



NAPSA PARTIAL WITHDRAWALS AID 518,000

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HAKAINDE HICHILEMA

BY CHILUBA MAPULANGA

President Hakainde Hichilema has outlined two landmark achievements in Zambia's labour and economic reform agenda the partial pension withdrawal policy empowering over half a million citizens, and the country's transition from economic stability to growth and job creation.

Addressing the Nation on the application of National Values and Principles in the National Assembly, President Hichilema said that as of January 2026, 518,183 members of the National Pension Scheme Authority (NAPSA) had accessed their 20 percent partial withdrawal, amounting to K10.6 billion.

“As of January, this year, 518,183 members of the National Pension Scheme Authority had accessed their 20 percent partial withdrawal. In monetary terms this is amounting to K10.6 billion that has gone to the owners long before they retire,” the President

SEE PAGE 1



DRIVERS MUST RETIRE WITH DIGNITY, NOT POVERTY



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NAPSA PARTIAL WITHDRAWALS AID 518,000

From Front Page

said.

He added that beneficiaries are using the funds to complete houses, improve water and sanitation, and buy farming equipment to boost productivity.

The partial withdrawal is voluntary, but the high uptake demonstrates its positive impact.

The reform aims to make families self-reliant, reducing dependence on pensions only after retirement.

Critics had warned the policy could destabilize NAPSA, but the President countered that releasing funds stimulates economic

activity, job creation, and growth.

Explaining the President's address, Finance and National Planning Minister Situmbeko Musokotwane said Zambia's economy has become more stable compared to 2021, with inflation declining towards the 6–8 percent target range, reserves strengthening to US\$5.5 billion, and the fiscal deficit reduced significantly.

The 2026 National Budget, valued at K253.1 billion, focuses on closing revenue leakages, dismantling arrears, containing domestic borrowing, and maintaining fiscal discipline while

investing in national priorities.

On debt, Musokotwane noted that 94 percent of external debt is now under restructuring agreements, with borrowing anchored on the Annual Borrowing Plan to ensure transparency and sustainability.

Planned interventions include A K5 billion SME financing facility. Major road infrastructure programmes, Energy expansion projects with private sector participation and Manufacturing investments in economic zones.

These measures are already translating into thousands of jobs linked to new investment

commitments, artisanal mining licences, and expanded skills training under TEVET.

Despite fiscal consolidation, government has maintained strong support for social protection and human capital development, with allocations for social cash transfers, food security packs, pensions, education, and health, including increased funding for medicines and free education.

The Constituency Development Fund (CDF) remains central to decentralisation, with K40 million allocated per constituency in 2026 for classrooms, bursaries, and empowerment grants.

CSC INDUCTS HR COMMITTEES TO STRENGTHEN RECRUITMENT

BY STAFF REPORTER

The Civil Service Commission (CSC) has formally inducted Provincial Human Resource Management Committees (PHRMCs) and District Subcommittees tasked with overseeing the recruitment of 2,000 health workers, reinforcing transparency and accountability in Zambia's public service hiring processes.

Speaking during the ceremony, CSC Commissioner Mr. Louis Siandyabantu said Government has in the past four years recruited over 18,000 health workers, with the most recent exercise bringing the total number to 20,000.

He described the achievement as unprecedented, reflecting Government's strong commitment to strengthening the country's health sector.

Mr. Siandyabantu explained that in line with the Service Commission Act No. 10 of 2016, Government has continued to



LOUIS SIANDYABANTU

implement a transparent and inclusive recruitment process through Provincial Human Resource Management Committees and District Subcommittees.

He emphasized that the recruitment exercise is a strategic national intervention aimed at improving access to quality healthcare services for citizens across the country.

“The committees serve as critical pillars in ensuring transparency, credibility and consistency throughout the entire recruitment process,” he said.

District Subcommittees include District Commissioners Town Clerks or Council Secretaries, District Health Directors and an independent Human Resource Officer (not from the Ministry of Health).

This composition enhances coordination, accountability, and efficiency, reducing risks of bias or irregularities in recruitment.

The induction of HR committees' signals government's commitment to structured labour administration, ensuring that public service recruitment is professional and credible.

