

JOBS ABROAD: As the demand for overseas employment opportunities grows among Zambians, ... KNOW THE RISKS, KNOW THE LAW

By Charles Tembo
As the demand for overseas employment opportunities grows among Zambians, ...
(Continues on P4)



Renowned visual artist Nukwase Tembo Yosa has called for deliberate and well-structured efforts to transform Zambia's visual arts sector



A group of young men in Lusaka gather around a vehicle for passport and visa processing as an unidentified recruiter promises jobs in bricklaying, carpentry and machine operation in the United Arab Emirates. — Picture by Mubanga Chileshe

Visual Artist Urges Intentional Investment in Zambia's Art Industry

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visual arts sector into a sustainable and commercially viable industry.

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intentional programmes that not only nurture artistic talent but also equip artists with the tools to convert their creativity into viable business ventures. **(Page 4)**



Government to Roll Out Digital ID Ecosystem to Streamline Service Delivery

By Charles Tembo
Smart Zambia National Coordinator Percy Chinyama has announced that government will this year establish a comprehensive ecosystem for a national digital identification (ID) system aimed at enhancing service delivery, improving citizen verification, and strengthening governance systems. Speaking during a media briefing in Lusaka on Tuesday, Mr. Chinyama said the digital ID initiative will act as a unified platform to help government



Smart Zambia National Coordinator Percy Chinyama

institutions accurately identify individuals and

provide seamless access to public services. He stressed

that the move is part of broader efforts to digitize government operations and improve efficiency across sectors.

"We need a common denominator that ensures the government knows exactly who it is dealing with. This year, we are building an ecosystem around the digital ID," Mr. Chinyama

said.

He explained that the digital ID will go beyond basic identification and will play a critical role in enabling citizens to access a wide range of government services. According to Mr. Chinyama, the system is being designed to integrate multiple sectors, making it easier for individuals to interact with public institutions.

"This digital ID is not just for one to say 'I am who I am.' It is meant to enable citizens to consume services and cut across different aspects of our lives," he said, adding that the ecosystem will support improved service delivery and accountability.

Mr. Chinyama also highlighted developments in the mining sector, noting that it remains central to

Zambia's economic transformation agenda. He said the government, through Smart Zambia, has introduced a system to monitor the level of business being awarded to Zambian-owned companies in the mining industry.

"We are aware that the President's vision is to grow the economy to US\$60 billion, and mining will be a key driver. The sector has been given a target of producing three million metric tonnes of copper," he said.

He added that projected increases in copper production in the coming years present a significant opportunity for Zambia to move closer to achieving its economic targets, with enhanced local participation expected to further boost growth.

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Jobs Abroad: Know the Risks, Know the Law

Full story on page 4)

Editorial

Build Zambia First: Rethinking the Rush for Jobs Abroad

For many young Zambians, the prospect of working abroad appears to be a long-awaited breakthrough—a chance to escape economic hardship and uplift their families. In a country where completing Grade 12 does not always guarantee a stable livelihood, the lure of “greener pastures” can feel irresistible. But this growing trend demands sober reflection.

While overseas employment can offer genuine opportunities—particularly for those

with specialised skills, qualifications, and verified support systems—it is increasingly evident that desperation is driving many into risky and, at times, exploitative arrangements. Unscrupulous recruiters are taking advantage of vulnerable job seekers, promising well-paying jobs that often fail to materialise or fall far below expectations. In the worst cases, some Zambians have found themselves stranded, abused, or working in conditions far removed from what they were promised.

The Ministry of

Labour has established clear procedures to regulate employment abroad, including safeguards to protect workers. Yet, a significant number of job seekers bypass

these systems—either due to lack of information or fear rooted in misinformation and societal pressures. This has created a dangerous gap

between policy and practice, leaving many exposed.

Even more concerning is the mismatch between qualifications and actual work performed

abroad. Highly educated individuals often end up in low-skilled jobs unrelated to their training, raising questions about the long-term value of such

decisions—not only for the individuals involved, but for national development as well.

Zambia cannot afford to continually export its human capital under such conditions. The same energy, resilience, and ambition driving young people to seek opportunities abroad could be harnessed to build industries, strengthen local enterprises, and drive national progress. Development is not an external import—it must be cultivated from within.

This is not to discourage lawful and well-structured

international employment. Rather, it is a call for informed decision-making and a renewed commitment to national growth. Government, private sector, and citizens alike must work together to expand meaningful opportunities at home, while ensuring that those who choose to work abroad do so safely, legally, and with dignity.

