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# WORKPLACE LOVE OR POWER ABUSE

## INSIDE THIS ISSUE



HAKAINDE HICHILEMA

BY CHILUBA MAPULANGA

President Hakainde Hichilema has issued a strong warning against romantic relationships between employers and their subordinates, framing such conduct as workplace abuse rather than love.

His remarks highlight the intersection of labour rights, workplace ethics, and employee protection.

Speaking during the launch of the 2025 AU Champions Report, the President noted that young professionals entering the workforce are particularly vulnerable, especially when dealing with authority figures who may influence their careers.

“No employer should have relationships with employees.

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# WORKPLACE LOVE? OR POWER ABUSE?

## From Front Page

That is not a love affair, that is abuse. Why should someone approach a young 25-year-old recruited professional and expect that she will say no? That is total abuse," he said.

The President stressed that relationships involving authority figures place junior employees at a disadvantage, making it difficult for them to freely reject advances.

Such conduct undermines fair labour practices, as employees may feel coerced into

compliance to protect their jobs or career progression.

By calling these relationships "abuse," Hichilema underscored the need for ethical work environments where employees are shielded from exploitation.

Young professionals entering the workforce are particularly vulnerable, especially women, who may face career-threatening pressure from superiors.

The President urged companies to take responsibility for promoting safe workplaces, stressing that exploitation must

not be normalized.

He emphasized that girls' education and empowerment are key tools to reducing vulnerability and ensuring equal opportunities in the labour market.

Hichilema narrated how he amended a Partnership Deed to prohibit partners from engaging in relationships with female employees, reinforcing the principle that such conduct is not a relationship but abuse.

He called for stronger laws, enforcement, compliance, and

judicial reforms to protect workers, alongside investment in free education as a long-term safeguard.

The President's remarks tie workplace exploitation to wider issues of child marriage and gender-based abuse, urging society to stop treating girls as commodities.

He further called for the AU, UNICEF, and UN to establish a standard birth record system to prevent manipulation of age, ensuring children are protected from exploitation.

# LABOUR MINISTRY SUGGEST ADDITIONAL 10% NAPSA WITHDRAWAL

## BY STAFF REPORTER

Ministry of Labour and Social Security is considering allowing workers to withdraw an additional 10 percent from their NAPSA savings under ongoing pension reforms.

The reform could allow members to access up to 30–40 percent of their pension savings before retirement.

Minister of Labour and Social Security Brenda Tambatamba described the proposal as an "add-on" to the existing 20 percent pre-retirement benefit.

She emphasized that the reform is still in the pipeline and will be tabled in Parliament as part of broader pension reforms.

The 20 percent pre-retirement benefit, introduced soon after the UPND assumed office, injected K11 billion into the economy, benefiting workers and



BRENDA TAMBATAMBA

communities.

Ms Tambatamba hailed the reform as a milestone, noting it was once "unimaginable" that workers could access part of

their pension while still employed.

Before introducing the 20 percent withdrawal, government consulted actuaries and economic experts to ensure fund

sustainability.

NAPSA's portfolio has grown from K67 billion in 2021 to over K105 billion, easing fears of collapse.

Tambatamba explained that while workers wanted a bigger percentage, the 20 percent was aligned with actuarial recommendations.

The proposed additional withdrawal could provide workers with greater financial flexibility, especially in times of economic pressure.

Government has committed to maintaining a minimum of 40,000 frontline health workers and strengthening social security systems as part of broader reforms.

Tambatamba praised President Hakainde Hichilema's leadership, describing his reforms as bold and forward-thinking governance.

**EDITORIAL**

President Hakainde Hichilema's remarks are a bold and necessary intervention in the ongoing struggle to protect workers from exploitation and abuse in the workplace. By explicitly framing romantic relationships between employers and subordinates as abuse rather than love, he challenges a culture that too often normalizes power imbalances and disguises coercion as consent. This position is significant for several reasons: **Labour Rights & Ethics:** It reframes workplace relationships in the context of labour rights, emphasizing that consent cannot be freely given when one party holds authority over another's livelihood. **Protection of Young Professionals:** The President highlights the vulnerability of young employees—especially women—who may face career-threatening pressure from superiors. This recognition is crucial in safeguarding entry-level professionals from exploitation. **Corporate Responsibility:** By urging companies to take responsibility for safe workplaces, Hichilema places accountability squarely on institutions, not just individuals. This aligns with global best practices in workplace ethics and compliance. **Broader Social Context:** His linkage of workplace abuse to child marriage and gender-based exploitation underscores that these issues are interconnected. Exploitation thrives where girls and women are treated as commodities, and dismantling this mindset requires systemic reform. **Policy & Reform Agenda:** The call for stronger laws, judicial reforms, and investment in free education reflects a holistic approach—combining immediate protections with long-term empowerment strategies. In essence, Hichilema's statement is not just about workplace conduct; it is about redefining power, consent, and dignity in professional spaces. By situating labour ethics within the broader struggle against gender-based abuse, he sets a precedent for African leadership that prioritizes fairness, accountability, and human rights.