Expanding the health workforce not only improves healthcare access but also contributes to job creation, poverty reduction, and national development.

EDITORIAL

President Hakainde Hichilema's latest address to Parliament underscores a bold chapter in Zambia's labour and economic reform journey. The partial pension withdrawal policy, which has already empowered over half a million citizens with K10.6 billion, is not just a financial reform—it is a social transformation. By allowing workers to access part of their savings before retirement, the government has enabled families to invest in housing, farming, and sanitation, directly stimulating grassroots economic activity. Yet, this policy is not without its risks. Critics rightly warned of potential strain on NAPSA's long-term sustainability. The President's counterargument—that early liquidity fuels growth and job creation—rings true in the short term, but it demands vigilant oversight to ensure the pension system remains robust for future generations. Equally significant is Zambia's transition from economic stabilization to growth. Finance Minister Situmbeko Musokotwane's report of declining inflation, strengthened reserves, and a shrinking fiscal deficit reflects disciplined management. Anchoring borrowing on transparency and restructuring 94 percent of external debt is a milestone that positions Zambia for sustainable recovery. The 2026 National Budget, with its focus on SME financing, infrastructure, energy expansion, and manufacturing, signals a deliberate pivot toward job creation. Thousands of opportunities are already emerging in mining, skills training, and industrial zones. Importantly, the government has balanced fiscal consolidation with social protection—maintaining free education, health funding, and a strengthened Constituency Development Fund. The challenge ahead lies in execution. Policies must translate into tangible livelihoods, not just statistics. The pension reform, SME facility, and decentralisation drive all require strong governance to avoid leakages and ensure inclusivity.

President Hakainde

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inclusivity.

ZAMBIAN OFFICER TAKES KEY ROLE IN UN PEACEKEEPING TRAINING**BY STAFF REPORTER**

Major Belinda Zimba of the Zambia Army has distinguished herself internationally after serving as one of sixteen Directing Staff at the United Nations Military Observers Course 01 of 2026, held at the Netherlands Ministry of Defence School of Peace Operations in Harskamp.

The course, conducted from 11 January to 05 February 2026, trained 21 participants from 16 countries in essential competencies for UN peacekeeping operations.

Skills covered included

observing and reporting to UN standards, conducting interviews, and operating safely in complex mission environments.

Major Zimba played a pivotal role in delivering UN Core Pre-deployment Training Materials and overseeing Field Training Exercises, using real-world footage and trained actors to simulate conflict scenarios.

Her appointment highlights Zambia's growing contribution to global peacekeeping capacity-building, showcasing the country's skilled military professionals.

For Zambia's defence sector, such international recognition strengthens the case for investing in training, professional development, and

knowledge transfer.

Major Zimba's role demonstrates how Zambian officers can shape global standards, while also enhancing domestic training at institutions like the Defence School of Health Sciences and the Kenneth Kaunda Peace Training Centre.

In 2023, she completed the UN Military Observer Course at Harskamp.

In 2024, she undertook a "trainer of trainers" programme at the German Armed Forces Training Centre.

Her steady progression reflects the importance of structured career pathways and international exposure for Zambian officers.

ZCCM-IH TO BEGIN CONSTRUCTION OF ACCESS ROADS**BY STAFF REPORTER**

ZCCM Investments Holdings (ZCCM-IH) is set to commence construction of access roads at Kikonge Mine in Mufumbwe District, as government intensifies efforts to formalise artisanal and small-scale mining and restore order in the area.

The construction of access roads will create direct jobs in civil works, logistics, and support services, benefiting local communities.

Improved infrastructure will enable artisanal and small-scale miners to operate in a structured and regulated environment, reducing reliance on illegal mining.

Formalisation of mining

cooperatives ensures that miners gain access to training, safety standards, and value addition opportunities, strengthening long-term employment prospects.

Minister of Mines and Minerals Development Paul Kabuswe highlighted that illegal mining in Mufumbwe had contributed to the rise of small militia groups, posing a national security risk.

He stressed that formalisation of artisanal mining is the most sustainable solution, citing Ghana's success in increasing gold revenues after formalising artisanal miners.

