



PEZA NEWS

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On page 6

N'cwala Ceremony Blends Ngoni Tradition with Economic Boom



Bicycle taxi riders in Nyimba District wait for early morning customers. Bicycle taxis are a popular mode of transport in Eastern Province of Zambia. - Picture by Mubanga Chileshe

MIDDLE EAST

By Alexis Chilumbwe
Special Assistant
to the Republican
President, Jito..."
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CONFLICT RISKS

GLOBAL ENERGY

SHOCK — KAYUMBA



By Alexis Chilumbwe
Special Assistant to the Republican President, Jito Kayumba, has cautioned that Zambia's recent fuel pump price reductions—largely supported by relative Kwacha stability—could be short-lived if the ongoing conflict in the Middle East escalates.

In a statement shared on X (formerly Twitter), Kayumba warned that further deterioration of security in the region could trigger one of the most severe shocks to the global energy market in decades, with direct consequences for fuel-importing countries such as Zambia.

Kayumba cited reports from Iranian state media indicating that as of March 1, 2026, Iranian naval forces had begun hailing commercial energy vessels departing the Strait of Hormuz, effectively disrupting traffic along what is widely regarded as the world's most critical energy corridor. Any sustained closure or restriction of the strait, he said, would send immediate shockwaves through international energy markets.

"The Strait of Hormuz is the world's most important energy

Middle East Conflict Risks Global Energy Shock — Kayumba

artery," Kayumba noted. "At its narrowest point, shipping lanes are only 3.2 kilometres wide, yet roughly 20 million barrels of crude oil and refined petroleum products pass through it daily. It is also the exclusive export route for nearly all of Qatar's liquefied natural gas." He added that major Asian economies—China, India, Japan and South Korea—depend on the passage for up to 75–80 percent of their petroleum supplies.

According to Kayumba, before the latest tensions, Brent crude oil prices were relatively stable, trading between US\$66 and US\$67 per barrel. However, growing uncertainty

has introduced unprecedented volatility, with some analysts projecting potential spikes beyond US\$150 per barrel if hostilities intensify.

He further revealed that marine insurers have already increased premiums by up to 50 percent for vessels entering the Persian Gulf, a development that could significantly raise global transport and fuel costs. Such pressures, Kayumba warned, risk reversing recent gains in inflation control, including in Zambia, where higher import costs would likely translate into increased pump prices.

Despite the risks, Kayumba said Government remains



Special Assistant to the Republican President, Jito Kayumba

reserves.

Meanwhile, Energy Regulation Board Chairperson James Banda announced on Friday a reduction in

pump prices. Petrol, diesel, kerosene and Jet A-1 now stand at K26.61, K23.25, K21.06 and K22.39 per litre, respectively,

following a 4.17 percent appreciation of the Kwacha against the US dollar in February 2026.



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Editorial

The Strait of Hormuz – Why It Matters to the World(Africa)

The Strait of Hormuz is a narrow but strategically vital sea passage in the Middle East, linking the Persian Gulf to the Gulf of Oman, and onward to the Arabian Sea and the wider Indian Ocean. Though modest in size, its importance to the global economy is immense.

Geographically, the strait lies between Iran to the north and Oman to the south. At its narrowest point, it measures about 33 kilometres across, with shipping lanes only a few kilometres wide in each direction. This physical constraint makes the strait one

of the world's most vulnerable maritime chokepoints.

Its global significance stems from energy trade. Nearly one-fifth of the world's oil and a substantial share of liquefied natural gas (LNG) pass through the Strait of Hormuz each day. Major oil-exporting countries—including Saudi Arabia, Iraq, Kuwait, Qatar and the United Arab Emirates—depend on it to access international markets. As a result, any disruption, whether from military tension, blockades, or maritime incidents, can trigger immediate volatility in global energy markets.