# NAPSA STANDS READY TO SUPPORT SUSTAINABLE DEVELOPMENT

**BY STAFF REPORTER**

At the Investing in African Mining Indaba, the National Pension Scheme Authority (NAPSA) reaffirmed its role not only as Zambia's largest institutional investor but also as a driver of job creation and employment security.

NAPSA Director General Muyangwa Muyangwa emphasized that investments in ventures such as ZCCM-IH are delivering strong returns while stimulating industrial growth and creating employment opportunities.

Pension fund investments channel capital into mining, infrastructure, and industrial projects, which directly expand

Zambia's labour market.

By safeguarding members' contributions, NAPSA ensures that workers' retirement savings are secure while simultaneously unlocking new jobs for current and future generations.

Pension-backed investments strengthen Zambia's economic resilience, which stabilizes industries and sustains long-term employment.

As Zambia pursues the 3 million tonnes copper production target by 2031, NAPSA's financing role will support mining expansion, logistics, and supply chains—all of which generate direct and indirect jobs.

Beyond mining, NAPSA's readiness to collaborate with

credible investors opens opportunities in manufacturing, agriculture, and energy, diversifying employment prospects for Zambians.

President Hakainde Hichilema was assured of NAPSA's commitment to align investments with Zambia's development agenda, ensuring that growth translates into jobs, skills, and improved livelihoods.

Pension funds are being positioned as long-term capital anchors, helping Zambia reduce reliance on short-term financing while building a sustainable employment base.

# MINING JOBS GROWTH AND CURRENCY GAINS

**BY STAFF REPORTER**

Special Assistant to the President for Political Affairs, Levy Ngoma, has expressed confidence that Zambia will achieve its target of producing three million metric tonnes of copper by 2031, citing continued investments in the mining sector.

Ngoma highlighted that stronger performance at major mines is driving production increases.

This growth has created new jobs and contributed to the appreciation of the kwacha against major currencies.

He encouraged citizens engaged in mining to obtain artisanal mining licences, enabling them to operate within a secure and regulated framework.

Ngoma pointed out that President Hakainde Hichilema has fulfilled his campaign pledge to re-open Zambia-China Mulungushi Textiles, which had remained

**BRENDA TAMBATAMBA**

closed for several years.

The revival of the textile company is expected to boost industrial growth and generate employment opportunities.

Mining expansion is not only strengthening Zambia's foreign exchange position but also creating direct and indirect jobs across

supply chains.

The reopening of Mulungushi Textiles signals a broader push towards industrial diversification, reducing reliance on copper and expanding opportunities in manufacturing

# MOPANI WORKERS GET 12% PAY RISE

BY STAFF REPORTER

Mopani Copper Mines has awarded a 12 percent salary increase to all its employees following the successful conclusion of collective bargaining talks with mine unions.

National Union of Miners and Allied Workers (NUMAW) President Saul Simujika welcomed the increment, noting that while unions had hoped for a higher adjustment, they are satisfied with the outcome.

Simujika emphasized that the deal represents progress for workers, with employees set to

receive salary increments of over one thousand kwacha across the board.

The increment is expected to boost worker morale and household incomes, especially in mining communities where Mopani remains a major employer.

Analysts note that wage adjustments in the mining sector often ripple into local economies, strengthening purchasing power and supporting small businesses.

The agreement also reflects the importance of collective bargaining in balancing worker welfare with industry sustainability.

# ZRA SEIZURE OF \$145,000 RAISES LABOUR CONCERNS

BY STAFF REPORTER

The Zambia Revenue Authority (ZRA)'s seizure of US\$145,000 from Gatbro International Limited over suspected tax evasion and financial irregularities is not just a fiscal matter — it carries significant labour and employment implications.

