mine (Kalumbila): Copper production fell to 189,000 tonnes, down 42,000 tonnes from 2024, due to lower ore grades and maintenance, partly offset by higher throughput.

Enterprise Mine (Kalumbila): Nickel production reached 23,000 tonnes, a 21% increase on 2024, marking its first full year of operations.

The S3 circuit, launched by President Hakainde Hichilema in August 2025, achieved milling rates above 80% of design capacity and was declared in commercial production on December 1, 2025.

FQM has budgeted US\$275 million for capital expenditure in

Zambia, including US\$90 million – South East Dome pre-stripping at Kansanshi, US\$45 million – Second in-pit primary crusher, US\$30 million – Relocation of in-pit crushers, US\$25 million – Additional tailings pipeline at Trident and US\$20 million – STATCOM installations at Kansanshi and Sentinel to improve grid stability.

The company will invest in Replacing Kansanshi's ex-pit mining fleet with trolley-compatible trucks, Expanding Quantum Electra-Haul trolley-assist infrastructure and Exploring battery-powered mining trucks to reduce diesel use and cut greenhouse gas emissions.

175,000–205,000 tonnes at Kansanshi; 190,000–220,000 tonnes at Sentinel, Nickel: 30,000–40,000 tonnes at Enterprise of Copper and 110,000–120,000 ounces at Kansanshi Gold.

FQM Chief Executive Officer Tristan Pascall said:

"We achieved another major milestone with the commercial production of the Kansanshi S3 Expansion at the end of 2025. The project was completed under budget and continues to ramp up in line with expectations."

He added that the company is positioned to deliver sustainable organic growth over the next three years.

SKILLS FOR DECENT WORK ADVANCING APPRENTICESHIP AND EMPLOYABILITY AGENDA

BY STAFF REPORTER

The European Union-funded International Labour Organization (ILO) Skills Development for Increased Employability Programme (SDEP) convened its Technical Working Group to review progress made in 2025 and set strategic priorities for 2026.

The meeting brought together representatives from government, industry, employers' and workers' organisations, reaffirming a shared commitment to strengthening Zambia's skills development ecosystem. Discussions focused on delivering industry-relevant, demand-driven skills to enhance employability, productivity, and inclusive growth—particularly for youths and vulnerable groups.

Participants deliberated on several initiatives aimed at modernising skills development and improving labour market outcomes:

National Apprenticeship Programme: Nationwide rollout to expand access to structured workplace training and smooth school-to-work transitions. Sector

Skills Bodies: Operationalisation in priority sectors such as Agriculture, Mining, Energy, and Tourism, ensuring training systems respond directly to industry needs.

National Sector Skills List: Consolidation and validation to align training provision with current and emerging labour market demands.

Work-Based Learning Bill (2025): Updates on ongoing nationwide consultations to modernise, regulate, and standardise apprenticeships and internships.

Employment Code Act: Government's decision to withdraw and suspend proposed amendments pending further dialogue with social partners, underscoring a commitment to inclusive and consultative labour reforms.

Through sustained collaboration between government, private sector, social partners, and development partners, Zambia is making important strides toward building a skilled, adaptable, and competitive workforce. These efforts contribute directly to Job

creation, Productivity growth and Promotion of decent work across all sectors

Young people were encouraged to stay informed, take advantage of training and apprenticeship opportunities, and actively shape their future in the world of work. Skills development was highlighted as not only a pathway to employment but also a foundation for national development and shared prosperity.

Revised import duties will protect local industries and foster job creation.

Targeted incentives are expected to improve electricity supply, a critical enabler for Increased allocations to health, education, and social transfers will promote inclusion and strengthen Zambia's human capital base.

These measures aim to reduce inequality and expand opportunities for vulnerable groups.

Success will depend on effective implementation, transparency, and governance.

Without strong oversight, the budget's promises may fail to translate into tangible benefits for households, businesses, and the wider economy.

DRC AND ZAMBIA STEP UP SECURITY FOR TRUCKERS

BY STAFF REPORTER

The Joint Permanent Commission on Defence and Security (JPCDS) of the Democratic Republic of the Congo (DRC) and Zambia has raised serious concern over prevailing security challenges affecting cross-border trade, regional stability, and the safety of citizens.

Signed by Minister of Defence Ambrose Lwiji Lufuma and DRC Deputy Prime Minister and Minister of Interior, Security, Decentralisation and Traditional

Affairs Lukoo Bihango Jacquemain Shabani.