Even limited interruptions can push oil prices sharply higher, strain LNG supply chains, raise freight and insurance costs, disrupt refinery operations, and

ultimately increase fuel prices for consumers worldwide. Financial markets react almost instantly, reflecting the strait's role as a barometer of global energy security.

For Africa, the implications are

significant, despite the continent's distance from the Middle

East. Many African economies rely heavily on imported fuel priced on global markets. A spike in oil prices raises transport costs, electricity tariffs, and industrial production expenses, increasing the overall cost of living

and doing business.

Africa's trade links to Asia and the Middle East also make it vulnerable to higher shipping and insurance costs. Imports of machinery, fertiliser, food and manufactured goods become more expensive, worsening trade balances—especially for landlocked (e.g. Zambia) and fuel-importing countries. The agricultural sector is particularly exposed, as higher energy and fertiliser prices raise production costs and place pressure on food security.

Beyond trade, prolonged disruptions can weaken currencies and fuel inflation, forcing governments and central banks to adopt tighter policies that may slow economic growth.

Ultimately, the Strait of Hormuz is more than a waterway. It is a global economic pressure point where energy security, shipping confidence and supply stability converge—its tremors felt far beyond the Middle East, including across African economies.



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ASK PEZA

QUESTION 1

Hello Peza

Should I call the company after submitting my application?

Peza Response:

It depends.

If the job advert provides contact details and does not restrict follow-ups, you may call politely after 5–7 working days.

However, if the advert clearly states “Only shortlisted candidates will be contacted”, calling may not be necessary.

Question 2

Hi, Peza

Can I apply for a job if I am currently employed?

Peza Response:

Yes, you can apply for another job while employed. Many professionals explore better opportunities while still working.

However:

- Do not use your current employer's time or resources to apply.
- Do not speak negatively about your current job during interviews.
- Be professional and confidential.

Growth is not betrayal. Just remain professional and ethical throughout the process.

Question 3

How do I explain the employment gaps on my CV?

Peza Response:

Employment gaps are common and not always a problem, if explained honestly.

Reasons may include:

- Further studies
- Family responsibilities
- Health recovery
- Business attempts
- Contract ending

If asked in an interview:

- Be honest
- Keep the explanation short
- Focus on what you learned during that period

Employers appreciate honesty more than excuses. Turn your gap into a growth story.

Have a question about jobs, business, or the workplace?

Send your question to Ask Peza via:

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Ministry Moves to Revoke Work Permits of Two Chinese Supervisors Over Workplace Violence

By Charles Tembo

The Ministry of Labour and Social Security has moved to recommend the immediate revocation of work permits for two Chinese supervisors at Zamfresh following allegations of workplace violence involving a female employee.

In a statement issued on Tuesday, Ministry Principal Public Relations Officer Mwaka Ndawa said the decision follows inspections conducted at the company by Labour Commissioner Givens Muntengwa. Preliminary findings indicate that the employee was indecently assaulted by male supervisors who were allegedly attempting to restrain her after accusing her of theft.

Ndawa said the Ministry has taken a firm stance on the matter, stressing that Zambia maintains zero tolerance for violence, abuse and harassment in the workplace.

"The Ministry, through Zambia's ratification of International Labour Organization Convention 190, reinforces the country's commitment to ending violence, abuse and harassment in the world of work. Convention 190 obliges Government to ensure that employers provide workplaces free from abuse, violence and harassment," Ndawa said.

She further emphasized that foreign nationals working in Zambia are equally subject to local labour laws and international obligations.

"Foreign nationals working in Zambia are bound by the country's labour laws; therefore, violence, abuse and harassment in the workplace will not be tolerated under any



Amateur footage: 2 Chinese nationals manhandling a Zambian lady at Zamfresh offices

circumstances," she said. Ndawa also reminded employers of the need to adhere to established grievance-handling and disciplinary procedures when dealing with allegations

of misconduct. "Employers are implored at all times to follow laid-down grievance handling and disciplinary procedures. Taking the law into

one's own hands is a serious breach of labour standards and may attract administrative and legal consequences. Such actions may even expose the country to censure by the ILO for serious violations of employees' rights," she said.