When companies under-declare imports, conceal sales revenue, or fail to remit taxes, the national budget loses critical resources that could fund job creation, wage improvements, and social protection programmes.

Tax evasion undermines government's ability to invest in education, healthcare, and infrastructure, all of which directly support employment and workforce development.

Workers employed by Gatbro

and its associated entities may face job insecurity if investigations reveal deeper financial instability or lead to operational disruptions.

Tax compliance ensures a level playing field. When some firms evade taxes, compliant businesses are disadvantaged, which can reduce their capacity to expand and hire more workers.

ZRA's enforcement protects honest employers and employees, ensuring that companies contributing to the tax base can thrive and sustain jobs.

ZRA Corporate Communications Manager Oliver Nzala confirmed that investigations are ongoing, signaling that the Authority is determined to hold firms accountable.

Strong enforcement sends a message that corporate malpractice will not be tolerated, safeguarding both the economy and the labour market.

# ZP WARNS AGAINST HIT-AND-RUN ACCIDENTS

The Zambia Police Service has issued a stern warning to motorists over the rising number of hit-and-run accidents, stressing that such incidents not only endanger lives but also carry serious labour and employment consequences.

Under the Road Traffic Act No. 11 of 2002, drivers are legally required to stop and render assistance after an accident.

Failure to comply constitutes an offence, which can lead to prosecution, imprisonment, fines, and loss of employment for professional drivers.

For those employed in transport, logistics, and public service, a conviction can mean termination of contracts, suspension of licenses, and loss of livelihood.

Hit-and-run accidents often result in fatalities or serious injuries, leaving victims unable to work and families without

breadwinners.

Beyond the immediate tragedy, these incidents contribute to economic instability, as households lose income and survivors face long-term medical costs.

Professional drivers risk career-ending consequences, while companies face reputational damage and potential liability for unsafe practices.

The Police Service has pledged to intensify motorised patrols and strengthen road safety awareness programmes.

Motorists are urged to exercise caution, adhere to traffic regulations, and act responsibly in the event of an accident.

The emphasis is on shared responsibility, where protecting lives also means safeguarding jobs and ensuring sustainable employment in Zambia's transport sector.



GODFREY CHILABI

# ONLINE TAXI DRIVERS DEMAND FAIR FARES AND SAFETY REFORMS

BY STAFF REPORTER

The Online Taxi Drivers Association of Zambia has welcomed the 12 percent fine imposed on Yango by the Competition and Consumer Protection Commission (CCPC), framing the decision as a step toward fairer working conditions and labour protections for drivers in the ride-hailing sector.

Online Taxi Drivers Association of Zambia President, Lucas Chanda said drivers have been “crying day and night” over unfair pricing structures and lack of transparency on trip destinations and fares.

The current model has left many drivers struggling to earn sustainable incomes, undermining their ability to treat ride-hailing as secure employment.

Drivers emphasized that hidden destinations and unclear fares compromise their ability to

plan trips and maximize earnings.

Beyond wages, drivers raised serious safety concerns, citing incidents where drivers were attacked by passengers yet still subjected to commission charges despite not receiving payment.

Limited access to passenger information during disputes leaves drivers vulnerable, highlighting the need for stronger labour protections and safety reforms in the gig economy.

The CCPC fine signals recognition of drivers' grievances as labour issues, not just consumer complaints.

Fair pricing and transparent systems are essential to ensuring that online taxi driving remains a viable source of employment for thousands of Zambians.

Without reforms, drivers' risk being trapped in precarious work conditions, with unstable incomes and unsafe environments.



Chanda thanked the CCPC and the Minister of Transport for guiding drivers through lawful channels, stressing that the association hopes this action will lead to structural reforms that protect workers' rights.

The association insists that fair fares, transparency, and safety guarantees are critical to sustaining employment in Zambia's growing ride-hailing industry.

# MUFULIRA MOPANI MINE OPERATIONS SUSPENDED

BY STAFF REPORTER

The Minerals Regulation Commission has suspended underground operations at Mopani Copper Mines' Mufulira site over safety non-compliance, a move that carries significant labour and employment implications.

The suspension follows recent mine accidents and a review of safety controls at both Nkana and Mufulira sites.