This came to light when recent attacks on international truckers transiting through the DRC, warning that such incidents undermine commerce, regional integration, and confidence in shared transport corridors.

Enhanced security measures will be introduced along high-risk trucking routes.

The initiative is designed to guarantee driver safety, reduce disruptions, and promote smooth international trade flows.

Delegations from both nations acknowledged the continued flourishing of Zambia-DRC

relations, anchored in shared history and a common vision. The Commission reaffirmed its commitment to:

Advancing joint strategic projects, including electric motor vehicle battery manufacturing and the Lobito Corridor.

The two countries also expressed concern over continued insecurity in Eastern DRC, pledging support for regional and international efforts to restore peace and address humanitarian challenges.

The Commission noted the threat posed by terrorism and transnational crime.

The recent arrest of two employees of Innovea Technocrats Limited in Kalomo District for allegedly stealing fertiliser and maize seed worth K724,550 meant for the Farmer Input Support Programme (FISP) is more than just a criminal case. It is a stark reminder of the vulnerabilities in Zambia's agricultural support systems and the devastating impact of corruption and negligence on ordinary citizens.

The Farmer Input Support Programme was designed to uplift small-scale farmers, ensuring food security and sustaining rural livelihoods. When entrusted employees divert fertiliser and seed intended for these farmers, they are not merely stealing from a company — they are stealing from the nation's poorest households. As one farmer lamented, "This is not just theft from a company it is theft from the people."

For farmers in Kalomo, the consequences are immediate and severe. Fertiliser and seed shortages already threaten yields, and this scandal compounds fears of reduced harvests, food insecurity, and loss of income. In a district where agriculture is the backbone of survival, such theft undermines government efforts to support rural communities and erodes trust in public programmes.

Southern Province Commissioner of Police Moono Namalongo confirmed the arrests, but the case raises deeper questions:

Were Matebele and Samboko acting alone, or is there a wider syndicate siphoning off inputs?

How robust are the monitoring systems in agro-input distribution?

Why did discrepancies only surface months after delivery?

Agricultural economist Dr. Chanda Mwansa rightly observed that without transparency and accountability, programmes like FISP risk being sabotaged from within. This scandal underscores the urgent need for tighter oversight, digital tracking of inputs, and stronger penalties for abuse of trust.

Innovea Technocrats Limited has pledged full cooperation with law enforcement and promised measures to prevent similar incidents. While commendable, this must go beyond words.

CHONGWE HEALTH OFFICE INTENSIFIES MATERNAL CARE CAMPAIGN

BY STAFF REPORTER

Health authorities in Chongwe District have scaled up strategies to ensure that all expectant mothers deliver in health facilities, in a bid to reduce maternal mortality cases in the area.

Acting District Director of Health Services Dr. Morton Suze said the district has embarked on a campaign to sensitize expectant mothers on the importance of early booking for antenatal care.

Ensuring a conducive environment in labour wards.

Guaranteeing the presence of skilled health workers in maternity wards across all facilities.

Dr. Suze emphasized that the initiative aligns with government's vision of ensuring no mother dies during childbirth.

"Each day we work towards



ensuring that every woman delivers in a safe environment which is a health facility. And we also ensure that every mother in labour is attended to by a skilled health worker," he said.

One of the common emergencies faced in Chongwe health facilities is postpartum haemorrhage (PPH), a condition of excessive bleeding after childbirth.

Dr. Suze noted that PPH is

treatable and reversible if managed promptly.

To prevent such complications, expectant mothers are urged to book antenatal services early and attend monthly check-ups for monitoring of both mother and child.

The district health office is working closely with traditional leaders, church leaders, civic leaders, and NGOs to strengthen community awareness and support maternal health initiatives.

Stakeholders are encouraged to help avert maternal complications by promoting antenatal visits and facility-based deliveries.

Chongwe District Health Office has reaffirmed its commitment to prioritizing maternal health as a key deliverable, ensuring that every pregnancy is closely monitored and every delivery takes place in a safe, clean, and professional environment.

KCM PARTNER WITH GREEN INITIATIVE ZAMBIA SCHOLARSHIP PACKAGE



BRIAN SIATUBI

BY STAFF REPORTER

Konkola Copper Mines (KCM) has reaffirmed its commitment to environmental sustainability by partnering with Green Initiative Zambia, a local NGO known for its advocacy and practical conservation work.