Government has trained 470 mining cooperatives across Mufumbwe and Mpika,

representing approximately 47,000 individuals.

Training focuses on responsible mining practices, environmental protection, safety compliance, and value addition, ensuring miners are equipped with skills for sustainable livelihoods.

Formalisation and infrastructure development will Enhance safety and security for workers, Support local economic growth through structured mining operations, provide miners with access to markets, financing, and cooperative structures and Reduce poverty by transforming artisanal mining into a regulated source of employment and income.

PRIORITIZATION OF CITIZENS IN EMPLOYMENT ALREADY ENFORCED

BY STAFF REPORTER

Minister of Labour and Social Security Brenda Mwika Tambatamba, MP, has reaffirmed that the prioritization of Zambian citizens in employment opportunities is already being enforced under the Employment Code Act No. 3 of 2019.

Section 14 of the Employment Code Act requires employers to first consider Zambian citizens when filling vacancies.

Expatriate recruitment is only permissible where there is a demonstrable skills gap or no suitable citizen applicants.

Employers must also ensure structured skills transfer to local employees when hiring expatriates.

The Minister's remarks came during a parliamentary debate on a motion raised by Christopher Kang'ombe, MP for Kamfinsa, regarding enforcement of Section

10(2) of the Geological and Minerals Development Act No. 2 of 2025, which also prioritizes Zambians in mining jobs.

Tambatamba explained that mining companies are under a statutory obligation to give first consideration to qualified Zambians.

The Ministry of Labour has intensified enforcement through Routine labour inspections, Compliance monitoring of recruitment practices and Collaboration with the Department of Immigration under the Immigration and Deportation Act No. 18 of 2010.

Before an employment permit is granted to a non-citizen, employers must prove that efforts were made to recruit Zambians.

Minister of Mines and Minerals Development Paul Kabuswe noted that 97% of jobs in the mining sector are held by



BRENDA MWIKA TAMBATAMBA

locals, with expatriates accounting for only 3%.

He emphasized that government is actively

implementing the law through the Local Content Bill and the Geological and Minerals Development Act.

DRIVERS MUST RETIRE WITH DIGNITY, NOT POVERTY

BY STAFF REPORTER

Minister of Labour and Social Security Brenda Mwika Tambatamba, MP, has cautioned employers that failure to register drivers with statutory social security bodies is illegal, stressing that no driver should serve the country only to retire into poverty and insecurity.

Tambatamba was speaking during the Special Drivers Safety Workshop and Six-Month Road Safety Study in Lusaka, organised by the United Federation of Employers of Zambia (UFEZ).

“Employers must ensure drivers are registered and contributions remitted to NAPSA (National Pension Scheme Authority) – for retirement, invalidity, and survivors' benefits. Workers' Compensation Fund Control Board – for workplace



BRENDA MWIKA TAMBATAMBA

injury protection. NHIMA (National Health Insurance Management Authority) – for healthcare coverage.” She said.

Tambatamba emphasized that social security registration is not

optional but a legal obligation.

Drivers, whether truck, bus, taxi, or delivery operators are entitled to retirement benefits, healthcare, and compensation for workplace injuries.

She further urged employers to uphold decent work standards, including fair wages, regulated working hours, and adequate rest periods, noting that fatigue remains a leading cause of road accidents.

The Minister warned that government will not hesitate to enforce compliance against employers who fail to remit contributions.

Permanent Secretary Zacheriah Luhanga revealed that the ministry's budget has grown by 212% since 2021, enabling rehabilitation of labour offices in Livingstone, Choma, Mansa, Chipata, Kafue, and Mazabuka, with new offices under construction to strengthen labour inspections and service delivery.

The workshop brought together employers, trade unions, and transport sector stakeholders to focus on driver welfare, road safety, and enforcement of labour standards.

PHASE 1 NUCLEAR INFRASTRUCTURE DEVELOPMENT BEGINS

BY STAFF REPORTER

The Ministry of Technology and Science has announced significant progress in Phase I of the Nuclear Infrastructure Development Programme, marking a milestone in Zambia's long-term energy and industrial strategy.