She added that the Ministry encourages the use of social dialogue mechanisms in resolving workplace disputes, noting that engagement between management, workers and trade unions remains central to stable industrial relations.

Meanwhile, in a related development, the Ministry has fined Sunshare Group of Companies K160,000 for failing to issue written employment contracts and pay slips to employees. The

company has been given a two-week ultimatum to settle the penalty.

Ndawa further announced that operations at Sunshare Investments' old factory have been suspended for failure to provide Personal Protective Equipment (PPE) to workers. Operations will only resume once full compliance with occupational safety and health standards is achieved.

She said the company has also been ordered to immediately issue written contracts, pay outstanding salary arrears linked to minimum wage violations, ensure electronic payment of salaries in line with statutory requirements, and improve sanitary working conditions by Friday, March 6, 2026.

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UFEZ Condemns Workplace Violence, Calls for Zero Tolerance on Employee Abuse

By Charles Tembo
The United Federation of Employers in Zambia (UFEZ) has expressed deep concern over a recent incident in Lusaka in which a female worker was allegedly manhandled by foreign nationals, describing the development as unacceptable and contrary to Zambia's labour laws. In a statement issued yesterday, UFEZ President Humphrey Moonde said there was no justification for workplace violence, intimidation or any form of abuse against employees, regardless of the circumstances. "As an apex body representing employers across the country, we state without reservation that there

is no justification for workplace violence, intimidation or abuse against employees. Every worker in Zambia deserves to be treated with dignity, fairness and respect," Moonde said. He noted that Zambia's labour framework, anchored in the Employment Code Act No. 3 of 2019 and supported by the Constitution of Zambia, guarantees protection of workers' rights, non-discrimination and freedom from inhuman or degrading treatment. "These protections apply equally to all employers, both local and foreign. No one is above the law," Moonde stressed. Moonde revealed that UFEZ is strengthening advocacy for mandatory labour law orientation



UFEZ President Humphrey

for foreign employers before they commence operations in Zambia. He said the federation is engaging the Ministry of Labour and Social Security and the Zambia Development Agency to ensure foreign investors receive structured pre-operational briefings. According to Moonde, these orientations will focus on Zambian labour

standards, gender protection provisions, occupational health and safety obligations, and laws against harassment, assault and workplace violence. "Ignorance of the law cannot and will not be an excuse," he said. UFEZ is also pushing for strengthened compliance monitoring measures, including

increased labour inspections, anonymous worker reporting mechanisms and regular compliance audits, particularly in high-risk sectors. Employers are further being encouraged to establish internal grievance committees, especially in firms employing large numbers of local workers. Moonde said the federation is proposing a zero-tolerance policy on workplace abuse, under which any employer or managerial personnel found abusing workers would face disciplinary action, possible suspension of operating licences and, where applicable, criminal prosecution. He placed particular emphasis on the protection of female

workers, stating that gender-based violence in the workplace is unacceptable and must be addressed through gender-sensitive policies, mandatory anti-harassment training and safe reporting channels. While reaffirming that foreign investment is welcome in Zambia, Moonde said investors must respect the country's sovereignty, laws, culture and the dignity of its people. "Economic development and human rights must go hand in hand. Zambian workers are not second-class citizens in their own country. Their dignity is non-negotiable," he said.

Foreign Affairs Ministry Issues Advisory to Zambians in Gulf Region

By Alexis Chilumbwe

The Ministry of Foreign Affairs and International Cooperation has issued a cautionary advisory to Zambian nationals living in or travelling to the Gulf Region amid the ongoing

conflict in the Middle East.

In a statement released to the media on March 1, 2026, the Ministry urged Zambians to remain in regular contact with the nearest Zambian diplomatic

mission for registration and consular assistance, stressing the importance of timely communication during periods of heightened security risk.