Corporate Social Responsibility (CSR) Manager Brian Siatubi said KCM has taken deliberate steps to promote environmental protection, positioning itself as a key contributor to stewardship across the Copperbelt.

The company is targeting the planting of 100,000 trees

annually in each district where it operates.

During the current season (15 December 2025 – 15 January 2026), 85,000 trees have already been planted.

The programme involves schools, cooperatives, and communities, ensuring inclusivity and long-term sustainability.

To coordinate and sustain these initiatives, KCM has committed USD 108,000 under its CSR framework.

Tree nurseries have been completed at Chingola Secondary School, with additional sites in Chililabombwe, Kitwe, and Shibuyunji scheduled for completion this quarter.

Schools are being equipped with tools such as wheelbarrows, rakes, seeds, pots, watering cans, and gumboots, enabling learners to actively participate in conservation.

Green Initiative Zambia CEO Mr. Kunda praised the progress,

noting that planting has been completed in Chililabombwe, Kitwe, and most parts of Chingola, with activities in Shibuyunji yet to commence.

Of the 100,000 targeted seedlings, 85,000 have already been planted.

The initiative benefits communities in Shibuyunji, Kitwe, Chingola, and Chililabombwe, with cooperatives actively engaged.

Beyond ecological restoration, the programme is enhancing land value and creating future economic opportunities through timber harvesting.

The project has directly benefited over 100 community members across four cooperatives, strengthening KCM's CSR footprint and demonstrating its sustained commitment to environmental sustainability in host communities.

GOV'T SUSPENDED FINED K80,000 OVER LABOUR VIOLATIONS

BY STAFF REPORTER

The Ministry of Labour and Social Security has suspended Farrukh Manufacturing Limited, operators of Garant and Meathouse in Lusaka's Industrial Area, and fined the company K80,000 for labour law violations. The ministry has also referred allegations of rape and sexual harassment to the police for criminal investigation.

Labour Minister Brenda Tambatamba announced that the suspension will remain in place until the company fully complies with labour regulations and provides employees with

protective equipment.

Violations cited include failure to pay overtime and leave days, and failure to implement mandatory workplace policies.

Labour Commissioner Givens Muntengwa explained that the fines were broken down as K40,000 for failing to implement workplace policies under Section 95 of the Employment Code Act.

K40,000 for alleged non-payment of overtime and terminal benefits, pending verification of payment records.

Minister Tambatamba stressed that allegations of sexual abuse against female employees and job seekers are



BRENDA TAMBATAMBA

grave and will not be tolerated in Zambian workplaces.

"Such matters require police investigation. We will not allow exploitation or abuse of workers in any form," she said.

The ministry reaffirmed its

commitment to enforcing labour standards and protecting

workers' rights, warning that companies found in breach of

the law will face strict sanctions.

ZAMBIA ARMY UNVEILS NATIONWIDE STRATEGY TO CURB ILLEGAL MINING

BY STAFF REPORTER

The Zambia Army has announced a decisive strategy to combat illegal mining activities across the country, citing growing concerns over national security and the loss of lives linked to unsafe mineral extraction.

Army Commander Lieutenant General Geoffrey Zyelee, during a courtesy call on Central Province Minister Mwabashike Nkulukusa, said the Army is prepared to take nationwide action against illegal miners.

Illegal mining poses serious risks to citizens' lives.

It undermines national security, particularly due to the influx of illegal immigrants attracted by the activity.

Lt Gen Zyelee stressed that

the Army's involvement is warranted given its capacity to handle complex operations.

The Commander dismissed allegations that Army officers were harassing licensed miners, describing such claims as without merit.

Minister Nkulukusa welcomed the Army's intervention, noting that illegal mining has become widespread and has led to tragic deaths among young people due to unsafe practices.

He assured the Army of government support in ensuring that no lives are lost while harnessing the country's natural resources.

The Minister emphasized the need for structured and safe mining operations that benefit the nation as a whole.

The Zambia Army's new strategy signals a firm stance

against illegal mining, reinforcing its constitutional mandate to safeguard peace and

security while protecting citizens from the dangers of unregulated mineral extraction.