In a statement issued by Principal Public Relations Office, Ilitongo Maboshe, reaffirmed programme's focus on institutional, legal, regulatory, and policy frameworks lays the groundwork for future employment opportunities in nuclear energy and related

industries.

More than 15 national policies and strategic instruments have been developed, including frameworks for human resource development, which will be critical in training Zambians for specialized nuclear roles.

Structured skills development ensures that Zambia builds a domestic workforce capable of managing nuclear safety, security, and compliance.

Draft legislation on nuclear safety, security, safeguards, and liability will require specialized professionals, creating demand for lawyers, engineers, scientists, and regulators.

The programme emphasizes stakeholder engagement and emergency preparedness, opening opportunities for technical training, public education, and community-level employment.

Successful completion of Phase I signals to the international community that Zambia's nuclear programme is credible and investment-ready, potentially attracting technology vendors and investors.

This could lead to job creation in construction, engineering, and operations once Phase II (preparatory activities toward nuclear power plant

construction) begins.

By diversifying the energy mix, Zambia strengthens industrial resilience, which supports broader labour markets in manufacturing, mining, and agriculture.

The Ministry emphasized that Zambia's nuclear programme is safety-first, compliance-driven, and internationally aligned, ensuring that labour opportunities created are sustainable and responsibly managed.

Technical support services will help conduct infrastructure gap assessments and validate compliance against the IAEA Milestones framework, further preparing Zambia's workforce for nuclear readiness.

DOMESTIC DEBT NEEDS TECHNICAL REPROFILING TO SAFEGUARD MARKET STABILITY

BY STAFF REPORTER

Zambia's reliance on the domestic bond and treasury bill market as a central pillar of fiscal financing is raising important questions about market stability, investor confidence, and labour implications.

Economist Kelvin Chisanga said the issue is not only the volume of borrowing, but also the structure of debt and the composition of investors.

With foreign participation capped at 23%, monitoring resident versus non-resident holdings is critical to avoid currency risks and liquidity shocks.

Enhanced disclosure covering bids, allotments, maturities, and net issuance—would strengthen



KELVIN CHISANGA

market discipline and provide early warning signals of fiscal stress.

Domestic debt management directly affects employment stability in Zambia's financial sector.

Transparent debt profiling supports predictable interest rates, which influence borrowing costs for businesses and households, thereby shaping job creation and wage stability.

Poorly managed debt could

trigger currency depreciation, inflation, and fiscal tightening—conditions that often lead to job losses and reduced labour market resilience.

Heavy reliance on foreign investors chasing high yields may cause under-subscriptions once ceilings are reached, pushing yields upward.

Concentrated maturities could lead to capital repatriation, placing pressure on the Kwacha and foreign reserves, with knock-on effects on import-dependent industries and employment.

A structured reporting framework would align borrowing with budgeted financing targets, ensuring fiscal discipline.

Stronger transparency improves policy coordination, stabilizes investor confidence, and safeguards the labour market from shocks linked to debt volatility.

IMMIGRATION BLOCKS UN SAFE LABOUR MIGRATION

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

CHOMA LOCAL COURT ORDERS ADULTERY COMPENSATION

BY CHILUBA MAPULANGA

The Choma Local Court has ruled in an adultery case involving a head teacher's wife, ordering compensation to be paid by the accused man after being found guilty of engaging in an extra-marital affair.

Appearing before Magistrates Luyando Siachitema and Stanley Hankanga, Givas Sibajene, 51, a head teacher at a named school, sued Radical Munkombwe, 32, of Siakakwale village, for adultery. Sibajene demanded compensation after accusing Munkombwe of having an affair with his wife, Mutinta Tukaka, aged 40.

reports that Sibajene initially

sought eight cows valued at K10,000 each, but the court ultimately ordered Munkombwe to pay K35,000, with an initial instalment of K2,000 due on 19 March 2026, followed by monthly payments of K500.

Magistrates Siachitema and Hankanga castigated Tukaka for her conduct, noting the strain such cases place on families and communities.

Sibajene told the court he was no longer interested in continuing his marriage, while Munkombwe also rejected being with the woman after the ruling.