Regulators found Mopani in breach of Part 218 of the Mining Regulations, which requires a system to account for all workers underground at any given time.

By invoking Section 56 of the Minerals Regulation Commission



Act No. 14 of 2024, the Commission emphasized that worker safety and accountability must take precedence over production targets.

While the suspension may

temporarily affect productivity and wages, it underscores the principle that no job is worth risking lives.

Labour unions and worker representatives are expected to closely monitor the situation,

ensuring that employees are not unfairly penalized during the compliance period.

A comprehensive audit of operations at both Mufulira and Nkana will determine whether Mopani can resume operations safely, protecting thousands of jobs in the Copperbelt.

The ruling highlights the delicate balance between employment security and workplace safety in Zambia's mining sector.

Strong enforcement of safety standards ensures that workers can earn a living in environments that respect their health and dignity.

Long-term, compliance will strengthen Mopani's ability to sustain jobs by preventing accidents that often lead to costly shutdowns and loss of life.

# POLICE OFFICER JAILED FOR DESERTION

BY STAFF REPORTER

A 45-year-old police officer, Andy Tilimboyi of Chalala, has been sentenced to six months imprisonment with hard labour for deserting the Zambia Police Service, raising broader concerns about job security, labour discipline, and the welfare of public sector workers.

Desertion is treated as a serious breach of employment obligations in uniformed services, where discipline and accountability are central to job performance.

Tilimboyi's conviction means the loss of his pensionable job, stripping him of long-term employment benefits and leaving his family without a breadwinner.

The case highlights the labour

risks faced by public servants who fail to adhere to contractual obligations, underscoring the importance of workplace discipline in safeguarding employment.

In mitigation, Tilimboyi's lawyer stressed that he is a first-time offender who regretted his actions and pleaded for forgiveness, citing the hardship his family now faces.

His appeal reflects the human dimension of labour law enforcement: while discipline is necessary, the consequences of dismissal and imprisonment can devastate households dependent on a single income.

Magistrate Webster Milumbe sentenced Tilimboyi to six months imprisonment with hard labour, effective from the day of his arrest.

The ruling reinforces the principle that public service jobs carry strict obligations, and desertion undermines both institutional integrity and labour



stability.

The case raises questions about how institutions balance discipline with rehabilitation, and whether alternative sanctions could preserve employment while correcting

misconduct.

It also points to the need for support systems within the police service to address personal or family challenges that may lead officers to abandon duty

# FM CLEANING SERVICES APPEALS TO GOV'T TO PROTECT LOCAL BUSINESSES

BY Chiluba Mapulanga

FM Cleaning Services has appealed to government to safeguard local enterprises from what it describes as bullying tactics by foreign competitors seeking monopoly in the cleaning industry.

FM Cleaning Services Managing Director Lawrence Makumbi lamented harassment from Nemchem Professional Services, alleging repeated attempts to force his company into selling or surrendering contracts.

Makumbi explained that after FM won a contract with Kansanshi Mines, Nemchem proposed taking over the work while paying FM K20,000 monthly to remain inactive — an offer he rejected.



Nemchem later attempted to buy FM Cleaning Services outright, claiming the company was

unsuitable for such a large contract.

Makumbi revealed that

agreeing to purchase equipment from Nemchem was a mistake, as the company delivered second-hand equipment instead of new, breaching their agreement.

He accused Nemchem of dragging him into court cases on flimsy grounds and said his life has been threatened over the past four years.

"I am a victim of people who believe they are the only ones entitled to business and they will go to any means to get it. For the past four years my life has been threatened, I have been arrested six times on flimsy grounds," Makumbi stated.

FM Cleaning Services is urging government to protect local businesses from unfair practices by foreign entities.

Makumbi stressed that monopolistic behaviour undermines entrepreneurship and discourages Zambian-owned companies from competing in critical sectors.

# AFDB AND WORLD BANK DRIVE JOB CREATION THROUGH AGRICONNECT IN

## CÔTE D'IVOIRE

By Lazarous Tembo

The African Development Bank (AfDB) and the World Bank, in partnership with the Government of Côte d'Ivoire, have launched the AgriConnect Country Component in Abidjan. The initiative aims to transform the country's agricultural sector into a driver of large-scale job creation and strengthened food sovereignty.