The Ministry further advised citizens to avoid military installations

and key government infrastructure, and to postpone non-essential travel to affected areas until the security situation stabilises and official advisories confirm that it is safe to move freely.

Zambians in the region have also been urged to comply fully with guidance issued by local authorities, including remaining within designated safety zones for the duration of the alert.

"Upon hearing a siren or a Home Front Command alert, citizens are advised to immediately proceed to designated protected spaces such as shelters or reinforced rooms," the statement said. It added that nationals should strictly follow real-time alerts issued by local authorities and ensure that all travel documents for themselves and their

family members are valid, secure and easily accessible.

The Ministry also cautioned travellers about disruptions to air travel, noting a temporary partial closure of airspace in parts of the region.

"Do not proceed to airports unless you have confirmed with your airline that your flight is operational," the statement advised.

Meanwhile, the Ministry said Government, working through Zambian missions accredited to countries in the Gulf Region, is maintaining continuous engagement with host governments and relevant authorities

to obtain accurate and timely updates on the evolving situation.

"We are closely monitoring developments on the ground and will issue further guidance, including on evacuation procedures, should the situation deteriorate to levels that may warrant such measures," the statement read.

The Ministry reaffirmed Government's commitment to the safety and welfare of Zambian citizens abroad, assuring nationals in the region that further updates will be communicated as the situation unfolds.



Left to Right: Road Development Agency Board Chair Eugene Haazele, National Road Fund Agency Board Chair Noel Nkhoma, and Minister of Infrastructure and Urban Development Charles Milupi in Katete ahead of an inspection of the Katete-Chinida Road, which connects Zambia and Mozambique. The road is expected to ease the movement of goods between the two countries. Picture by Mubanga Chileshe

N'cwala Ceremony Blends Ngoni Tradition with Economic Boom

By Alexis Chilumbwe

Every year on the last Saturday of February, the Ngoni people gather at Mtenguleni Village, the seat of their paramount ruler Chief Mpezeni, to celebrate the harvest of the season's first fruits in a ceremony deeply rooted in tradition and identity.

The N'cwala Ceremony, one of Zambia's most enduring cultural events, marks the moment when the Paramount Chief symbolically tastes the harvest before it is shared with the rest of the community. Beyond its cultural and spiritual significance, the ceremony has increasingly emerged as a major economic driver for the Eastern Province.

Each year, thousands of people converge on Mtenguleni, drawing traders, service providers and corporate partners who take advantage of the massive audience



A young Ngoni warrior, clad in traditional regalia, stands poised to serve his kingdom during the 2026 N'cwala Ceremony. Picture by Andy Luky.

to sell goods and services. From food vendors and artisans to accommodation providers and transport operators, the ceremony creates a seasonal economic boom that benefits local communities.

Peza News followed the 2026 N'cwala Ceremony through the lens of international award-winning photographer Chona Mweemba, whose work

has been published by the BBC and the The Daily Telegraph. Beyond capturing striking cultural moments, Mweemba highlighted the vibrant business activity surrounding the event.

"From a business perspective, accommodation booms. Everyone makes a lot of money," Mweemba said. "The place is packed with people selling all kinds of goods from kilometres

away. Getting a good trading spot is not easy, so having a mobile setup is probably the best option."

He noted that while it is difficult to quantify the number of corporate partners involved, the commercial presence remains consistently strong each year. Mweemba also emphasized the central role of young people in driving the event's economic life.

Economic Boom

"Most of the people who work at N'cwala and for N'cwala are youths. The same goes for the attendees and many of the businesses taking place," he said.

As the ceremony continues to grow,

N'cwala stands not only as a symbol of cultural pride for the Ngoni people, but also as a powerful platform for local enterprise, youth participation and regional economic activity.