Ultimately, the goal should not only be to survive—but to build, contribute, and thrive within Zambia, in whatever capacity one is able.



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ASK PEZA

How important is my social media presence when job hunting?

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Jobs Abroad: Know the Risks, Know the Law

By Charles Tembo
As the demand for overseas employment opportunities grows among Zambians, experts are urging job seekers to exercise caution and fully understand the legal and practical implications before signing contracts with foreign employers or recruitment agents.

Many people are drawn by the promise of better wages and improved living conditions abroad. However, without proper verification of recruitment agencies and employment contracts, job seekers risk exploitation, financial loss, or even legal complications.

One of the key requirements under the Employment Code Act No. 3 of 2019 is that any employer or employment agency facilitating work outside Zambia may be required by an authorised officer

to provide a security bond. This bond acts as a guarantee that the employer will honour the terms of the employment contract. In some cases, instead of a bond, the employer may be required to deposit a cash sum deemed sufficient to ensure compliance.

The law further provides that such a bond is legally enforceable and can be used to compensate an employee in the event of a breach of contract. Any remaining funds, after settling the employee's claim, are returned to the employer. This provision is designed to protect workers from unfair treatment while abroad.

In addition, job seekers must ensure they meet the legal age requirements of the destination country before entering into any employment agreement. A contract signed by someone

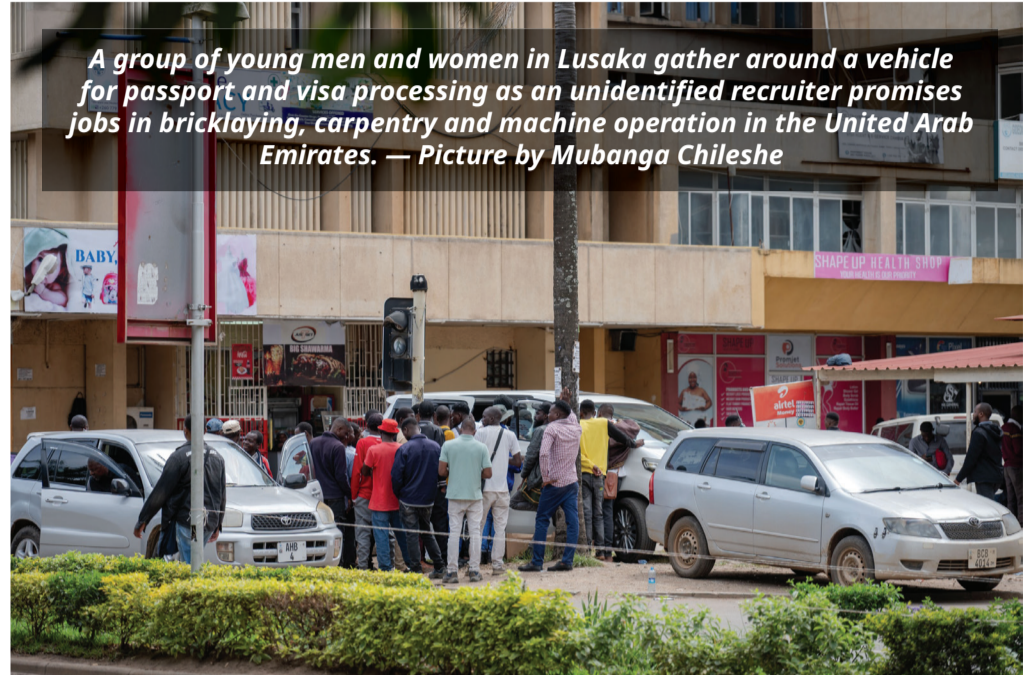
below the minimum legal age in that country is considered invalid. Furthermore, the terms governing termination of employment will be determined by the laws of the foreign country, not Zambia.

The Labour Commissioner also plays a critical role by working with authorities in the host country to ensure that these protections are upheld and enforced.

Importantly, the law prohibits any individual or agency from inducing a person to travel abroad for employment without a valid contract. Anyone found guilty of such actions faces stiff penalties, including fines of up to five hundred thousand penalty units or imprisonment for up to five years, or both.

While there are clear advantages to working abroad—such as higher income, international exposure, and career advancement—there are also notable risks.

