



KALABA CRITICIZED

SINKALA BACKS 24-HOUR ECONOMY



CORNELIUS MWEETWA

BY CHILUBA MAPULANGA

Citizens First leader Harry Kalaba has come under heavy criticism from his own followers after ridiculing government's introduction of a 24-hour economy, a policy many Zambians have described as beneficial.

Kalaba, unimpressed with Cabinet's decision, argued on Facebook that Zambia has "no economy to talk about." Instead of rallying behind him, his comment section turned into a roasting chamber, with over 3,500 comments challenging his stance and demanding constructive alternatives.

The backlash comes amid Zambia's recent economic rebound. Last year, Bloomberg reported growth projections above six percent, while earlier this year the Zambian Kwacha was ranked the world's best-performing currency, driven by high copper prices, improved

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KALABA CRITICIZED, SINKALA BACKS 24-HOUR ECONOMY

From Front Page

agricultural output, and renewed investor confidence.

Many citizens argued that the 24-hour economy policy aligns with this momentum. Social media users urged Kalaba to provide solutions rather than dismiss government initiatives.

One follower, Sydney Filaba, wrote that opposition should not be about rejecting everything but offering alternatives.

Another, Don Mweemba, said

Kalaba's criticism was out of touch with reality, while Steven Shibwengo questioned whether opposition meant disagreeing with everything.

Meanwhile, Chief Government Spokesperson Cornelius Mweetwa announced that Cabinet had officially approved the extension of business operating hours to 24 hours for premises such as markets, shops, and bus stations, a move expected to boost productivity, create jobs, and

attract investment.

In Luanshya, lawyer and politician Zevwanji Sinkala welcomed the initiative, saying it will massively benefit small towns.

He explained that longer operating hours will allow traders and small businesses to earn more, create jobs through day and night shifts, and improve convenience for people with busy schedules.

"First, it allows traders and small businesses to make more

money because they are no longer limited to closing early. More time open means more customers and better income," Sinkala said.

He added that a 24-hour economy could also improve safety, as active communities reduce opportunities for crime.

"For Luanshya, this is an opportunity we must embrace. With proper lighting, security, and support for our traders, we can turn this into real economic growth for our people,"

he said, stressing his commitment to initiatives that empower youth and strengthen local economies.

\$170 MILLION AGRIBUSINESS PROJECT TO CREATE 12,000 JOBS

BY STAFF REPORTER

Over 12,000 jobs are expected to be created nationwide through the Zambia Agribusiness and Trade Project II (ZATP II), a five-year initiative worth US\$170 million jointly implemented by the Government and the World Bank Group.

Speaking at the launch, Minister of Commerce, Trade and Industry Chipoka Mulenga said the project is designed to expand access to markets and finance while promoting agribusiness growth. The initiative has three components: market connect, product alliances, and a line of credit.

The line of credit, valued at US\$90 million, includes US\$30 million ring-fenced to facilitate sustainable financing for the agribusiness sector.

In addition, a matching grants facility has been allocated US\$52 million, with Zanaco contributing an extra US\$8 million as fund manager, bringing total financing to US\$90 million.

Through these instruments, ZATP II will benefit producer organisations such as cooperatives, district farmers' associations, business associations, and small and medium enterprises, positioning them as catalysts for economic growth and social transformation.



CHIPOKA MULENGA

UPHOLD AFRICAN MEDIA TO UNITE AND PROFESSIONAL STANDARDS

EDITORIAL

BY STAFF REPORTER

Government has called for greater unity and professionalism among media practitioners across Africa to address the growing challenges of the digital era.

Delivering a keynote speech at the African Media Councils Conference, Minister of Foreign Affairs and International Cooperation Hon. Mulambo Haimbe emphasized that solidarity and self-regulation are vital in safeguarding media credibility.

He noted that a connected African media, built on shared standards and mutual support, is better equipped to navigate emerging challenges.

The Minister stressed that media freedom is best protected

through adherence to high professional standards rather than government intervention.

He cited Zambia's establishment of the Media Self-Regulation Council of Zambia in 2023 as a key step in promoting accountability within the sector.

The two-day conference, themed "A Solidarity-Based Approach to Regulatory, Financial and Digital Challenges", brought together media experts from across Africa and beyond.

He urged delegates to consider codes of ethics tailored to the digital era, including frameworks to address the impact of Artificial Intelligence on journalism.