Ngoni warriors on their parade in Chipata town



WOLVERHAMPTON, ENGLAND - MARCH 03: Hugo Ekitike of Liverpool has his shirt pulled by Santiago Bueno of Wolverhampton Wanderers during the Premier League match between Wolverhampton Wanderers and Liverpool at Molineux on March 03, 2026 in Wolverhampton, England. (Photo by Dan Istitene/Getty Images) Getty Images

Liverpool can't say they weren't warned. Even before a ball was kicked at Molineux on Tuesday night, the modus operandi of hosts Wolverhampton Wanderers was encapsulated in the banner draped over the centre circle, bearing the words: "Fear Nothing."

Despite being rooted to the bottom of the Premier League table with virtually no chance of escaping relegation, Wolves' recent triumph over high-flying Aston Villa suggested they are intent on not relinquishing their proud top flight status without a fight. Certainly, Rob Edwards' side delivered a knockout blow to visitors Liverpool when midfielder André's strike deflected past Alisson Becker to consign the Reds to another chastening late loss.

The Brazil international's 94th-minute winner means Liverpool have now lost five games to goals after the 90th minute this season -- the most of any side in a single campaign in Premier League history. In addition to those defeats against Wolves, Manchester City, AFC Bournemouth, Chelsea and Crystal

Another late goal is Liverpool's undoing in loss to last-place Wolves

Palace, Liverpool have also conceded injury-time equalisers to Fulham and Leeds United, squandering nine precious points in the process.

In a season

characterised by late drama -- for good reasons and for bad -- Liverpool's propensity for exposing their soft underbelly has too often been their undoing. A heady cocktail of

misfortune and poor defending paved the way for Wolves' last-gasp winner, handing the reigning Premier League champions a 2-1 loss to the league's last-place team. *ESPN*

Netball Governing Body U-Turn Shocks Tournament Organisers

(From page 8)

"They reviewed our proposal and told us it was a good idea. They said they would not stop us, provided there was no misconduct," Mtonga said, adding that the sudden cancellation came as a shock after the tournament had already been publicised.

Mtonga further revealed that subsequent discussions

with NAZ secretary general Pritchard Ngoma failed to resolve the matter, with the association citing safety and liability concerns.

However, in a statement dated March 2, 2026, NAZ president Martha Lungu Sichone announced the cancellation, stressing that all netball tournaments in Zambia must be sanctioned

by the association in accordance with its constitution and regulations. The statement, circulated by a staffer from Zambia National Broadcasting Corporation in a Midlands Netball WhatsApp group, warned against organising competitions outside established structures.

Sichone emphasised that NAZ remains the

legally recognised governing body of netball in Zambia and that adherence to its procedures is essential to ensure safety, fairness, and professionalism. The statement did not directly address claims that the tournament had previously been authorised.

As of March 3, 2026, no agreement had been reached between the

organisers and NAZ.

The tournament was intended to honour the late Pauline Nsombo, the former national team coach who guided Zambia to its maiden appearance at the Netball World Cup in Australia in 2015. Nsombo, a decorated coach at NAPSA Netball Club, died on January 16, 2025, after a prolonged illness.

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By Alexis Chilumbwe
A dispute has erupted between the Netball Association of Zambia (NAZ) and organisers of the now-cancelled Pauline Nsombo

Memorial Netball Tournament following the association's reversal of an earlier approval. The organising committee—made up of active male and female netball

players—has expressed disappointment, accusing NAZ of unreliability after it withdrew permission for the off-season tournament, which had been scheduled

NETBALL GOVERNING BODY U-TURN SHOCKS TOURNAMENT ORGANISERS



**NAZ president
Martha Lungu
Sichone**

following engagement with the association.

According to the organisers, NAZ acknowledged and permitted the tournament in January 2026, only to rescind that position on March 2, 2026. One of the organisers, Patrick Mtonga, said consultations with NAZ began in November 2025, culminating in the submission of a proposal and budget in January.

(Continues on page 7)