The launch, held on 5 February 2026, brought together representatives from both development finance institutions, the Ivorian government—including Minister for Food Production Bernard Kini Komoé—technical and

financial partners, private sector leaders, and research centres.

AgriConnect, launched globally in October 2025, is designed to mobilise over \$5 billion annually through 2030 to support more than 300 million farmers worldwide. The programme focuses on targeted investments in resilient infrastructure, agricultural policy reforms, and innovative financing. In Côte d'Ivoire, it will align with the country's National Development Plan (PND) 2026–2030.

“AgriConnect is not just an initiative; it is a platform for transformation,” said Richard Ofori-Mante, Director of Agricultural Finance and Rural Development at AfDB, representing Acting Vice President Martin Fregene.

“By modernising value chains, strengthening institutions, and

mobilising innovative financing, we can create millions of decent jobs, particularly for young people and women, while improving food sovereignty.”

Elhadji Adama Touré, Head of the Agriculture and Food Practice for West Africa at the World Bank, added, “Over the next decade, 1.2 billion young people will enter the labour market globally. Agribusiness has immense potential to absorb this demographic wave. AgriConnect aims to turn farms into businesses and agriculture into opportunities.”

Minister Komoé welcomed the initiative, stating, “AgriConnect is an opportunity for Côte d'Ivoire to transform its agricultural sector, provide jobs for young people and women, and strengthen national food sovereignty, in line with our

National Development Plan 2026–2030.”

In the rice sector, AfDB is supporting countries to enhance irrigation, improve access to seeds, upgrade husking and storage facilities, and facilitate market access. Technical and financial partners present at the launch reaffirmed their commitment to supporting AgriConnect in line with Côte d'Ivoire's development priorities, particularly the National Agricultural Investment Programme (PNIA).

The AgriConnect launch is expected to strengthen coordination among partners and accelerate the implementation of strategic agricultural projects, paving the way for sustainable economic growth and inclusive job creation.

# SADC CALLS FOR STRONGER PUBLIC-PRIVATE PARTNERSHIPS TO DRIVE JOBS

The Southern African Development Community (SADC) has called for stronger public-private partnerships to accelerate mineral investment, job creation and economic growth across the region.

The call was made during the inaugural SADC Ministerial High-Level Public-Private Mining Forum held on 10 February 2026 on the margins of the Investing in African Mining Indaba in Cape Town.

The forum brought together SADC Ministers responsible for mining and minerals, private sector representatives under the Mining Industry Association of Southern Africa (MIASA), chambers of mines from SADC Member States and other industry leaders. It was facilitated by Mr Tapiwa Samanga, Group Chief Executive Officer of the Production Technologies Association of South Africa (PtSA).

Speaking on behalf of South

Africa's Minister of Mineral and Petroleum Resources and Chairperson of the Committee of SADC Ministers responsible for Mining, Honourable Gwede Mantashe, Deputy Minister Honourable Phumzile Mgcina stressed the importance of enhanced cooperation between governments, the private sector and communities.

She highlighted the need for policy harmonisation, optimised resource use and a collective African voice on global mining issues.

The Deputy Minister noted that regional competitiveness would be strengthened when Member States move away from fragmented competition towards complementarity, supported by coordinated cross-border implementation through SADC institutions.

SADC Executive Secretary His Excellency Mr Elias Mpedi Magosi

said the region's minerals strategy is anchored in a coordinated regional approach aimed at maximising the developmental impact of finite mineral resources. He emphasised that mineral exploitation should support sustainable economic growth, industrialisation and inter-generational equity.

Mr Magosi highlighted key regional policy instruments guiding the sector, including the SADC Mining Protocol, the Regional Mining Vision and the SADC Industrialisation Strategy and Roadmap (2015–2063). He also outlined SADC's value proposition to investors, describing the region as a coordinated, competitive and investment-ready mining destination.

He reaffirmed SADC's commitment to promoting a sustainable and well-governed mining industry that supports regional industrialisation and value

addition, ensuring benefits for both present and future generations.

Representing the private sector, MIASA President Mr Jean-Luc Marquetoux and Executive Secretary Mr Vusi Mabena welcomed SADC's efforts to strengthen public-private engagement. They emphasised the importance of regular dialogue to accelerate growth, transformation and implementation of the SADC Regional Mining Vision.