International partners reaffirmed their support

European Union delegation pledged continued backing for media freedom and professional journalism.

British High Commission noted the importance of the conference amid rising misinformation and disinformation pressures.

Swedish Ambassador Johan Hallenborg described the event as an opportunity to shape the future of media governance in Africa.

The conference provided a platform for African media stakeholders to strengthen collaboration, enhance professional standards, and develop strategies to protect the integrity and independence of journalism in the digital era.

The arrests in Mkushi District underscore a troubling reality: corruption continues to erode the very programmes designed to uplift vulnerable communities.

The school feeding initiative is not a luxury—it is a lifeline for countless children whose ability to learn depends on proper nutrition. When public officers and financial professionals collude to siphon resources meant for such programmes, they betray not only the trust of government but also the hopes of families who rely on these interventions. The Anti-Corruption Commission's swift action is commendable, but the case also highlights systemic weaknesses in procurement oversight and accountability. Awarding contracts to entities that fail to meet basic standards undermines both efficiency and fairness, while inducements from bank officials reveal how corruption can spread across institutions meant to safeguard financial integrity. This scandal should serve as a wake-up call. It is not enough to prosecute individuals after funds have been misused; preventive mechanisms must be strengthened.

Transparent procurement processes, independent audits, and community monitoring of school feeding programmes can help ensure that resources reach their intended beneficiaries. Ultimately, the Mkushi case is about more than K100,000 or a contract worth K1 million—it is about the credibility of public institutions. If corruption is allowed to fester unchecked, the social contract between citizens and the state weakens. The justice system now carries the responsibility of sending a clear message: public resources are sacred, and those who abuse them will face the full weight of the law. This is not just a legal matter—it is a moral one. Protecting the integrity of programmes that feed children is protecting the future of the nation.

ZCCM-IH, PLANETGOLD ZAMBIA PARTNER TO TRANSFORM ARTISANAL GOLD MINING

BY STAFF REPORTER

ZCCM Investments Holdings Plc (ZCCM-IH) has signed a Memorandum of Understanding (MoU) with the planetGOLD Zambia Project to formalise the artisanal and small-scale gold mining (ASGM) sector and promote responsible, mercury-free mining practices.

ZCCM-IH Chief Executive Officer Kakenenwa Muyangwa described the partnership as a landmark step towards transforming Zambia's gold subsector into one that prioritises sustainability, safety, and economic inclusion.

Muyangwa said Artisanal

and small-scale miners, who support thousands of rural households, often operate informally and face health risks due to mercury exposure and limited market access.

"Under the government's gold mandate, ZCCM-IH will act as a bridge to the market, providing a transparent off-take system for gold produced from mercury-free sites," he said.

The MoU involves collaboration with the Ministry of Mines and Minerals Development and the Zambia Environmental Management Agency (ZEMA), reinforcing a multi-stakeholder approach to reforming the gold subsector.

Ministry of Mines officials stressed the urgency of formalising ASGM to ensure

miners receive fair value while producing traceable gold in line with regulations.

planetGOLD Zambia Project, funded by the Global Environment Facility and implemented by UNEP, has been instrumental in organising miners into formal groups and facilitating access to legal markets and financing.

ZEMA Acting Director-General Christopher Kanema highlighted compliance with national laws and international conventions, including the Minamata Convention on Mercury, while promoting sustainable technologies to eliminate mercury use.

ZACCI HAILS 24-HOUR ECONOMY AS GAME-CHANGER

BY STAFF REPORTER

The Zambia Chamber of Commerce and Industry (ZACCI) has welcomed Cabinet's approval for Zambia to transition towards a 24-hour economy, describing the move as a bold step to modernise the nation's economic model and align with global productivity trends.

ZACCI President Anthony Kabaghe noted that extended business hours, as seen in countries such as the United Arab Emirates, China, and South Africa, have boosted output, enhanced service delivery, and improved competitiveness.

For Zambia, the potential gains are substantial, with efficiency expected to rise across manufacturing, retail, logistics, and services, while maximising

the use of capital assets and reducing idle time.

The shift is projected to create more employment opportunities, particularly for young people, through flexible shift-based work arrangements.

Night shifts could offer higher wages, increase household incomes while boosting private sector revenues and strengthening domestic resource mobilisation through taxes.