The case highlights how family disputes can spill into financial and social obligations,



affecting household stability.

For workers such as teachers, unresolved domestic issues may impact professional performance and community standing,

underscoring the importance of

social responsibility alongside

employment.

VERTIV TO CREATE 'AT LEAST 200 JOBS

By BBC

An engineering company that makes equipment for data centres has announced plans to create "at least 200 jobs" as part of a major expansion in the north west.

The roles will be based at its facilities in Londonderry, Northern Ireland, and Letterkenny and Burnfoot, County Donegal, in the Republic of Ireland, over the next six months.

Vertiv said the expansion would help meet growing global demand, particularly in artificial intelligence (AI) technologies.

The firm said the investment reflected confidence in the region.

Speaking to BBC Radio Foyle's Mark Patterson Show on Thursday, Vertiv's delivery execution director Emmett Toland said there was "an immediate need" for 200 people.

He said that could increase to several hundred later this year and that six out of 10 of the roles would probably be based in Derry with the rest in Donegal.

Toland said the investment would be worth millions of pounds and described it as huge for the region.

"We are offering both full-time and part-time roles, primarily it will be full-time, but it will be both, but

we want to be able to reach out to as many people as possible.

"It shows confidence in the people here, we know we have the skill here and the workforce, I have been ten years and it has been nothing but growth."

Vertiv has operated on the island of Ireland since 2021 when it bought E&I Engineering, which was founded by Derry man Philip O'Doherty.

Vertiv bought E&I because the electrical switchgear and power distribution systems it makes were complementary to its existing business.

Data centres are effectively warehouses full of computer servers, which are central to the operations of online businesses.

They need a large and constant supply of electricity to operate and cool the servers.

A range of opportunities available

In a statement, Paul Ryan, president of Vertiv in Europe, the Middle East and Africa (EMEA), highlighted the strategic importance of the investment for both the company and the region.

"This expansion represents a major vote of confidence in the



skilled workforce and business environment of the North West region," Ryan said.

Vertiv said demand for electrical switchgear systems had accelerated alongside the growth of AI and cloud computing, placing increased pressure on power infrastructure supporting digital services.

The jobs will be in manufacturing, engineering, quality

assurance and support functions across Vertiv's three manufacturing facilities in the region: Campsie in Derry, and Burnfoot and Letterkenny in County Donegal.

The majority of the roles will be for electricians, panel wirers, mechanical fitters and general operators, with both full- and part-time opportunities available.

BID TO GIVE MIGRANT WORKERS MORE EMPLOYMENT POWER



Proposals for work permits to be in an employee's name rather than their boss' have been put forward.

Deputy Beatriz Porée said she wanted Justice and Home Affairs Minister Mary Le Hegarat to review and update the government's current policy to give migrant workers more power over their employment.

Porée's proposition also called for rules to stop recruitment fees and related costs for the employment of migrant workers being taken from the workers themselves.

The earliest her proposal will be debated by the States Assembly is 24 March. The BBC has contacted the Government of Jersey for comment.

Porée said the recent court case of deputy Philip Ozouf had brought issues faced by migrant workers to light.

Ozouf was sentenced to 120 hours community service and ordered to pay £5,000 legal costs after breaking the island's immigration law when he employed five Rwandan workers in his launderette and at his home when they did not have the right to do so.

Porée said she felt the current policy had an "imbalance of power".

"My concern is for the small number of employees in the island who are being trapped into workplaces and are not being cared [for] in the manner that it should be for any humanbeing in my view," she said.

"It is very much to readdress the balance and give migrant workers some sort of dignity and ability to actually move away from a bad employer if that situation occurs to them."

KCM CHAMPIONS SUSTAINABILITY DIALOGUE AT 2026 CSR & ESG CONFERENCE



HENRY NGILAZI

BY STAFF REPORTER

Konkola Copper Mines (KCM) is among the sponsors and active participants at the 7th Edition of the CSR, ESG, and Sustainability Conference currently underway at the Radisson Blu Hotel in Lusaka. The three-day event has convened CSR leaders, sustainability practitioners, policymakers, and industry stakeholders to advance sustainable development

practices across Zambia. KCM's participation underscores the company's commitment to integrating sustainability into core business operations, which directly impacts jobs and workplace practices.