A group of young men and women in Lusaka gather around a vehicle for passport and visa processing as an unidentified recruiter promises jobs in bricklaying, carpentry and machine operation in the United Arab Emirates. — Picture by Mubanga Chileshe



These include cultural and language barriers, potential exploitation by unverified agents, and limited legal recourse in foreign jurisdictions.

Prospective workers are therefore advised to thoroughly vet

recruitment agencies, confirm job offers through official channels, and seek guidance from the Ministry of Labour before committing to any overseas employment opportunity.

Ultimately, informed decision-making and adherence to legal procedures remain the most effective safeguards for Zambians seeking opportunities beyond the country's borders.

Visual Artist Urges Intentional Investment in Zambia's Art Industry



Renowned visual artist Nukwase Tembo Yosa

By Alexis Chilumbwe
Renowned visual artist Nukwase Tembo Yosa has called for deliberate and well-structured efforts to transform Zambia's visual arts sector into a sustainable and commercially viable industry.

Mrs. Yosa said there is an urgent need for intentional programmes that not only nurture artistic talent but also equip artists with the tools to convert their creativity into viable business ventures. She noted that while the industry is steadily growing, it remains largely underdeveloped

due to limited targeted support and structured promotion.

"The visual arts industry is still a budding one, and largely hidden," she said in an interview with Peza News. "Unlike the film and music industries, if you are not in close proximity to visual artists, it is difficult to even know of their existence."

She explained that although social media has significantly improved visibility in recent years, the sector continues to lag behind its counterparts in terms of recognition and commercialisation.

Mrs. Yosa, a three-

time Ngoma Award nominee and Top 100 finalist in the Barclays L'atelier competition, described the Zambian audience as increasingly curious and more exposed to art compared to previous years. She noted that this growing interest has translated into improved, though still limited, support for artists.

"I would describe the Zambian audience as more curious and exposed than before. The support has grown tremendously when compared to the past, largely due to increased visibility," she said. "However, because the industry has operated in the shadows for so long, support is still not at the level we would like it to be."

She emphasized that sustained visibility will be key to unlocking greater appreciation and investment in the sector, adding that Zambians have a genuine appreciation for art and support it within their means.

On government involvement, Mrs. Yosa acknowledged the

efforts of the Ministry of Youth, Sport and Arts, noting that progress has been made despite resource constraints.

"We still have a long way to go, but we have also come a long way.

Support is a two-way process—artists must also take initiative in driving their own growth," she said.

Nukwase has held notable solo exhibitions, including The

Gatekeepers of Morality and The Hue-Man Condition, with her work focusing on redefining boundaries and promoting inclusivity in Black identity.

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Govt Unveils 2026 Benchmark Bond Policy to Strengthen Domestic Market

By Alexis Chilumbwe
Government has introduced the 2026 Benchmark Bond Policy, a reform initiative designed to improve predictability, efficiency, and transparency in the domestic bond market.

According to a statement published on the Ministry of Finance and National Planning's Facebook page, the policy seeks to strengthen local resource mobilisation, enhance domestic debt management, and support the development of a more resilient financial market with reduced reliance on external borrowing.

Finance Minister Situmbeko Musokotwane said the policy addresses a long-standing challenge of fragmentation in the bond market, where numerous small and inconsistent instruments have made trading, pricing, and comparison difficult.

"When a market is fragmented, it becomes harder for investors to determine the true cost of lending, more difficult for Government to borrow efficiently, and less beneficial for the broader economy due to the absence of a clear and reliable interest-rate signal," he said.

Dr Musokotwane explained that the new framework will consolidate government securities into a limited number of standardised and more liquid instruments. This approach will enable bonds to be issued in a more structured and concentrated manner, making them easier to trade and use as benchmarks within the financial system.

He added that the reform will help generate a clearer yield curve — a key indicator that reflects borrowing



Finance Minister Situmbeko Musokotwane

costs across different time horizons — thereby allowing financial institutions, businesses, and investors to price capital more accurately.

The minister emphasised that strengthening the domestic bond market goes beyond debt management, noting that it is central to

building a stable financial system capable of supporting investment, boosting market confidence, and reducing inefficiencies in public financing.

"A more strategic approach to domestic borrowing will create a predictable environment for the wider economy," he said.

Dr Musokotwane also clarified that the policy does not signal uncontrolled borrowing or a departure from fiscal discipline.

"This policy does not mean government is embarking on excessive borrowing, nor does it imply that public resources are being diverted to external interests. It is about improving the structure of the domestic debt market to ensure borrowing, refinancing, and trading are conducted in a disciplined, transparent, and market-responsive manner," he said.