ZACCI further highlighted that adopting a 24-hour economy will enhance Zambia's strategic position in the African Continental Free Trade Area (AfCFTA), facilitating cross-border trade and improving responsiveness to regional and global demand.

However, the Chamber cautioned that success will depend



ANTHONY KABAGHE

on addressing structural constraints such as reliable energy supply, public security, and labour regulations that protect workers' rights, compensation, and safety.

Kabaghe recommended a phased approach, beginning with priority sectors like manufacturing, logistics, healthcare, and hospitality,

supported by government incentives and private sector collaboration.

He stressed that the transition is not merely about longer business hours but about building a more resilient, competitive, and inclusive economic system.

NO FUEL PRICE INCREASE AS ZAMBIA RESPONDS TO OIL CRISIS

BY STAFF REPORTER

The Government has stepped up measures to shield Zambia from escalating global petroleum prices driven by ongoing geopolitical tensions in the Middle East.

According to the Ministry of Energy, international crude oil prices have risen sharply from around US\$78 to US\$94 per barrel, exerting pressure on domestic fuel pricing structures. Permanent Secretary for Energy, Prof. Ephraim Munshifwa, said the surge reflects supply chain disruptions and uncertainty on the global oil market.

"In response, Government has implemented targeted measures aimed at safeguarding national energy security and cushioning consumers from adverse price shocks," he noted, adding that no

upward fuel price adjustments were made in March despite increases across African markets.

Prof. Munshifwa explained that the Government has adopted an inclusive approach, engaging key stakeholders such as oil marketing companies, transporters and regional partners to ensure coordinated and sustainable solutions.

Among the key interventions is the revamping of three strategic petroleum storage depots in Mongu, Mansa and Chipata, with a combined capacity of 20 million litres. These facilities complement existing storage infrastructure in Ndola and Mpika and are expected to strengthen the country's fuel reserve system and ensure a steady supply nationwide.

Government is also intensifying efforts to secure alternative sources of petroleum products to diversify supply chains, particularly if geopolitical tensions persist.

Meanwhile, the Ministry has assured the public that Zambia's fuel supply remains stable. Diesel stocks currently stand at 285 million litres, representing approximately 56 days of national cover based on an average daily consumption of five million litres.

Petrol stocks are at 40 million litres, equivalent to 23 days of supply, while kerosene stands at 65.9 million litres, covering about 9.3 days. Jet A-1 fuel stocks are estimated at 1.6 million litres, translating into 10 days of cover.

Prof. Munshifwa said the

Government is actively monitoring supply logistics to ensure continued availability of petroleum products, including those with lower stock levels.

He further cautioned the public against panic buying and warned industry players against fuel hoarding, stressing that such practices could create artificial shortages.

"The Government will take firm action against any entities found engaging in such conduct," he said.

The Ministry of Energy reaffirmed its commitment to closely monitor global developments and implement appropriate interventions to safeguard Zambia's energy security and protect consumers.

GOV'T RECEIVES K1.2 MILLION FOR MEDICAL EQUIPMENT

BY STAFF REPORTER

The Ministry of Health has officially handed over maternal and newborn medical equipment worth over K1.2 million to the Lusaka School of Nursing and Midwifery, in a move aimed at strengthening midwifery training and reducing maternal mortality rates.

The donation, provided by Seed Global Health, includes mannequins and training tools designed to sharpen the skills of student midwives.

Minister of Health Dr. Alex Katakwe said government remains committed to ensuring that no mother dies while giving birth, stressing that midwives are central to this mission.

The minister explained that



DR. ALEX KATAKWE

improving the training environment will not only enhance graduates' skills but also strengthen the entire health system.

He commended the Lusaka School of Nursing and Midwifery for its dedication to producing competent and passionate midwives, urging staff to safeguard and efficiently use the equipment.

Dr. Katakwe reminded student midwives of their critical role, noting that every skill acquired has the potential to save lives.

He highlighted that the partnership between Seed Global Health and the Lusaka School of Nursing and Midwifery has already trained 100 midwife preceptors across seven institutions, combining training, mentoring, and equipment support to improve maternal and newborn health outcomes.

GOV'T DISMISSES 300 HEALTH WORKERS FOR INDISCIPLINE

BY STAFF REPORTER

Government has dismissed 300 health workers for various acts of indiscipline in a move aimed at restoring professionalism and order in the public service.