ESG priorities such as environmental stewardship, community development, and local value chain strengthening translate into employment opportunities in mining communities and beyond.

By supporting inclusive economic growth, KCM reinforces its role in empowering workers and communities through sustainable resource management.

The company was represented by Acting Manager Public Relations and Communications. Mr. Henry Ngilazi, Ms. Kangwa Nakaonga, Procurement Officer, Nampundwe Business Unit, Ms. Taza Lungu, Environmental

Coordinator, Nampundwe Business Unit and Mr. Brighton Munthali, Community Liaison Officer, Nampundwe Business Unit.

Their participation highlights how sustainability discussions are tied to procurement, environmental management, and community relations, all of which influence labour practices.

The conference provides a platform to share best practices and explore innovative solutions that drive measurable social and environmental impact.

For workers, CSR and ESG initiatives often mean Safer workplaces., More inclusive hiring practices, Stronger community support systems and Opportunities for skills development in sustainability-focused roles.

The event will conclude with a CSR Day adjudication and awards ceremony, recognising organisations and individuals demonstrating excellence in corporate social responsibility and sustainability practices.

Such recognition reinforces the importance of responsible labour practices as part of Zambia's broader sustainability agenda.




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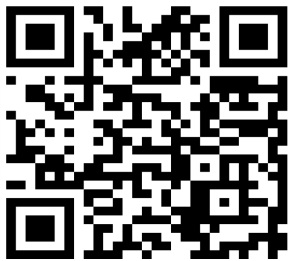
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 I do roofs, petition, shelves and all kind of wood work and joinery, am Lusaka based my contact details are
 Phone: 0977259082 / 0969294926
 Carpenter - General
 Experience over 10 years
 Call Mr Bwalya for reference on 0955178146
MOSES MUSA
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 Carpenter - General
 Phone: 0970447684 / 0970447684
JUSTINGO TEMBO
 General carpentry +260977232243

ELTON MOTO
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 Contact: 0961181793

ELECTRICIAN

MOSES
 I Install and repairs electrical wiring, systems, and fixtures in buildings
 Phone: 0976628916 / 0976628916
MATTHEWS MWALE
 responsible for inspecting, testing, repairing, installing, and modifying electrical components and systems
 Phone: 0977190092 (Ndola)
JIMMY
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 Phone: 09690105448
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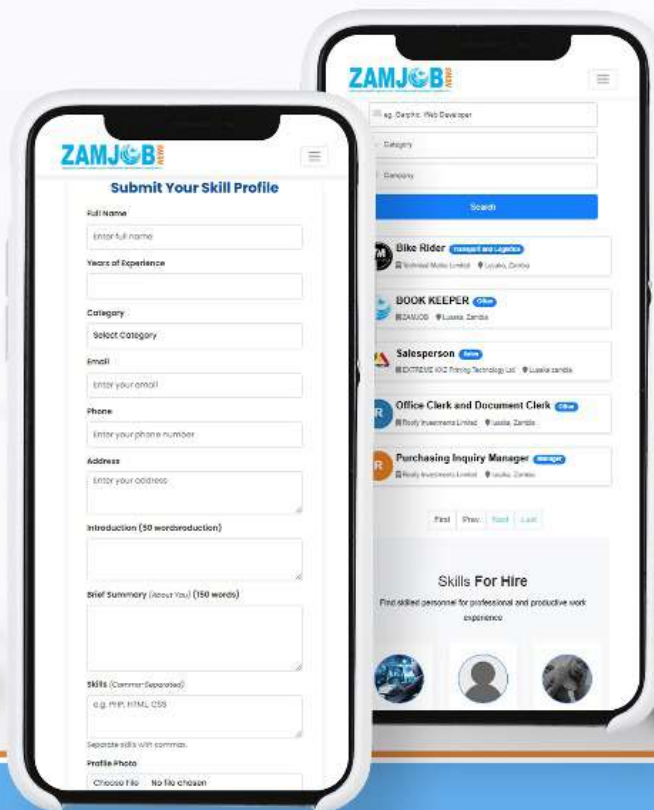
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HAIR DRESSERS