He noted that the policy is anchored in Zambia's legal framework, including

the Public Debt Management Act, 2022 and the Bank of Zambia Act, 2022.

Key implementation measures include reopening selected bonds instead of issuing numerous new ones, using auctions as the primary issuance method, maintaining market-based pricing, and conducting liability management operations such as bond switches and buybacks.

"In essence, Government is streamlining and rationalising the domestic debt portfolio to ensure it remains manageable, efficient, and aligned with broader economic objectives," Dr Musokotwane said.

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Bangladesh leads ILO democratisation process

Bangladesh has taken a leading role in the democratisation process of the International Labour Organization (ILO), representing a coalition of 74 countries during the 356th session of the ILO Governing Body.

Acting as the spokesperson for a diverse group of nations across South America, Africa, Asia, Europe, and the Middle East, the Permanent Mission of Bangladesh in Geneva raised a powerful demand for the democratization of the ILO, the United Nations, and other international organisations, said a press release on Friday.



As the leader of this 74-nation bloc, Bangladesh strongly advocated for the abolition of the 10 undemocratic permanent seats currently held in the ILO

Governing Body. The mission called for the immediate initiation of legal processes to ensure that all members are elected through democratic methods. This initiative builds on previous efforts by the Bangladesh Permanent Mission in March 2025, when it successfully moved to include these reform discussions on the official agenda through a unanimous decision. During the current session, Bangladesh demanded a legal overhaul of the system that has allowed certain countries to enjoy voting rights and other privileges for the past 43 years without being elected as permanent members.

Out of the 187 member states of the ILO, 74 countries officially supported Bangladesh's position during the session held on Thursday. Following extensive deliberations, the proposal spearheaded by Bangladesh was accepted by consensus among the representatives of employers, workers, and all participating governments. Counselor Fazle Lohani delivered the statement on behalf of the Permanent Mission, representing the 74-country coalition as their designated spokesperson.

Nigeria fuel prices surge 65% amid global oil shock

Nigeria is facing a sharp fuel price surge, despite the launch of the Dangote Refinery, Africa's largest. Prices have jumped by around 65%, the steepest increase among major African economies. The refinery was expected to reduce imports and stabilize costs, but Nigeria still relies heavily on foreign crude. Much of its own oil production is tied up in debt repayments to international lenders and energy companies, limiting local supply.

The situation has been made worse by the ongoing conflict in the Middle East, which has disrupted global supply routes and pushed oil prices above \$100 a barrel.

For Nigerians, the effects are immediate and severe. Transport costs have risen, food prices have doubled in some cases, and businesses are struggling with higher operating expenses. With unreliable electricity across the country, many households and companies depend on fuel-powered generators, making them especially

vulnerable to price increases. The government has chosen not to reintroduce fuel subsidies, focusing instead on long-term market reforms and limited short-term relief measures.

A service employee is filling a car with fuel at a petrol station in Lagos, Nigeria, Monday, March 23, 2026. (AP Photo/Sunday Alamba)



France denies that it disinvited South Africa from G7



France on Thursday denied accusations it caved into US pressure and withdrew an alleged invitation for South Africa to attend a G7 summit later this year.

The South African presidency told AFP earlier in the day that Washington urged Paris to disinvite President Cyril Ramaphosa from the G7 summit in France in June. But France's Foreign Minister Jean-Noel Barrot said Kenya

- rather than South Africa - had been invited to the meeting of the club of industrialised democracies in the French town of Evian.

"We did not give in to any pressure," Barrot told reporters on the sidelines of a G7 foreign ministers' meeting in France.

"We made a choice consistent with our decision to hold a streamlined G7 focused on geo-economic issues," he added.

Lufwanyama Strikes Gold in Women's Swimming at 2026 ZALASA Games

By Alexis Chilumbwe
Lufwanyama Town Council delivered a standout performance at the 2026 Zambia Local Authorities Sports Association (ZALASA) 11th Edition Competitions, clinching gold in the women's swimming category in a display of determination and athletic excellence.

The five-day tournament, held in Kitwe, brought together athletes from 17 councils across the country to compete in a range of sporting disciplines, with swimming emerging as one of the highlights of the event. The competition showcased not only individual brilliance but also teamwork and a strong spirit of camaraderie among local authorities.