Civil Service Commission (CSC) Chairperson Dr. Choolwe Beyani said the dismissals signal a shift towards accountability and ethical conduct as part of broader reforms to improve service delivery in the health sector.

The action follows a recent staff audit which exposed deeper structural weaknesses, particularly in professional conduct rather than academic qualifications.

The commission has also been working to address long-

standing administrative challenges, including reducing the number of workers who had served for extended periods without confirmation.

Dr. Beyani noted that when the UPND assumed office, over 2,000 civil servants had been unfairly dismissed, and some were reinstated after a review process established the truth.

He added that Government has prioritized improving staff welfare, including reuniting couples who were previously working in separate locations, with figures expected to be released soon.

The dismissals form part of the New Dawn administration's broader transformation agenda, which includes strengthening discipline, accountability, and professionalism across the civil service.



DR. CHOOLWE BEYANI

UPND MEMBER SUES SG IMENDA CHALLENGES HICHILEMA'S MANDATE

A ruling party member, Charles Longwe, has sued Batuke Imenda, in his capacity as UPND Secretary General, arguing that his mandate has expired and demanding immediate vacation of office.

In filings before the Lusaka High Court, Longwe contends that the National Management Committee (NMC) ushered into office on 14 February 2021 saw its tenure lapse on 14 February 2026 in accordance with the party constitution.

He further argues that provincial and lower party organs, elected in 2020, had their mandates expire by 31 December 2024, leaving the party without valid office bearers.

Longwe submits that the failure to hold elections across party structures violates both the UPND constitution and Article 60 of the Republican Constitution,



adding that there are currently no qualified delegates to form an electoral college for a general

assembly.

Declaration that President Hakainde Hichilema's mandate

expired in February 2026.

Appointment of an interim committee, headed by Longwe, to replace Hichilema and oversee party affairs.

Recognition that UPND is now an unlawful society, risking deregistration.

Declaration that failure to hold elections at all levels breaches constitutional provisions.

Injunction to stop Imenda and the current leadership from operating the party secretariat or presenting themselves as legitimate leaders.

Ruling that continued operation without elections exposes the party to cancellation of registration and legal consequences.

The matter now awaits determination by the Lusaka High Court, with potential implications for the ruling party's internal governance and legitimacy.

PETAUKE COUNCIL CHAIRPERSON ARRESTED FOR DISORDERLY CONDUCT

BY CHILUBA MAPULANGA

Day proceedings.



Petauke Town Council Chairperson Edward Banda has appeared in the Petauke Magistrates' Court facing one count of idle and disorderly conduct.

It is alleged that on March 12, 2026, at around 11:30 hours, Mr. Banda, together with other persons unknown, behaved in a manner likely to cause a breach of the peace at Mizyu Football Grounds.

Mr. Banda pleaded not guilty before Magistrate Misozi Banda, who granted him bail. The case has been adjourned to March 30, 2026 for the start of the trial.

Earlier, Eastern Province Police Commanding Officer Robertson Mweemba stated that Mr. Banda, while in the company of motorbike riders, behaved disorderly and disrupted Youth

COMPANIES OFFERED £3,000 TO HIRE JOBLESS UNDER-24S

new £3,000 "youth jobs grants" will support around 60,000 young people into employment over the next three years. Ministers are yet to set out how employers will qualify for the payments.

Alongside this, an existing scheme that subsidises six-month minimum wage jobs for benefit claimants who have been looking for work for 18 months will also be widened this autumn, covering those aged up to 24 rather than 21 now.

Government-supported foundation apprenticeships, where employers are paid up to £2,000 in instalments, will expand into hospitality and retail from April.

The changes mean government jobs subsidies will now target a slightly older cohort of young people than had previously been the case.

Employers currently do not have to pay National Insurance (NI) on the salaries of employees under 21 unless they earn more than £50,270.



The government is to pay more companies to hire young people, under Labour's latest plan to tackle spiralling rates of youth unemployment.

Firms will get a £3,000 grant for every person they take on aged 18 to 24 who is on benefits and has been looking for a job for six months or more.

An existing scheme that pays firms to take on those who have been out of work for even longer will also be expanded.

It comes as ministers grapple with an unemployment crisis among young people, with over 950,000 16- to 24-year-olds not in education, employment or training, around one in eight people in that age group.

announcing the measures in a speech in east London, Work and Pensions Secretary Pat McFadden described the issue as

"deep rooted", pointing to rising youth unemployment in the years before Labour entered office.