BERTHA MUSONDA

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

LUCY

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

REGINA

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

Phone: 0772481635

VERONICA

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

OTHER

INNOCENT MWANZA MULEYA

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

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Will restore you vehicle to how it was
CONTACT: +260977647263
Reference: Mr Bwalya 0961181793

MORRIS KAMALAMBA

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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

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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

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NALIULO NALIULO
Call: +260 97 7224129

PHYSIOTHERAPIST

THEMBIE MABIZA

Call: +260 97 8259303

LANDSCAPING

ANDYMARK SAKALA

Landscaping of new property, Planting flower and general gardening

I'm based in Ndola

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+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

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EMPLOYEE DISCOVERS DEAD GUEST

BY STAFF REPORTER

An Employee at a named Lodge in discover a dead of a male guest in one of the rooms at a lodge in John Howard Compound Lusaka.

The deceased, believed to be aged between 35 and 42, had checked in with a female companion.

According to witnesses, the woman reported that the man had died after an electrocution inside the room.

A lodge employee, conducting routine checks, was the first to discover the body

and immediately alerted management and authorities.

The Zambia Police Service has launched investigations into the incident.

Officers are working to establish the exact cause of death and whether faulty electrical installations may have contributed.

The tragedy has raised concerns about safety standards in hospitality facilities, with calls for stricter inspections of electrical systems and guest safety protocols.

Residents in John Howard Compound expressed shock, noting that lodges must ensure safe environments for both guests and staff.

MRC LIFTS SUSPENSION ON MOPANI'S MUFULIRA MINE

The Minerals Regulation Commission (MRC) has lifted the suspension on underground operations at Mopani Copper Mines' Mufulira mine, following the successful implementation of enhanced safety measures. This development carries significant implications for worker safety, job security, and labour stability in Zambia's mining sector.

The suspension was initially imposed due to non-compliance with safety requirements, particularly the failure to maintain an accurate personnel accounting system for underground workers.

According to the regulator, Mopani has since introduced a Two-Point Manual Tag Board System, strengthened shift clearance reporting, and upgraded its biometric system to automatically generate clearance reports.

CCTV and real-time monitoring systems have been installed at critical control points, ensuring safer working conditions

and compliance with Mining Regulation 218.

The lifting of the suspension allows miners to resume work immediately, safeguarding jobs that were at risk during the shutdown.

For thousands of employees and contractors, the restart means restored wages, continuity of employment, and reduced uncertainty.

Mopani's compliance demonstrates how labour rights and safety standards are directly tied to job security in high-risk industries like mining.

Zambia has set a target to expand copper production to three million metric tonnes annually by 2031, positioning mining as central to economic growth and job creation.

Ensuring compliance with safety regulations is critical not only for protecting workers but also for sustaining employment across the sector.

SDA CHURCH FIRES 19 PASTORS

The Seventh-Day Adventist (SDA) Church has dismissed 19 pastors over alleged misconduct and the formation of a parallel apostasy group, raising significant questions about labour rights, employment stability, and governance in faith-based institutions.

The pastors have been barred from preaching, teaching, collecting tithes, or representing the church, effectively terminating their employment and livelihoods within the SDA structure.

Such dismissals highlight the employment vulnerability of clergy, whose jobs are tied to doctrinal compliance and institutional loyalty rather than conventional labour contracts.

The dismissed pastors, including Daniel Kerochi, deny the allegations, insisting they remain faithful to SDA policies and answer to the global headquarters in Maryland, USA.

Their defense raises questions about labour protections for religious workers, especially when disputes involve doctrinal interpretation rather than misconduct in the traditional workplace sense.

Religious institutions employ thousands across Africa, from clergy to administrative staff, yet labour disputes in faith-based organizations often lack clear arbitration mechanisms.

The case echoes past splits within Kenya's Adventist community, showing how internal governance struggles can directly affect job security and worker rights.

