



REPUBLIC OF ZAMBIA

REPORT

OF THE

PARLIAMENTARY SELECT COMMITTEE APPOINTED TO SCRUTINISE THE PRESIDENTIAL APPOINTMENT OF JUDGE PRISCA MATIMBA NYAMBE (RTD) AND MR CHAD HIMOONGA MULEZA TO SERVE AS MEMBERS OF THE JUDICIAL COMPLAINTS COMMISSION (JCC), MR MUSA MWENYE SC, MRS IRENE MUSONDA CHONGO LAMBA, DR HENRY BWANGA MBUSHI AND DR O'BRIEN KAABA TO SERVE AS CHAIRPERSON AND MEMBERS OF THE ANTI-CORRUPTION COMMISSION BOARD, RESPECTIVELY, AND MR GILBERT ANDFORD PHIRI TO SERVE AS DIRECTOR-GENERAL OF THE ANTI-CORRUPTION COMMISSION (ACC), AND DR PAMELA TOWELA SAMBO, REVD CANON EMMANUEL YONA CHIKOYA, MR TOM TREVOR SHAMAKAMBA, MS LAURA-MARY MITI AND MS CHRISTINE CHAMA TO SERVE AS VICE-CHAIRPERSON AND COMMISSIONERS OF THE HUMAN RIGHTS COMMISSION (HRC) RESPECTIVELY

APPOINTED ON 20TH MAY, 2022, DURING THE FIRST SESSION OF THE THIRTEENTH NATIONAL ASSEMBLY

PRINTED BY THE NATIONAL ASSEMBLY OF ZAMBIA

REPORT

OF THE

PARLIAMENTARY SELECT COMMITTEE APPOINTED TO SCRUTINISE THE PRESIDENTIAL APPOINTMENT OF JUDGE PRISCA MATIMBA NYAMBE (RTD) AND MR CHAD HIMOONGA MULEZA TO SERVE AS MEMBERS OF THE JUDICIAL COMPLAINTS COMMISSION (JCC), MR MUSA MWENYE SC, MRS IRENE MUSONDA CHONGO LAMBA, DR HENRY BWANGA MBUSHI AND DR O'BRIEN KAABA TO SERVE AS CHAIRPERSON AND MEMBERS OF THE ANTI-CORRUPTION COMMISSION BOARD, RESPECTIVELY, AND MR GILBERT ANDFORD PHIRI TO SERVE AS DIRECTOR-GENERAL OF THE ANTI-CORRUPTION COMMISSION (ACC), AND DR PAMELA TOWELA SAMBO, REVD CANON EMMANUEL YONA CHIKOYA, MR TOM TREVOR SHAMAKAMBA, MS LAURA-MARY MITI AND MS CHRISTINE CHAMA TO SERVE AS VICE-CHAIRPERSON AND COMMISSIONERS OF THE HUMAN RIGHTS COMMISSION (HRC) RESPECTIVELY

APPOINTED ON 20TH MAY, 2022, DURING THE FIRST SESSION OF THE THIRTEENTH NATIONAL ASSEMBLY

TABLE OF CONTENTS

Item		Page
1.	Introduction	1
2.	Term of Reference	2
3.	Membership	3
4.	Meetings of the Committee	3
5.	Procedure adopted	3
SUBMISSIONS BY STATE SECURITY AGENCIES		
6.	Zambia Police Service (ZP)	4
7.	Anti-Corruption Commission (ACC)	4
8.	Drug Enforcement Commission (DEC)	4
SUBMISSIONS BY PROFESSIONAL BODIES/STAKEHOLDER INSTITUTIONS		
9.	Financial Intelligence Centre (FIC)	5
10.	Human Rights Commission (HRC)	5
11.	The Zambia Qualifications Authority (ZAQA)	9
12.	Transparency International Zambia (TIZ)	11
13.	Southern African Centre for the Constructive Resolution of Disputes (SACCORD)	15
14.	Foundation for Democratic Process (FODEP)	17
15.	Judicial Service Commission (JSC)	20
16.	Law Association of Zambia (LAZ)	20
17.	Judicial Complaints Commission (JCC)	21
SUBMISSIONS BY THE NOMINEES		
18.	Judge Prisca Matimba Nyambe (Rtd)	21
19.	Mr Chad Himoonga Muleza	21
20.	Mr Musa Mwenye SC	22
21.	Mrs Irene Musonda Chongo Lamba	22
22.	Dr Henry Bwanga Mbushi	23
23.	Dr O'brien Kaaba	23
24.	Mr Gilbert Andford Phiri	24
25.	Dr Pamela Towela Sambo	24
26.	Revd Canon Emmanuel Yona Chikoya	25
27.	Mr Tom Trevor Shamakamba	25
28.	Ms Laura Mary Miti	25
29.	Ms Christine Chama	26
SUBMISSION BY THE APPOINTING AUTHORITY		
30.	The Hon Minister of Justice	26
31.	Observations and Recommendations	34
32.	Conclusion	39
	Appendix I – Officers of the National Assembly	40
	Appendix II – The Witnesses	41
	Appendix III – The Nominees	43