But Helen Whately, his Conservative counterpart, said state-funded jobs were "economic madness" and "not the answer".

Her party has pinned the blame for the rise on Labour policies, including a hike to employer's National Insurance last year and a law passed last year creating a series of new employment rights in Britain.

The government hopes the

'NO-ONE WILL HIRE WOMEN' - INDIA'S TOP COURT REJECTS MENSTRUAL LEAVE PETITION

(BBC) India's top court has rejected a petition seeking menstrual leave for working women and female students with the judges saying if they were to make such a law, "no-one will hire women".

The two-judge bench headed by Chief Justice Surya Kant said mandatory leave would make young women think they were "not at par" with their male colleagues and would be "harmful for their growth".

The subject of menstrual leave has long polarised Indian society - while many agree with the justices' views, others argue that a day or two off can help women deal with painful periods.

Some states and a number of

employees over the years.

The top court's comments came while hearing a petition filed by lawyer Shailendra Mani Tripathi, seeking a national menstrual leave policy, legal website LiveLaw reported.

Tripathi later told news agency IANS that he had hoped that working women would receive "two-to-three days of leave" to account for menstrual difficulties.

The judges, however, said that introducing such a policy would not benefit women - instead, it would harm them by reinforcing gender stereotypes and affecting their employability.

They said this could make

private-sector employers hesitant to hire women and might ultimately discourage their recruitment.

They added that "the government could come up with a menstrual leave policy in consultation with all stakeholders", LiveLaw reported.

The comments by the top court have once again spotlighted a topic that has long divided opinion in India and led to debates around whether it was a progressive move or encouraged stereotypes that women are weaker and unfit for the work space.

By saying that menstrual leave would make women

"unattractive" as employees, the judges "reiterate the taboo around menstruation and rights that we have failed to address", public health expert and lawyer Sukriti Chauhan told the BBC.

She said there were laws in India that spoke of "workplace dignity, gender equality, and safe working conditions" for women and that "denying menstrual leave violates these principles by forcing women into uncomfortable, undignified or hazardous work environments".

"Providing menstrual leave not only supports women's health and well-being, but also promotes productivity and efficiency in the workplace," she added.

ZCCM-IH EARNS OVER US\$110 MILLION FROM KANSANSHI ROYALTIES IN THREE YEARS



DR. HAPENGA KABETA ZCCM INVESTMENTS HOLDINGS PLC

BY STAFF REPORTER

ZCCM-Investments Holdings (ZCCM-IH) has earned more than US\$110 million in royalty revenue from Kansanshi Mining Plc between 2022 and 2024, following its landmark decision to convert dividend rights into a 3.1 percent gross revenue royalty in 2021.

According to the latest edition of Mining Corner 360, the royalty

model has proven far more beneficial than relying on dividends alone. Financial data shows ZCCM-IH earned US\$17.66 million in 2022, US\$38.48 million in 2023, and US\$54.51 million in 2024, bringing the three-year total to US\$110.64 million.

By contrast, Kansanshi declared dividends only in 2022, paying out US\$59.6 million, with

no dividends declared in 2023 and 2024. Under the old equity-only model, ZCCM-IH would have received no income during those years.

The publication explains that royalties, unlike dividends, are calculated on sales revenue rather than profits, offering greater predictability and reduced financial risk in an industry often affected by fluctuating commodity

prices and operational costs. The royalty is paid quarterly and will remain in place for the life of the mine, projected until 2045.

Over a 10-year period (2012–2021), ZCCM-IH received US\$244.25 million in dividends, averaging around US\$24 million annually. Analysis shows that under similar market conditions, the royalty system would have delivered about US\$48 million per year, making it both more stable and lucrative.

ZCCM-IH also benefits from strong international metal prices, as royalty payments rise with increased revenue from global markets such as the London Metal Exchange and London Bullion Market Association.

Looking ahead, revenue is expected to grow following the commissioning of the S3 Expansion Project at Kansanshi in August 2025, which aims to scale up operations despite declining ore grades.

The company says the royalty-based model has strengthened its financial position, created more stable cash flows, and will support investments in Zambia's gold subsector and the broader mining value chain, positioning ZCCM-IH as a more active investor in the country's mining industry.