Leading Lufwanyama's charge was Siphwe Ndhlovu, the District AIDS Coordinating Officer, whose exceptional

performance in the pool set her apart from the competition. Demonstrating remarkable speed, coordination, and discipline, Ndhlovu powered her team to victory and secured the top prize in the women's swimming category.

In netball, Luanshya Municipal Council also rose to prominence, capturing gold after defeating Kitwe City Council in a closely contested final. Their path to victory included a tense semifinal clash against Lusaka City Council, a team widely regarded as dominant in the sport with nine previous titles.

Speaking to Peza News, Mansa Municipal Council Senior Public Relations Officer Joel Norman Kashi highlighted the broader significance of the annual event, noting its role in fostering unity and promoting healthy



Champions of the women's swimming event at the 2026 ZALASA Games, where Lufwanyama Town Council delivered a standout performance to clinch gold through determination and athletic excellence.

lifestyles among council workers.

"This is an annual tournament that encourages interaction and competition among municipalities across the country. It provides a platform for

showcasing top talent while also promoting fitness and well-being among council officers," Kashi said. "With various sporting disciplines, participation is inclusive, and the games typically run for five days."

He added that the ZALASA competitions remain instrumental in strengthening relationships among local authorities while nurturing talent and encouraging a culture of wellness.

The 2026 edition once again underscored the importance of sport as a unifying force, with councils already looking ahead to an even more competitive and engaging tournament next year.

CAF general secretary resigns amid AFCON final controversy

CAF general secretary Veron Mosengo-Omba has resigned as the organisation's turbulent period continues.

Senegal were stripped of their Africa Cup of Nations title earlier this month, with Morocco declared champions, due to Senegal's team leaving the pitch in

protest at the award of a late Morocco penalty which was ultimately saved.

Mosengo-Omba, from the Democratic Republic of Congo, did not mention that issue in his resignation announcement but wrote: "I have decided to step down from my position as Secretary

General of CAF to devote myself to more personal projects.

"Now that I have been able to dispel the suspicions that some people have gone to great lengths to cast on me, I can retire with peace of mind and without constraint, leaving the CAF more prosperous than ever."

CAF president Dr Patrice Motsepe told reporters at a news conference broadcast on the CAF's YouTube channel that Mosengo-Omba had stood down to "help with football development within the Democratic Republic of Congo" following a request from the country's president Felix Tshisekedi.

Motsepe added: "We are enormously grateful to Veron for his contributions and the work he did for the development and growth of African football."

CAF's director of competitions Samson Adamu, from Nigeria, has taken over the role on an interim basis and Motsepe said: "I'm confident that Samson will do a good job. Samson has started immediately and he will be leading us going forward."

"The vice-presidents



CAF general secretary Veron Mosengo-Omba

will lead the process and report to me on the appointment of a permanent general secretary."

Senegal won the AFCON final in extra time after the length delay before they were stripped of the crown -- only to parade the trophy ahead of Saturday's friendly against Peru in Paris.

A CAF statement on Sunday read: "The Confederation Africaine de Football (CAF) announced today that it

is implementing changes and improvements to the CAF Statutes and Regulations that will strengthen the trust and confidence in the CAF referees, VAR operators and the CAF Disciplinary Board and Appeal Board.

"These changes and improvements will also ensure that the incidences that took place at the final match of the TotalEnergies CAF Africa Cup of Nations 2025 do not happen again."

ESPN

De Zerbi in talks with Spurs to become manager



Roberto de Zerbi

Tottenham Hotspur are in talks with Roberto de Zerbi in a bid to make him their new permanent head coach, according to sources.

Igor Tudor left the club by mutual consent on Sunday after just 44 days in charge, with chief executive Vinai Venkatesham and sporting director Johan Lange tasked with appointing his

replacement.

It is understood Tottenham decided to part ways with interim boss Tudor following last Sunday's 3-0 defeat by Nottingham Forest, a result that left them just one point clear of the relegation zone, but wanted to give the Croat a period of time to mourn the death of his father last weekend.

BBC

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LUFWANYAMA WINS WOMEN'S SWIMMING GOLD AT ZALASA 2026

By Alexis Chilumbwe
Lufwanyama Town Council delivered a
standout performance at the 2026 Zambia..."
(Full story on P7)



Participants head to the waterline for the women's swimming event at the 2026 ZALASA Games, where Lufwanyama Town Council delivered a standout performance to clinch gold through determination and athletic excellence.