REPORT OF THE PARLIAMENTARY SELECT COMMITTEE APPOINTED TO SCRUTINISE THE PRESIDENTIAL APPOINTMENT OF JUDGE PRISCA MATIMBA NYAMBE (RTD) AND MR CHAD HIMOONGA MULEZA TO SERVE AS MEMBERS OF THE JUDICIAL COMPLAINTS COMMISSION (JCC), MR MUSA MWENYE SC, MRS IRENE MUSONDA CHONGO LAMBA, DR HENRY BWANGA MBUSHI AND DR O'BRIEN KAABA TO SERVE AS CHAIRPERSON AND MEMBERS OF THE ANTI-CORRUPTION COMMISSION BOARD, RESPECTIVELY, AND MR GILBERT ANDFORD PHIRI TO SERVE AS DIRECTOR-GENERAL OF THE ANTI-CORRUPTION COMMISSION (ACC), AND DR PAMELA TOWELA SAMBO, REVD CANON EMMANUEL YONA CHIKOYA, MR TOM TREVOR SHAMAKAMBA, MS LAURA MARY MITI AND MS CHRISTINE CHAMA TO SERVE AS VICE-CHAIRPERSON AND COMMISSIONERS OF THE HUMAN RIGHTS COMMISSION (HRC) RESPECTIVELY

The Honourable Madam Speaker
National Assembly
Parliament Buildings
P O Box 31299
LUSAKA

Madam,

The Parliamentary Select Committee was appointed on 20th May, 2022, to scrutinise the Presidential appointment of Judge Prisca Matimba Nyambe (Rtd) and Mr Chad Himoonga Muleza to serve as members of the Judicial Complaints Commission (JCC), Mr Musa Mwenye SC, Mrs Irene Musonda Chongo Lamba, Dr Henry Bwanga Mbushi and Dr O'brien Kaaba to serve as Chairperson and members of the Anti-Corruption Commission Board, respectively, and Mr Gilbert Andford Phiri to serve as Director-General of the Anti-Corruption Commission (ACC), and Dr Pamela Towela Sambo, Revd Canon Emmanuel Yona Chikoya, Mr Tom Trevor Shamakamba, Ms Laura Mary Miti and Ms Christine Chama to serve as Vice-Chairperson and Commissioners of the Human Rights Commission (HRC) respectively.

The appointment of Judge Prisca Matimba Nyambe (Rtd) and Mr Chad Himoonga Muleza to serve as members of the Judicial Complaints Commission is made pursuant to Section 20 of the Judicial Code of Conduct Act No. 13 of 1999, which provides as follows:

“20. (1) There is hereby constituted the Judicial Complaints Authority which shall consist of five members who have held or are qualified to hold high judicial office.

(2) The members of the Authority shall be appointed by the President subject to ratification by the National Assembly.”

The appointment of Mr Musa Mwenye, SC, Mrs Irene Musonda Chongo Lamba, Dr Henry Bwanga Mbushi and Dr O'brien Kaaba to serve as Chairperson and members of the Anti-

Corruption Commission Board, respectively is made pursuant to Paragraph 2 of the Schedule, to the Anti-Corruption Act No 3 of 2012, which provides as follows:

2. (1) *There is hereby constituted a Board of Commissioners which shall be the governing body of the Commission.*
(2) *The Board shall consist of the following Commissioners:*
(a) *the Chairperson, who shall be a person who has held, or is qualified to hold, high judicial office;*
(b) *the Vice-Chairperson; and*
(c) *three other persons.*
(3) *The Commissioners shall be appointed by the President, subject to ratification by the National Assembly.”*

The appointment of Mr Gilbert Andford Phiri to serve as Director-General of the Anti-Corruption is made pursuant to Section 9 of the Anti-Corruption Act No 3 of 2012, which provides as follows:

- “9.(1) *There shall be a Director-General of the Commission who shall be the chief executive officer of the Commission.*
(2) *The Director-General shall be appointed by the President, subject to ratification by the National Assembly, on such terms and conditions as the President may determine.”*

Lastly, the appointment of Dr Pamela Towela Sambo, Revd Canon Emmanuel Yona Chikoya, Mr Tom Trevor Shamakamba, Ms Laura Mary Miti and Ms Christine Chama to serve as Vice-Chairperson and Commissioners of the Human Rights Commission (HRC) respectively, is made pursuant to Section 5 of the Human Rights Commission Act No 39 of 1996, which provides that-

- “5. (1) *The Commission shall consist of the following Commissioners:*
(a) *the Chairperson;*
(b) *the Vice-Chairperson; and*
(c) *not more than five other Commissioners.*
(2) *The Commissioners shall be appointed by the President, subject to ratification by the National Assembly.*
(3) *The Chairperson and Vice-Chairperson shall be persons who have held, or are qualified to hold, high judicial office.*

TERM OF REFERENCE

2. The Term of Reference of the Committee was to scrutinise the Presidential appointment of Judge Prisca Matimba Nyambe (Rtd) and Mr Chad Himoonga Muleza to serve as members of the JCC, Mr Musa Mwenye SC, Mrs Irene Musonda Chongo Lamba, Dr Henry Bwanga Mbushi and Dr O'brien Kaaba to serve as Chairperson and members of the ACC Board, respectively, and Mr Gilbert Andford Phiri to serve as Director-General of the ACC, and Dr Pamela Towela Sambo, Revd Canon Emmanuel Yona Chikoya, Mr Tom Trevor Shamakamba, Ms Laura Mary Miti and Ms Christine Chama to serve as Vice-Chairperson and Commissioners of the HRC, respectively.

MEMBERSHIP

3. The Committee comprised the following Members:

Mr R Kang'ombe, MP (Chairperson)

Ms S Mwamba, MP (Vice-Chairperson)

Mrs M Mazoka, MP

Mr A Katakwe, MP

Mr L J Simbao, MP

Mr M Chinkuli, MP

Mr P Phiri, MP

Mr F R Kapyanga, MP

Mr J Mulebwa, MP

Revd G Katuta, MP

MEETINGS OF THE COMMITTEE

4. The Committee held a total of ten (10) meetings during the period 23rd May, 2022 to 20th June, 2022. At its First Meeting held on Monday, 23rd May, 2022, the Committee elected, Mr R Kang'ombe, MP, as Chairperson and Ms S Mwamba, MP, as Vice-Chairperson.

PROCEDURE ADOPTED

5. The Judicial Complaints Commission is a body established under Article 236 of the Constitution, Chapter 1 of the Laws of Zambia, to enforce the code of conduct for judges and judicial officers and ensure that they are accountable to the people for the performance of their functions. In that regard, members of the JCC receive, investigate and hear complaints of misconduct against judges and judicial officers, and make recommendations on the appropriate action to be taken.

Members of the JCC play an important role in the administration and dispensation of justice in the country. As a result, the office is crucial to effective governance and the rule of law. Therefore, persons appointed to serve as members of the JCC should possess the highest ethical standards and professionalism in order to provide effective oversight of judicial officers in the performance of their duties to the public.

The Anti-Corruption Commission is mandated, under the Anti-Corruption Act, to spearhead the fight against corruption in the country. Therefore, the Commission investigates and prosecutes cases of corruption; disseminates information on the ills of corruption; advises public and private bodies on ways of preventing corruption; and creates committees in institutions for the prevention of corruption. As a result, the ACC plays a pivotal role in ensuring good governance in the country.

Therefore, the Committee resolved that only persons with a high level of integrity, ethics and professionalism should be appointed to the ACC. This was because only such people would be able drive the fight against corruption without fear or favour, strengthen the operations of the ACC and foster a culture of zero tolerance to corruption.

Further, Article 230 (1) of the Constitution establishes the Human Rights Commission (HRC), which is an integral part of Zambia's democratic dispensation. Its primary mandate is

to safeguard and promote human rights in Zambia in accordance with the Constitution, the Human Rights Commission Act and regional and international human rights conventions and protocols to which Zambia is a party.

In view of the above, it is imperative that persons appointed to the position of Vice-Chairperson and members of the HRC are persons with good knowledge and experience in human rights. Additionally, they should be able to add value to the operations of the HRC and spearhead the effective and efficient execution of its mandate.