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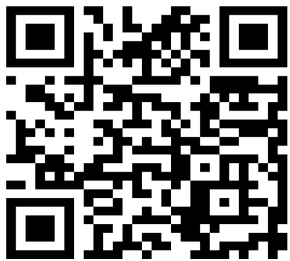
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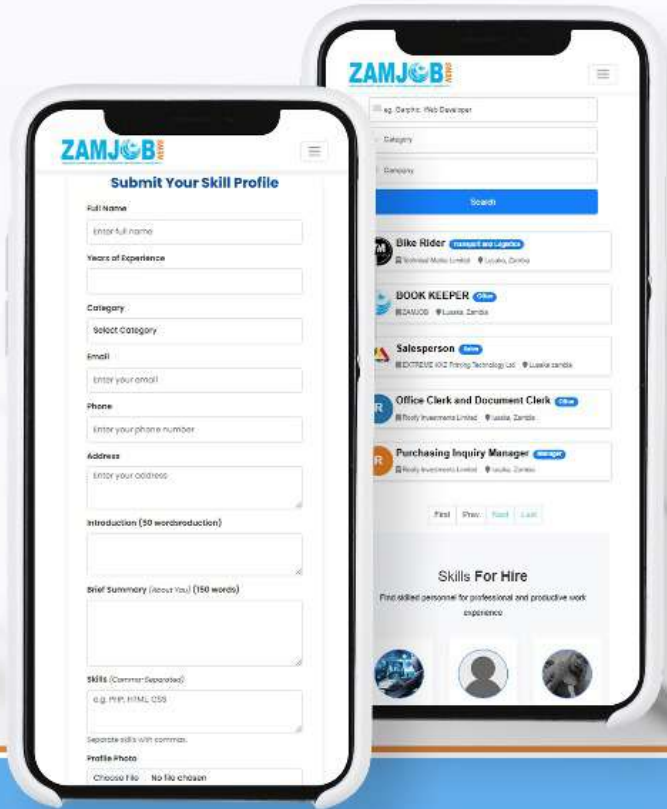
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I am specializes in hair dressing and make up located in Lusaka. I am available for hire for events such as weddings, parties, etc I offer house calls and delivery services of wigs and clothes Phone: 0971473109 / 0962690740

LUCY

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REGINA

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VERONICA

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Phone: 0976241192

OTHER

INNOCENT MWANZA MULEYA

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KELVIN

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MOSES MWEPU NKOSHA

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malikitwalibu38@gmail.com
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Phone1: 0769712130
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Phone1: 0972743995
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Phone1: 0979218629

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OTHER

CHRISTOPHER KAPALU

Phone: +260 96 1962001

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2 WORKERS DIE IN STONE CRUSHER

BY STAFF REPORTER

Tragedy struck at Tianyu Stone Quarry in Shimabala area of Chilanga District when two workers were fatally crushed in a stone crusher.

According to the Zambia Police Service, the accident occurred around 12:30 hours while the employees were on duty in the crusher section. The incident was reported to Chilanga Police Station by mine manager Wang Xianfa, 58, who confirmed that the workers had been trapped in the operating machinery.

Police Public Relations Officer Godfrey Chilabi explained that the victims were standing near the crusher while stones were being

offloaded from a tipper truck. The machine continued running until another employee monitoring the conveyor belts noticed human remains moving along the belts. The worker immediately switched off the machine and alerted management.

Police officers rushed to the scene and discovered remains on the conveyor belts and sieves of the crushing plant. The deceased have been identified as Kizito Gumbo, 38, and Joe Chikole Mwiinga, 37, both residents of Shimabala. Their remains were transported to the University Teaching Hospital (UTH) Mortuary for post-mortem examination.

Mr. Chilabi said the Mines



Safety Department and other regulatory authorities have been engaged to conduct a joint investigation into the circumstances surrounding the

accident.

An official inquiry file has been opened, and the public will be informed once investigations are concluded.

CHILANGA CEMENT WORKERS SECURE K900 PAY RISE

BY STAFF REPORTER

The 2026 collective bargaining process at Chilanga Cement Ltd has concluded with a K900 increment to basic pay across the board for unionized workers, effective 1st January 2026 and backdated.

The increment translates into a gross pay of just over K11,350 (basic plus housing allowance) for the lowest-paid employee, while the highest-paid worker will now earn just over K20,200.