GEOFFREY ZYELEE

FORMER KATETE DC CASE ADJOURNED

BY STAFF REPORTER

The Katete Magistrates' Court has adjourned to June 8, 2026 the case involving former Katete District Commissioner Raphael Phiri, who is facing four counts of defilement of his minor granddaughter, alleged to have occurred in July 2025.

During the latest hearing, the arresting officer, an Investigative Police Officer based at Chipata Central Police, testified as a witness for the survivor.

His testimony outlined the circumstances that led to Mr. Phiri's arrest and the initial evidence gathered in the case.

The court session was tense, with members of the public and civil society closely following proceedings.

The matter has attracted significant interest from the local community and non-governmental organizations (NGOs), given the seriousness of the allegations.

Advocacy groups have called for swift justice and stronger protection measures for minors.

Community leaders in Katete have urged families to be vigilant and report suspected cases of abuse promptly.

The case has reignited debate around child protection laws and the need for stricter enforcement.

NGOs argue that high-profile cases such as this highlight gaps in safeguarding mechanisms.

Calls have been made for increased awareness campaigns

and community-based interventions to prevent abuse.

The case will resume on June 8, 2026, when further witnesses are expected to testify.

Legal experts note that the adjournment allows the defense

and prosecution to prepare additional submissions.

The outcome is being closely watched as a test of Zambia's judicial commitment to tackling gender-based violence and child abuse.



UCZ ORDERED TO PAY OVER K10.7 MILLION FOR TAX EVASION

The Economic and Financial Crimes Court has ordered United Chemicals Zambia Limited (UCZ) to pay the Zambia Revenue Authority (ZRA) more than K10.7 million in evaded taxes, following a guilty plea to multiple counts of tax fraud.

UCZ was found guilty of eight counts of furnishing false returns and statements.

The company was fined K40,000, payable within 14 days, with a warrant of distress to be issued in default.

In addition, UCZ was ordered to pay K10.7 million in evaded Value Added Tax (VAT) and K400,000 in prosecution costs, which have since been settled.

According to ZRA Corporate Communications Manager Oliver



Nzala, Between July 1, 2022, and March 31, 2023, UCZ, in collusion with others, submitted false declarations to ZRA.

The company falsely claimed that containers of cooking oil were exported to Choice Services (Sarl) in the Democratic Republic of Congo

using different vehicles.

UCZ also submitted falsified returns and statements, including zero-rated sales worth K19.1 million, resulting in a loss of government revenue exceeding K10.7 million.

Mr Nzala urged taxpayers to comply with tax laws to avoid

penalties, prosecution, and imprisonment.

He further appealed to the public to report tax malpractices, stressing that ZRA remains vigilant in curbing economic crimes that deny the country vital revenue and undermine fair competition.

UN CHIEF URGES GOVERNMENTS AND COMPANIES TO ACT RESPONSIBLY ON AI

As artificial intelligence spreads at unprecedented speed, the United Nations is being called upon to play a central role in ensuring the technology is governed in a way that benefits humanity while managing its growing risks.

Artificial intelligence is now the fastest-spreading technology in human history, with more than 100 million people using ChatGPT within two months of its launch in November 2022. Its rapid adoption is driven by its ability to transform how information is created, analysed and shared, offering new economic opportunities and tools for communication, creativity and organisation.

However, alongside its promise, AI also presents profound risks. While it can improve health care and productivity, it can also undermine trust, spread biased information, distort political

systems and widen existing inequalities. One quarter of the world's population still lacks access to the internet, raising concerns that the benefits of AI will be unevenly distributed.

The challenges posed by AI extend beyond national borders, prompting growing calls for global cooperation. The United Nations has emerged as the only forum where all countries can participate in shaping how AI is governed, particularly as the technology increasingly affects peace, security, human rights and sustainable development.

In recent years, the UN has taken initial steps towards global AI governance. In 2024, Member States adopted the organisation's first resolution on artificial intelligence, setting out broad shared values. This was followed by the adoption of the Global Digital Compact later that year, outlining commitments to ensure new technologies are developed and used in line with UN norms.

In August 2025, further progress was made when Member States agreed to establish a UN Independent International Scientific Panel on Artificial Intelligence and to launch the first UN Global Dialogue on AI Governance. Both initiatives are expected to begin work in early 2026.

Despite these advances, consensus remains fragile. Countries approach AI governance with differing priorities, ranging from concerns about safety and existential risk to demands for fairer access to innovation and support for adoption in developing economies. Underpinning these debates is intensified competition between nations that view AI as critical to their economic and security interests.