MINING JOBS SHOULD PRIORITIZE ZAMBIANS

BY STAFF REPORTER

Member of Parliament for Kamfinsa, Christopher Kang'ombe, has announced that he will present a motion in Parliament this afternoon calling for the enforcement of Section 10(2) of the Geological and Minerals Development Act, which requires mining companies to give first priority to Zambian citizens during recruitment.

Kang'ombe emphasized that before a mining job is offered to an expatriate, qualified Zambians such as engineers, accountants, geologists, metallurgists, or ICT specialists must be considered first.

This aligns with Zambia's broader labour policy of ensuring that local talent

benefits from the country's natural resources.

The MP further argued that the same principle should apply to the awarding of contracts, with Zambian companies prioritized in line with national laws.

This would strengthen local enterprise participation in mining supply chains, creating jobs beyond direct employment in the mines.

Enforcing Section 10(2) could significantly reduce dependence on expatriate labour, while boosting opportunities for Zambian professionals.

It also ensures that mining contributes more directly to domestic job creation, skills development, and economic empowerment.

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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MUTALE – TALENT IDENTIFIER AND NURTURER

BY STAFF REPORTER

Born in 1990 in Chilenje Township, Coach Chisanga Henry Mutale has built a career defined by his passion for identifying and nurturing raw football talent.

He began playing for Chilenje Warriors, later renamed Chilenje Soccer Youth Academy, before moving to JCC (2007–2010) and returning to Chilenje in 2011 as a youth coach.

Speaking about his journey, Mutale said: “I just feel good seeing talent before it even grows. I have sight to identify raw talents and I enjoy helping and guiding passionate young footballers into professional disciplined players.”

Mentored by Coach Tiger and

Coach Dick (City Colts), who played pivotal roles in shaping his coaching philosophy.

Attended his first coaching course in July 2016 under the British Council (Premier Skills), later acquiring multiple coaching certifications.

Co-founded Chilenje Stars Soccer Academy after Chilenje Youth Academy was sold, serving as secretary/coach.

Appointed head coach of Baulen Tigger (Division 4) in 2012, guiding the team through an unbeaten first half of the league.

Helped nurture players such as Kondwani Koko M'hanga – now at FC Muza (MTN Super League).

Anganile Tembo – who played for FC Muza, City of Lusaka, and Kansashi Dynamos.



CHISANGA HENRY MUTALE

His coaching style emphasizes discipline, professionalism, and tactical awareness, ensuring young players transition successfully into competitive football.

Joined Police College FC in 2023 as Assistant Coach.

Draws inspiration from Pep Guardiola (Manchester City) and Oswald Mutapa (Power Dynamos).

Recognized as a tactical coach with strong game-reading skills and a bright future in Zambian football.

MATERO MAGIC AND LUSAKA BASKET QUEENS CROWNED CHAMPIONS

BY STAFF REPORTER

Matero Magic Basketball Team and Lusaka Basket Queens have emerged winners of the Smart Invoice Basketball Championship, organised by the Zambia Revenue Authority (ZRA) to raise awareness about Zambia's electronic invoicing system.

Speaking during the finals, Lusaka Province Permanent Secretary Joe Kalusa encouraged sports men and women to embrace voluntary compliance

with regulations, including tax regulations, noting that discipline in sports should extend to discipline in civic responsibilities.

ZRA Acting Commissioner General Richard Kapasa said the championship was aimed at encouraging businesses to adopt Smart Invoice, Zambia's mandatory electronic invoicing system for VAT-registered taxpayers. He added that issuance of Smart Invoices is a legal requirement, and failure to comply can lead to penalties.

The event demonstrates how

sports can be used as a platform for civic education, linking recreation with awareness of labour and tax obligations.

By promoting Smart Invoice, ZRA is reinforcing formalisation of businesses, which contributes to job creation, fair competition, and national development.

Athletes and communities were reminded that asking for receipts after transactions is part of building a transparent economy that supports public services.

The three-day championship

featured 14 teams from across Zambia.

Munali Suns and Green Buffaloes won silver medals.

Bronze medals went to I.C. Tigers (Men) and Dolphins Basketball Team (Women).

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.