Mine Workers Union of Zambia (MUZ) Coordinator & Public Relations Officer Michael Kaluba confirmed that the agreement include Housing allowance retained at 35 percent under the status quo, Education allowance closed without further adjustments, Local travel and subsistence allowances increased from K120 to K150 and K60 to K100 respectively.

Funeral grant clause revised to K9,000 for the death of an employee, K9,500 for the death of a registered spouse, K8,000 for the death of a child and K6,500 for the death of a natural/biological parent

Mineworkers Union of Zambia (MUZ) General Secretary George S. Mumba welcomed the agreement, describing it as a product of constructive engagement between labour and management.

“While the K900 increment may not fully meet the rising cost of living pressures faced by workers, it represents a meaningful step in safeguarding workers’ welfare within prevailing economic constraints,” he said.

Mumba emphasized the importance of continued dialogue and urged the employer to remain responsive to future demands, particularly in areas affecting workers’ livelihoods and social



protection.

He reaffirmed MUZ's commitment to defending workers' interests, pledging to

push for improved conditions of service, enhanced allowances, and sustainable wage growth in subsequent negotiation cycles.

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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CAF STRIPS SENEGAL OF AFCON TITLE, FEDERATION APPEALS TO CAS

BY STAFF REPORTER

The Confederation of African Football (CAF) has stripped Senegal of their 2025 Africa Cup of Nations (AFCON) crown and awarded the title to Morocco, sparking outrage in Dakar and a looming legal battle at the Court of Arbitration for Sport (CAS) in Lausanne.

The Senegal Football Federation (FSF) has refused to hand over the trophy, denouncing the ruling as “unfair,

unprecedented and unacceptable.” Federation Secretary General Abdoulaye Sow told state broadcaster RTS that Senegal will not back down, insisting the law is on their side.

CAF President Patrice Motsepe defended the Appeals Board's decision, saying it must be respected as the board maintains high adjudication standards.

The ruling followed Senegal's 14-minute walk-off protest during stoppage time of the final, after a penalty was awarded to Morocco.

Although Morocco missed the penalty and Senegal went on to win 1-0 in extra time, CAF declared the match void and awarded Morocco a 3-0 victory.

The fallout has triggered political and diplomatic reactions. Government spokeswoman Marie Rise Faye said CAF has undermined its credibility by questioning a properly played and won match.

Prime Minister Ousmane Sonko warned that the dispute could damage ties between

Senegal and Morocco, two nations that consider each other friends.

Veteran French coach Claude Le Roy criticized CAF for flouting referees' authority, calling the ruling unimaginable months after the final.

Meanwhile, the Royal Moroccan Football Federation (FRMF) welcomed the decision, stressing that it was not about challenging sporting performances but about upholding regulations and ensuring stability in African competitions.

ESTHER PHIRI PREPARES FOR FINAL BOUT AGAINST SOUTH AFRICA'S ALMEDIA SANDRA

BY STAFF REPORTER

Zambian boxing legend Esther Phiri is set to step into the ring for the last time in her career, facing South African opponent Almedia Sandra in what promises to be an emotional and historic exhibition match.

Scheduled for March 27, 2026, the bout will be broadcast live on Diamond TV, with undercard fights featuring upcoming Zambian boxers.

Phiri's manager, Gift Phiri, confirmed that the former world champion has been undergoing intense training in preparation for the fight. He expressed confidence in her progress, noting that she has successfully cut down her weight from 87kg to 72kg, hitting the target set by her training team.

“So far, the preparations are

looking very sharp. Esther is looking very fit and has hit the weight we were targeting,” he said.

Sports analyst Lucky Chama offered a balanced perspective, acknowledging that expectations are modest given the age and reduced strength of both fighters.

However, he emphasized that the match carries symbolic importance for Zambia's boxing community.

“When two legends come together in the ring, they'll show the upcoming boxers one or two things,” Chama remarked.

He added that boxing has brought Zambia numerous medals over the years, underscoring the need for greater investment in the sport.

For Esther Phiri, this fight is more than just a farewell—it is a



countless young athletes. Known as Zambia's “Golden Girl of Boxing,” she rose from humble beginnings to become a multiple-time world champion, breaking barriers for women in sports and earning

Her journey has been marked by resilience, discipline, and a determination to prove that Zambian athletes can compete at the highest level.