UN Secretary-General António Guterres has repeatedly urged governments and companies to act responsibly, stressing that technology must be used to lift

up humanity rather than deepen divisions. Speaking at the opening of the UN General Assembly, he called for leadership, accountability and collective action.

As geopolitical tensions continue to challenge multilateral cooperation, the coming years are seen as critical. Supporters of the UN-led process argue that failure to act collectively could mirror past global shortcomings, such as unequal responses to climate change and the COVID-19 pandemic.

Eighty years after its founding, the United Nations now faces what many see as a defining test of its relevance, as it seeks to guide the world through the opportunities and risks of artificial intelligence in an increasingly divided global landscape.

114 JOBS LOST AT SCRAP METAL RECYCLING FIRM

BBC REPORTER

One of the largest metal recycling companies in Europe has gone into administration with the loss of 114 jobs.

CF Booth Limited in Rotherham, South Yorkshire, has ceased operations as administrators Interpath explore options for a possible sale of the business.

Interpath said the company had experienced trading problems over the past few months, made worse by rising energy and copper prices. It was also fined £1.2m in 2024 after a worker was injured at its headquarters.

The family business employs 168 staff but 54 are to be retained to help with the administration process.

Interpath said it would be providing support for members of staff who are affected by redundancy.

The company was founded in Rotherham in the 1920s and grew from a local metal trader to one of the largest independently-run metal recycling companies in Europe.

It trades both ferrous and non-ferrous metals, as well as processing recycled materials.

One of its best-known functions was the decommissioning of

railway locomotives and carriages, which began in the 1960s, and it held contracts with a number of the main rail operators in the UK.

'Unsustainable pressure'

In 2024, it was fined £1.2m after a worker was hit by a 32-tonne skip wagon.

The company pleaded guilty at Sheffield Magistrates' Court to one count of breaching health and safety law after the incident, which happened in 2020.

James Lumb, managing director at Interpath and joint administrator, said: "CF Booth has a long and storied heritage in South Yorkshire, not least for its role as one the

largest rolling stock recyclers in the country, working with several of the main rail operating companies.

"However, as one of the largest manufacturers of copper-based products in the UK, the company has also been hit hard by the tremendous surge in copper prices seen over recent months.

"This, coupled with broader economic headwinds, placed unsustainable pressure on cashflow.

"While we assess the options available to us, we would ask any parties who may be interested in buying the company and its assets to make contact with us as soon as possible."

ZCSA AND ZARI TO IMPROVE FERTILISER QUALITY



GERALD CHIZINGA

BY STAFF REPORTER

The Zambia Compulsory Standards Agency (ZCSA) and the Zambia Agricultural Research Institute (ZARI) have agreed to strengthen collaboration aimed at ensuring the supply of safe, reliable, and high-quality fertiliser to farmers across the country.

The partnership will enhance information sharing, joint

inspections, and exchange of best practices to improve fertiliser quality, safety, and regulatory compliance.

It is expected to contribute to government's target of producing 10 million tonnes of maize by 2031, by ensuring fertiliser meets required standards and supports increased crop productivity.

During a courtesy call in Chilanga, ZCSA Executive Director, Gerald Chizinga said:

"We must work closely together to support farmers with reliable farming inputs that improve yields and incomes in line with Government policy objectives."

He noted that ZCSA intends to leverage ZARI's laboratory testing capacity to improve

efficiency and enable timely regulatory decisions.

A cooperation framework and service level agreement have been proposed to formalise collaboration.

ZARI Director Dr Ndashe Kapulu welcomed the initiative, saying a formal framework would help facilitate trade and support broader government objectives.

"As ZARI, we provide fertiliser testing services and are pleased to support ZCSA's regulatory enforcement efforts. We are already working closely with ZCSA officers across the country."

Dr Kapulu highlighted that ZARI oversees the Fertilisers and Feed Act of 1966, which is currently under review to align with modern agricultural practices.

He commended ZCSA officers stationed in provincial centres and border entry points for safeguarding farmers against substandard fertiliser.

ZCSA, under the Ministry of Commerce, Trade and Industry, is mandated by the Compulsory Standards Act No. 3 of 2017 to enforce compulsory standards in the interest of public safety, health, consumer protection, and environmental sustainability.