Therefore, the Committee carefully selected the witnesses to assist it in the scrutiny of the nominees. The Committee requested memoranda from the state security agencies, relevant professional bodies and the Appointing Authority. The witnesses also appeared before the Committee to make their oral submissions. Further, the Committee assessed the suitability of the nominees to serve in the various appointments by scrutinising, in detail, their *curricula vitae* and the information submitted to the Committee by the witnesses.

SUBMISSIONS BY STATE SECURITY AGENCIES

ZAMBIA POLICE SERVICE (ZP)

6. The Deputy Inspector-General in charge of administration submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*.

The Deputy Inspector-General informed the Committee that a search conducted on its Criminal Record data base had not found any criminal or adverse record against the nominees. In that regard, ZP, found the nominees suitable for appointment to their respective positions.

ANTI-CORRUPTION COMMISSION (ACC)

7. The Acting Director-General of the ACC submitted on the personal, educational and professional background of the nominees as contained in their *curricula vitae*.

The Acting Director-General stated that the ACC's submission was in line with its mandate as set out in the Anti-Corruption Act. He added that the information obtained on the nominees was based on the ACC's database, which was a computerised database called the Case Management System. The Acting Director-General explained that the system stored information relating to any investigations the ACC had handled. The information included details of the suspect, the nature of the allegation against them and the outcome and conclusion of the matter.

The Acting Director-General submitted that a search on the ACC's database had not yielded any adverse record against any of the nominees. In view of this, the ACC supported their appointment to their respective positions.

DRUG ENFORCEMENT COMMISSION (DEC)

8. The Deputy Director-General submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*.

The Deputy Director-General informed the Committee that DEC searched its database to determine whether nominees had contravened the Narcotic Drugs and Psychotropic Substances Act, No 35 of 2021 or the Prohibition and Prevention of Money Laundering Act No.44 of 2010.

The Deputy Director-General submitted that a record search conducted by DEC on the nominees had not yielded any adverse record against them. In that regard, she submitted that the nominees were suitably qualified for appointment to serve in the positions they had been appointed to.

SUBMISSIONS BY PROFESSIONAL BODIES/STAKEHOLDER INSTITUTIONS

FINANCIAL INTELLIGENCE CENTRE (FIC)

9. The Director Compliance and Prevention informed the Committee that FIC had considered the legal framework that provided for the appointment of the nominees. He added that the institution had also conducted background checks on each of the nominees on its database. He submitted that a check on the personal, business and professional associations of the nominees on its database had not revealed any adverse information on them. Further it had not established any *prima facie* questionable business interests linked to any of them, which could preclude them from being appointed to their respective positions.

The Director Compliance and Prevention submitted that there were no pending suspicious transaction reports (STRs) or criminal records pertaining to the nominees.

The Director Compliance and Prevention concluded his submission by stating that FIC had no adverse record against all the nominees and, therefore, supported the appointments.

HUMAN RIGHTS COMMISSION (HRC)

10. The Director submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*. She further submitted on each of the nominees as set out below.

(i) Judge Prisca Matimba Nyambe (Rtd)

The nominee had served under various positions of high judicial office, among them; Judge of the High Court for Zambia and elected Judge of the Residual Mechanism for International Tribunals. The nominee was a recognised senior member of the Zambian Bar, having been bestowed with the honour, dignity and rank of State Counsel and having served in various capacities in the legal profession, including as Vice-Chairperson of the Law Association of Zambia (LAZ).

As State Counsel, and former Judge of the High Court for Zambia, the nominee commanded the dignity and respect of the legal profession from the both the Bar and Bench. The nominee's track record would not only inspire confidence in the JCC, but equally serve as a benchmark for professional standards and ethics expected of judges and judicial officers. Additionally, the nominee had acquired experience and training in judicial administration having served as project leader under the Judiciary's initiative to extend jurisdiction on serious economic crimes and corruption cases from the Magistrates Courts to the High Court.

In that regard, the HRC had no reservations about the nominee's appointment.

(ii) Mr Chad Himoonga Muleza

The nominee was a legal practitioner with over thirty (30) years of experience at the Zambian Bar having been admitted to practice as an advocate in December, 1981. The nominee satisfied the requirement for appointment because he qualified to hold high judicial office in accordance with the relevant law.