The forum agreed on key strategies to promote responsible mining across the region. These include leveraging SADC regional instruments to ensure coherent implementation, formalising artisanal mining to improve safety and environmental outcomes, strengthening community benefit mechanisms, and enhancing regional skills development and technology capacity to support beneficiation and competitiveness.

# ZAQA JOINS REGIONAL REVIEW OF SADC QUALIFICATIONS FRAMEWORK



MERCY NGOMA

**BY STAFF REPORTER**

The Zambia Qualifications Authority (ZAQA) has participated in the 2nd Meeting of the Technical Working Group (TWG) on the revision of the Southern African Development Community Qualifications Framework (SADCQF), with discussions strongly tied to labour mobility, skills recognition, and employment opportunities across the region.

The SADCQF, first adopted in 2011, serves as a regional reference framework that promotes transparency, comparability, and mutual trust among Member States' qualifications systems.

The current review is focused on aligning qualifications with emerging labour-market trends, including digitalisation, micro-credentials, lifelong learning, joint qualifications, and green skills development.

These reforms are expected to make it easier for workers to move across borders, have their skills recognized, and access employment opportunities in different SADC countries.

ZAQA Director General Mrs. Mercy Ngoma, Zambia's focal point to the SADCQF, reaffirmed the country's commitment to strengthening quality assurance systems that support skills mobility.

Zambia presented progress on

the National Qualifications Framework (NQF), highlighting reforms that improve recognition of local qualifications and enhance workers' competitiveness in regional labour markets.

Namibia's Deputy Minister of Education, Hon. Dino Ballotti, emphasized that building confidence among Member States' quality assurance systems is key to enabling cross-border recognition of qualifications and enhancing labour mobility.

For Zambian workers, this means greater opportunities to secure jobs abroad, while employers benefit from a wider pool of recognized skills.

Validation of the revised policy framework. Integration of micro-credentials to support flexible learning and career progression. Strengthened referencing mechanisms to ensure qualifications are portable across borders. Enhanced digitalisation to streamline recognition processes and reduce bureaucratic delays.





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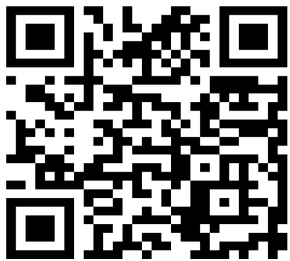
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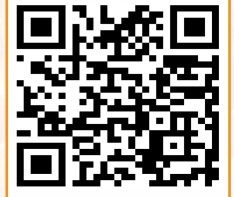
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 Phone: 0977259082 / 0969294926  
 Carpenter - General  
 Experience over 10 years  
 Call Mr Bwalya for reference on 0955178146  
**MOSES MUSA**  
 For any small or big carpenter works.  
 Carpenter - General  
 Phone: 0970447684 / 0970447684  
**JUSTINGO 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**  
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 Call: +260 96 8305258 / +260 77 384013

## GENERAL WORKER

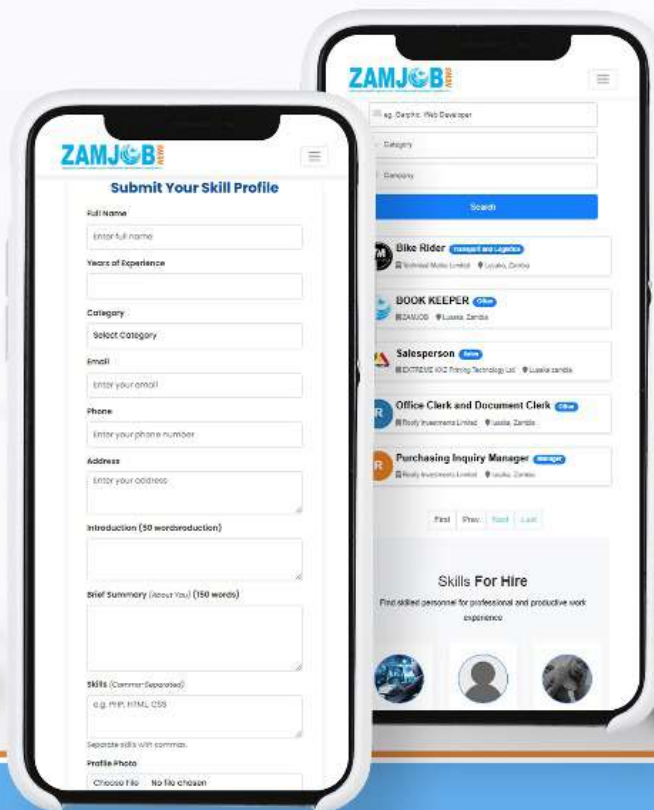
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job.zamjob@gmail.com