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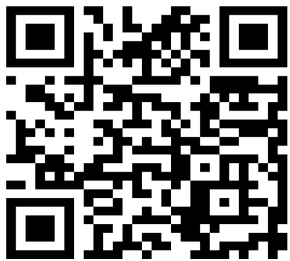
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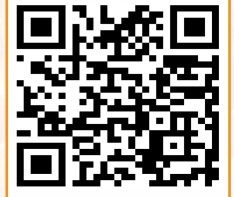
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JOB INSIGHTS

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

- He/she should have a Trade Level 1 Certificate (TEVETA)
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JOB DESCRIPTION

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

Contractual aspects:

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- Salary: competitive

· Location: Rufunsa (expected to take residency there)

Application process:

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

b.furrer@furrerfoundation.com

TANKER / DRY CARGO TRUCK DRIVERS

Juba Transport Limited is in the transportation business of Fuel, Acid and Dry cargo within Zambia and the SADC region, is urgently looking for dynamic, highly qualified and experienced individuals for employment as Truck Drivers for Fuel Tankers, Flatbeds, and Tautliners.

Job Purpose:

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

Key Responsibilities:

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

Qualification and Requirements:

- Minimum Grade 9 school certificate, but Grade 12 school certificate is an added advantage.
- Must have minimum 5 years' experience in a similar job working for reputable companies
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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.

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Sankhulani Services Limited

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Conduct agent training and refresher sessions.

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.

THE BOTTLESHOP Inventory Controller

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

hr@bottleshopzm.com

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

Application deadline is 12th January 2025.

BAYPORT FINANCIAL SERVICES Senior Relationship Officer – Lusaka

MINIMUM ENTRY REQUIREMENTS

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

SKILLS FOR HIRE



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



ACCOUNTS AND BOOKKEEPING

STEVE MULENGA

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

SYDNEY KANGWA

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

OWEN LUHANGA

ACCOUNTANT
 I am available for hire
 Contact: 0761826815

BARBAR MAN

PATRICK

Phone:
 +260 96 6201310
 +260 96 0922178
 Ndola

LOLOGI

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

BRICKLAYERS

DANIEL MAUNDA

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

KENNEDY BRICKLAYER

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

JOSHUA M NSAI

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

CARPENTRY

NSOMFWA

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

MUSA CARPENTER

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

MOSES MUSA

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

JUSTINGO TEMBO

General carpentry +260977232243

ELTON MOTO

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

CATERING AND HOSPITALITY

Chishiba K Chulu

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

ELECTRICIAN

MOSES

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

MATTHEWS MWALE

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

JIMMY

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

RADER BWALYA

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

GENERAL WORKER

HAPPY ZIMBA

Am interested to working any works call me 0776213975

JOHN MUMBA

Contact: +260 77 6652720

BLESSING DAKA

Phone1: +260 77 7359339

CHIBO

Phone: 097 7264481 / 096 0240987

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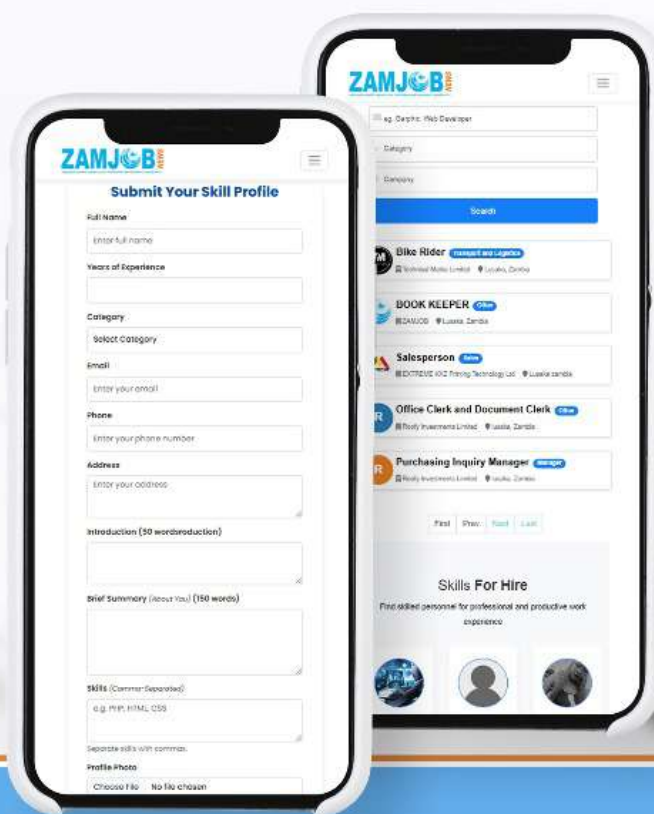
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EMAIL: news.zamjob@gmail.com
job.zamjob@gmail.com