The nominee had acquired a wealth of experience by practising in various areas of the law such as litigation, taxation, securities and banking, among others. The nominee had, over the years, embraced the practice of mentoring young advocates some of whom had gone on to serve as judges of the High Court and Constitutional Court. In view of his vast experience in legal practice, it was expected that the nominee would contribute effectively to the operations of the JCC.

The HRC had no adverse reports against the nominee and, therefore, supported his appointment to serve as a member of the JCC.

(iii) Mr Musa Mwenye SC

The nominee was called to the Zambian Bar in 1999 and had since served in very senior positions, including leader of the Zambian Bar as Attorney-General. In addition, the nominee had also held judicial office as a Commissioner of the Small Claims Court of the Republic of Zambia.

While in private practice, the nominee had acquired experience both nationally and internationally, having been admitted as a Solicitor of the Supreme Court of England and Wales and also having served as President of the Law Association of Zambia (LAZ). The nominee had personally advocated against corruption by appearing on various platforms to address various aspects of corruption and the rule of law. This demonstrated his commitment to fighting corruption.

In view of the above, the HRC was satisfied that the nominee possessed the requirements to serve as Chairperson of the ACC Board.

(iv) Mrs Irene Musonda Chongo Lamba

The nominee was a legal practitioner and advocate of the superior Courts with twenty-five (25) years experience in all aspects of the law. The nominee had vast experience in administrative matters having run a successful law firm both as a sole proprietor and a partner.

The nominee had served in senior positions at the ACC namely: Deputy Director-General and Director-General (for administrative purposes). Further, she had also served as a member of the Legal and Justice Reforms Commission. The wealth of experience the nominee possessed from both public and private practice was an added advantage which would enable her effectively contribute to the development and operations of the ACC.

As a result, the HRC had no reservations about supporting the nominee's appointment to serve as a member of the ACC Board.

(v) Dr Henry Bwanga Mbushi

The nominee was an advocate of the superior courts of Zambia. He had previously held a senior position in the Government when he served as Deputy Ambassador to Belgium. Additionally, the nominee had served as a part-time lecturer in various universities and, as a published author, had made key contributions on significant legal subjects.

A scrutiny of the nominee's background had revealed that he was part of the United Party for National Development's (UPND) legal team. This appeared contrary to paragraph 2 of the Schedule to the Anti-Corruption Act, which did not allow a person holding a position in a political party to be appointed to the Anti-Corruption Commission Board. However, HRC could not confirm whether the nominee was a member of the UPND Party. Additionally, if the nominee was to relinquish his position in the UPND, then his ratification process would have to commence *de novo*.

(vi) Dr O'brien Kaaba

The nominee was a distinguished academician and consultant with diverse experience. He had been actively involved in research and consultancies in areas such as constitutional law, administrative law, governance, legal process, human rights and humanitarian law. The nominee had also served in high level positions such as *ad hoc* member of the Local Government Elections Tribunal.

Further, the nominee had acquired knowledge and skills in corruption prevention through training he had received organised by the Anti-Corruption Resource Centre and the Norwegian Embassy. The nominee's background, training and experience in human rights and corruption would be of invaluable benefit to the composition and operations of the ACC Board.

The nominee satisfied the minimum statutory requirements for appointment and, therefore, the HRC supported his appointment to serve as a member of the ACC Board.

(vii) Mr Gilbert Andford Phiri

The nominee had since his admission to the Zambian Bar in 2007 acquired extensive expertise in legal practice spanning a period of more than fourteen (14) years. In his legal practice, the nominee had been involved in various areas of practice, including public interest litigation in criminal law, among others. The nominee was currently the Managing Partner at PNP Advocates, a law firm whose area of expertise included criminal defence and prosecution.

The nominee satisfied the statutory requirements for appointment to serve as Director-General of the ACC, and, therefore, the HRC had no objection to his appointment.

(viii) Dr Pamela Towela Sambo

The nominee was a legal practitioner with over twenty (20) years at the Zambian Bar. She had vast experience in academia and legal research. Her career path included many roles ranging from working as in-house counsel, consultancy and lecturer including holding the position of Assistant Dean (Undergraduate) in the School of Law at the University of Zambia. In these roles, she had done extensive work in environmental law, human rights and constitutionalism.

In that regard, the nominee satisfied the criteria set out in section 5 (3) of the Human Rights Commission Act for appointment as Vice-Chairperson of the Human Rights Commission. In addition, the nominee's rich experience in matters of the law and human rights would contribute greatly in achieving the mandate of the HRC.