## 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

Sales and Marketing  
(identifying potential clients ,closing sales with client. in Health, insurance, financial lending institutions. with professional profile)  
Phone: 0973325233 / 0956104483

###

###

###

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## TAILOR

### BREZIDA

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### CHIMI

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

### MRS NGOMA

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

### ENESS

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

### MAXWELL

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

### MOSES

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

### GLORIA

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

### MAXWELL

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

## NURSING

### JAMES

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

### MICHAEL CHIMOWA,

Male Nurse looking for employment  
Contact: +260 96 1181793

## BIKE RIDERS

### DAVID PHIRI

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

## PHYSIOTHERAPIST

### THEMBIE MABIZA

Call: +260 97 8259303

## LANDSCAPING

### ANDYMARK SAKALA

Landscaping of new property, Planting flower and general gardening

I'm based in Ndola

Phone: +260 97 6052509

+260 95 4073255

### CHRISTOPHER KAPALU

Phone: +260 96 1962001

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

## OTHER

### CHRISTOPHER KAPALU

Phone: +260 96 1962001

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

### JOHN NSULULU

Phone: +260 95 59221150

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

### CHIBALE RABECA

CERTIFICATE IN METAL FABRICATION

CONTACT: +260 96 9622241

Available for hire

ADDRESS: KISASA KALUMBILA

### JOHN

Phone: +260 97 7873942

DSTV INSTALLER

Reference:

Mrs Bwalya +260 96 3044536

### SIBUKU

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# ZAMBIA RECORDS MAJOR PROGRESS IN SPECIALIZED HEALTHCARE

BY STAFF REPORTER

Zambia's growing capacity in specialized healthcare is not only saving lives but also reshaping the labour market for medical professionals. The National Heart Hospital (NHH) in Chongwe District has become a hub of advanced cardiac care, with local doctors now successfully performing complex heart surgeries that were once only accessible abroad.

The hospital's evolution from a COVID-19 centre into Zambia's largest cardiac referral facility has created new employment opportunities for doctors, nurses, technicians, and support staff.

Specialized surgical camps, such as the one where 11 children with congenital heart defects were successfully operated on by Zambian doctors, demonstrate the growing competence of local



GEOFFREY CHANGWE

professionals.

Consultant surgeon Dr. Geoffrey Changwe emphasized that sustained capacity building is key, showing how investment in training directly translates into job creation and career progression for healthcare

workers.

With Zambia recording approximately 6,000 children born with congenital heart defects annually, the demand for specialized care ensures long-term employment stability for medical professionals in

cardiology and surgery.

The hospital's ability to handle over 10,700 cardiac cases in 2024 highlights the scale of work opportunities for healthcare staff, from frontline clinicians to administrative and technical personnel.

Local expertise reduces reliance on foreign specialists, keeping jobs and resources within Zambia's health sector.

By offering advanced care locally, families no longer need to travel abroad, saving costs and ensuring that healthcare jobs remain within the country.

Pediatric cardiologist Dr. Evans Mulendele shared the success story of an eight-year-old boy who underwent corrective surgery, underscoring how specialized healthcare strengthens both social welfare and professional confidence.

# wCAP INVESTS IN DELICIOUS MILLING

BY STAFF REPORTER

The investment by wCap Limited into Delicious Milling Ltd is more than a financial transaction; it represents a boost to employment, rural incomes, and labour stability in Zambia's agro-processing sector.

The expansion of Delicious Milling's maize milling facility will require additional skilled and semi-skilled workers, from plant operators to logistics staff.

Increased production capacity strengthens the company's ability to supply staple foods nationwide, securing jobs across the value chain.

Through its network of farmers and aggregators, Delicious Milling supports rural employment by providing a reliable market for maize.

The investment enhances procurement capacity, ensuring steady demand for smallholder farmers' produce, which translates into sustained rural incomes.

Maize by-products feed into the livestock sector, creating indirect jobs in animal husbandry and feed distribution.

This circularity strengthens Zambia's food system while expanding employment opportunities beyond milling.