HAIR DRESSERS

BERTHA MUSONDA

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

LUCY

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

REGINA

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

Phone: 0772481635

VERONICA

I am a hair dresser located in Lusaka available hire and house calls
Phone: 0976241192

OTHER

INNOCENT MWANZA MULEYA

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

ALEX

Repair all types of TV & Radio
Phone: +260977787737

KELVIN

Phone Repairer
Phone: +260978216044

GIFT

Phone Repairer
Phone1: +260977639415

MOSES MWEPU NKOSHA

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

MALIKI TWALIBU

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

PAINTERS

RICHARD KACHONGE

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

ED PHIRI

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

SUKEE

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

MORRIS KAMALAMBA

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

PLUMBER

CHARLES SHINAKA

Phone1: 0974686500
Phone2: 0763402724
(Ndola)

WESTON SINKALA

Phone1: 0769712130
(Ndola)

JOHN BANDA

Phone1: 0972743995
(Ndola)

MUTAMBO E

Phone1: 0979218629

SHOP AND HOUSE KEEPER

OLIVIA

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

ROSE

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

ALICE

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

BLESSING DAKA

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

SECURITY

KANYANTA MARTIN

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

SALES AND MARKETING

LAZAROUS KATONGO

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CHIMI

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

MRS NGOMA

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

ENESS

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

MAXWELL

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

MOSES

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

GLORIA

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

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
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NURSING

JAMES

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MICHAEL CHIMOWA,

Male Nurse looking for employment
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DAVID PHIRI

Call: +260 97 7676617
NALIULO NALIULO
Call: +260 97 7224129

PHYSIOTHERAPIST

THEMBIE MABIZA

Call: +260 97 8259303

LANDSCAPING

ANDYMARK SAKALA

Landscaping of new property, Planting flower and general gardening

I'm based in Ndola

Phone: +260 97 6052509

+260 95 4073255

CHRISTOPHER KAPALU

Phone: +260 96 1962001

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

OTHER

CHRISTOPHER KAPALU

Phone: +260 96 1962001

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

JOHN NSULULU

Phone: +260 95 59221150

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

CHIBALE RABECCA

CERTIFICATE IN METAL FABRICATION

CONTACT: +260 96 9622241

Available for hire

ADDRESS: KISASA KALUMBILA

JOHN

Phone: +260 97 7873942

DSTV INSTALLER

Reference:

Mrs Bwalya +260 96 3044536

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KAGEM SECURES TWO-YEAR PAY DEAL WITH MINE UNIONS

BY STAFF REPORTER

Kagem Mining Limited has successfully concluded a collective bargaining agreement with mine unions covering the 2026–2027 period, granting unionised employees a 10 per cent salary increase in 2026 and a further 10 per cent increment in 2027.

Salary Increases: 10% in 2026 and 10% in 2027
3th Salary Cheque: Equivalent to one month's basic salary, to be paid in December, replacing the traditional Christmas bonus.

Additional upward adjustments to employee benefits included Kagem's General Manager Adriaan Prinsloo said the agreement reflects mutual understanding and collaboration between



management and workers.

He noted that the salary adjustments will have positive ripple effects on workers' families and surrounding communities.

Sustained emerald production is expected to contribute significantly to the national economy.

NUMAW President Saul

Simujika praised Kagem's management for maintaining open dialogue and engagement with workers and stakeholders.

He encouraged the company to continue fostering constructive labour relations.

The agreement has been approved by the Labour Commissioner in Lusaka.

It marks the fourth consecutive year that Kagem has honoured collective bargaining commitments to its workforce.

Located in Lufwanyama, Kagem is a world-leading emerald mine.

Employs more than 1,200 permanent and pensionable workers, 92% of whom are Zambian nationals.

Ownership: 75% Gemfields, 25% Zambian government's Industrial Development Corporation (IDC).