Delicious Milling General Manager Peter Cottan, said "This investment gives us the stability to procure maize efficiently, manage costs better and maintain consistent supply to our customers."

"Food processing and agricultural value chains remain fundamental to economic stability,



PETER COTTAN,

security, and employment resilience.

The investment ensures that Zambia's agricultural value chain continues to generate jobs at farm level, factory level, and in distribution networks.

and we are pleased to partner with a business that demonstrates operational efficiency and strong growth fundamentals," he said.

By backing a local FMCG agro-processing firm, wCap is reinforcing industrial growth, food

# 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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## MTN SUPER LEAGUE WEEK 20

### PREVIEWS

BY STAFF REPORTER

The MTN Super League returns this weekend with fixtures that not only promise football excitement but also carry significant labour and employment implications for players, coaches, and support staff across Zambia's football ecosystem.

Red Arrows, the log leaders, host struggling NAPSA Stars at Nkoloma Stadium.

For Arrows, maintaining top form secures contract stability and performance bonuses for players and staff.

For NAPSA, sitting just above the relegation zone, every match is a fight for job survival, as relegation often leads to wage cuts, contract terminations, and reduced

sponsorship support.

Nkana FC, unbeaten in nine matches, face Green Buffaloes chasing a sixth straight win.

Coach Mwenya Chipepo credits unity and fitness improvements, showing how internal competition and discipline can safeguard employment for players.

Success on the pitch translates into renewed contracts, fan-driven revenue, and job stability for club staff.

Kabwe Warriors and Nkwazi FC both face labour pressure, with poor results threatening coaching jobs and player contracts.

Clubs in prolonged slumps often restructure, leaving players and technical staff vulnerable to job insecurity.

Mufulira Wanderers host Nchanga Rangers in a top-four clash.

Both clubs are chasing continental qualification, which



brings financial inflows, expanded squads, and new employment opportunities for local talent.

Victory here strengthens bargaining power for players seeking better contracts.

Every fixture in Week 20 is more than just sport — it is tied to livelihoods, wages, and career progression.

Relegation battles threaten jobs, while top-table success creates new employment opportunities in coaching, merchandising, and stadium operations.

The league itself sustains hundreds of jobs, from match officials to vendors, making each weekend of football a labour market driver.

## FAZ SETS UP 44-MEMBER COMMITTEE

BY STAFF REPORTER

The Football Association of Zambia (FAZ) has established a 44-member ad hoc committee, chaired by President Keith Mweemba, to draft a new Strategic Plan aimed at strengthening the administration and development of football in the country.

The committee brings together individuals with diverse skills, backgrounds, and football experience to ensure the plan reflects the needs of the game at all levels. Among the members are Mutale Ngandu, Priscilla Katoba, Chisanga Pule, Patrick Nyirenda, Patrick Ndlovu, Machacha Shepande, Joseph Chimpampwe,

Iva Mumba Lengwe, Lyson Zulu, Nkweto Tembwe, Lewis Kapesa, Mulonda Mukubonda, Israel Sichali, Dickson Mambwe, Davious Haluchiso, Nephas Masiliso, Clement Phiri, Fredrick Mkandawire, David Mbulo, Frank Nyambe, Vinord Mudenda, Maxwell Shaba, Kennedy Phiri, and many others representing different facets of the football ecosystem.

FAZ General Secretary Machacha Shepande explained that the Strategic Plan will be guided by The Keith Mweemba manifesto. Resolutions from the Football Indaba, Lessons from past FAZ strategic plans And the Head of State's statement following

Zambia's exit from the Africa Cup of Nations (AFCON).

"We want to give our football a fresh start. That is why we have selected experienced and knowledgeable people to help draft a strategic plan for FAZ," Shepande said.

The plan aims to align Zambian football with modern, efficient, and accountable administration, in line with international standards.

FAZ President Keith Mweemba is committed to reviving the game through a 10-year vision that prioritizes development, accountability, and measurable progress.

"Every serious organisation

needs a strategic plan that clearly shows what it wants to achieve in the short, medium, and long term. Without it, it is difficult to measure progress or hold leadership accountable." Shepande emphasized

The final document will address past weaknesses while setting a clear direction for the future.

Performance of national teams will remain a key measure of success.

The plan is expected to strengthen grassroots football, talent development, and governance structures, ensuring that Zambia's football system is sustainable and competitive.