ZEMA SLASHES MINING FEES TO BOOST SMALL-SCALE SECTOR

Artisanal and small-scale miners across Zambia have welcomed a major policy shift after the Zambia Environmental Management Authority (ZEMA) announced significant reductions in statutory fees, making it cheaper and easier to formalize mining operations.

The maximum fee under the Environmental Impact Assessment (EIA) process has been cut from K1 million to K600,000.

The minimum fee for environmental project briefs has dropped from K17,000 to between K3,000 and K4,000.

Acting Director General Karen Etondo said the changes are designed to encourage more players to enter the sector and formalize operations that were previously hindered by high costs.

"These changes are aimed at encouraging more players to enter the sector and to formalize operations that have been stuck under high costs," she stated.

The new regulations also introduce grants of no objections and exemptions for low-impact projects, allowing some mining activities to proceed without undergoing the full EIA process.

Lower fees and reduced red tape are expected to attract more small-scale miners into the formal sector.

This will pave the way for economic growth while ensuring responsible environmental management.

Etondo noted that in 2025, ZEMA prosecuted four companies for breaking environmental laws, collecting fines totaling K710,000.



GENERAL KAREN ETONDO

Importantly, none of the companies involved were in the artisanal or small-scale mining

sector, which she said shows that small miners are increasingly operating responsibly.

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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ZANACO FC HOSTS ZPL ONLINE

BOARD TRAINING

BY STAFF REPORTER

Zanaco Football Club has hosted an online board members' training session facilitated by the Zambian Premier League (ZPL), aimed at strengthening governance and institutional capacity within the club.

The session was held under the leadership of Zanaco FC Chairperson David Musunga.

It focused on enhancing board members' understanding of:

The role of the ZPL in developing Zambian football.

The evolving expectations placed on modern football club boards in line with league and

international standards.

ZPL Chief Executive Officer Joseph Chimpampwe delivered comprehensive presentations covering Football governance structures, Club licensing requirements, technical operations and Commercial development.

He emphasized the importance of informed, accountable, and proactive club boards in driving sustainability, regulatory compliance, and long-term growth within the football ecosystem.

Zanaco FC CEO Owen

Chimpinde expressed appreciation to the ZPL leadership, saying:

"Since its inception in September 2023, there have been many developments, and your presence here has bridged the information gap. The insights shared on governance, technical operations, and commercial synergy are exactly what we need to align our club's operations with the national standard."

Zanaco FC reaffirmed its commitment to strengthening governance frameworks.

The club pledged to align operations with ZPL regulations and international best practices.

The ZPL continues to roll out capacity-building initiatives for member clubs as part of its wider

mission to Improve governance standards, enhance commercial value and Further professionalise Zambian football.

COPPER QUEENS SET TO FACE BRAZIL IN FIFA SERIES

BY STAFF REPORTER

The Copper Queens are set to compete against Brazil, Canada, and the Republic of Korea in the upcoming FIFA Series™, joining 11 global women's national teams in the expanded tournament that now features 48 national teams from all six FIFA confederations.

The FIFA Series has grown to 12 groups: nine men's groups and three women's groups.

Rwanda will host two groups, while other men's fixtures will be staged in Australia, Azerbaijan, Indonesia, Kazakhstan, New

Zealand, Puerto Rico, Rwanda, and Uzbekistan.

Women's matches will be hosted in Brazil, Côte d'Ivoire, and Thailand, ensuring broad representation across continents.

Zambia's fixtures are scheduled during the March and April FIFA international windows.

Facing Brazil, one of the world's most decorated women's teams, alongside Canada and Korea, will provide Zambia with invaluable competitive exposure.

Participation underscores Zambia's growing presence on the global stage.

Matches against top-tier opponents will test the Copper Queens' tactical discipline, technical ability, and resilience.

The tournament offers a platform to showcase Zambia's talent and highlight its role in representing Africa in global competitions.

Competing in the FIFA Series will help the Copper Queens build experience and confidence ahead of future continental and global tournaments.

The exposure is expected to inspire young female footballers in Zambia, strengthening grassroots

development.

The team's involvement reflects Zambia's continued progress in women's football, following their participation in the Tokyo 2020 Olympics and the 2023 FIFA Women's World Cup.

The FIFA Series aims to deepen international football ties, offering teams from different confederations opportunities to play outside their usual competitive zones.

For Zambia, this is a chance to benchmark against world-class teams, improve rankings, and attract greater investment in women's football.