The HRC had neither received nor found any adverse information against the nominee in so far as human rights violations or professional misconduct were concerned. As a result, the HRC had no reservations to her appointment to serve as Vice-Chairperson of the HRC.

(ix) Revd Canon Emmanuel Yona Chikoya

The nominee was a renowned clergyman who had served the Anglican Church in Zambia for over twenty (20) years. The nominee was currently serving as Secretary-General of the Council of Churches in Zambia. The nominee's work had not been limited to being a conventional clergyman, because he had also demonstrated leadership and keen interest in issues around social justice and governance. Additionally, he had helped marginalised groups of society in local townships, raised awareness around human trafficking and child labour and had been a voice of the people on economic empowerment matters.

Therefore, the nominee's impeccable track record, dedication to service and commitment to social justice would be valuable in providing oversight in the discharge of the HRC's mandate. The HRC had no adverse information on the nominee which could disqualify him from serving as a Commissioner of the HRC and, thus, supported his appointment.

(ix) Mr Tom Trevor Shamakamba

The nominee was a legal practitioner with over twenty-five (25) years experience at the Zambian Bar. He had been Managing Partner at Shamakamba & Associates for about twenty-one (21) years. The nominee had previously worked as in-house counsel and lecturer of law. In addition, he had served as a member of the Council of the LAZ.

The HRC had no adverse information on the nominee and, therefore, supported his appointment to serve as a Commissioner of the HRC.

(xi) Ms Laura-Mary Miti

The nominee was a well-known human rights advocate with extensive experience in civil society activism. The nominee's activism and passion for human rights and good governance had won her many accolades and awards among them; Southern African Human Rights Defender of the Year (Southern African Human Rights Defenders Network), 2021, Scottish Human Rights Defender Fellow, Activist of the year 2017 and Most Influential Social Media Activist of 2016.

In the recent past, the nominee had shown bravery in the fight against injustice and the protection of constitutionalism. The nominee had proven integrity and values because she spoke out even when her personal liberty was threatened. The HRC would greatly benefit from her activism skills and her passion for human rights. It was hoped that, in her role as Commissioner, the nominee would continue to play the role of being a bridge between the rights holders and duty bearers.

A search on the HRC data base did not reveal any reports of human rights violations against the nominee. With regard to the nominee's alleged advocacy for lesbian and gay rights, the HRC could not advocate for rights that were not provided for in the Constitution of Zambia. The HRC had no adverse information on the nominee and, therefore, had no objection to the nominee's appointment as Commissioner on the HRC.

(xii) **Ms Christine Chama**

The nominee was a social scientist with a bias towards social work. She had experience as an advisory Board member and also served as President of the University of Zambia Development Studies Association as well as the Students Living with Disabilities representative. Further, as a person with a disability herself, the nominee would add the voice of persons with disabilities and other marginalised groups of society to the HRC. The nominee's appointment also provided a positive gender dimension to the membership of the HRC.

The HRC had no adverse information on the nominee and, therefore, had no objection to her appointment.

THE ZAMBIA QUALIFICATIONS AUTHORITY (ZAQA)

11. The Chief Executive Officer submitted that ZAQA was established to develop and implement a national qualifications framework and provide measures to ensure that standards and registered qualifications were internationally comparable. She added that, in line with its mandate, ZAQA was responsible for independently validating and evaluating all qualifications for recognition in Zambia.

She further submitted that the process of validating and evaluating qualifications included the following three stages:

- (i) establishing the accreditation status or recognition of the awarding body that conferred the qualification. This stage sought to affirm that the awarding body, be it local or foreign, had the legal mandate or delegated authority from central government or from a government agency to award nationally recognised and quality assured qualifications;
- (ii) confirmation from the awarding body that the qualification was, indeed, genuinely awarded to the holder of the qualification; and
- (iii) establishing the level, on the Zambia Qualifications Framework (ZQF), at which a particular qualification should be recognised, considering set standards of competence for each level of qualification. She added that the Zambia Qualifications Framework was a single integrated system which comprised three coordinated qualifications sub-frameworks for –
 - (a) general education;
 - (b) trades and occupations; and
 - (c) higher education.

The Chief Executive Officer submitted that having considered the legal provisions relating to the nominees' appointments, ZAQA subjected the qualifications of the nominees to the

evaluation and validation process. She further informed the Committee that where the law was silent, ZAQA considered whether the nominee possessed any post-graduate qualifications. She stated that the results were as set out below.

(i) Judge Prisca Matimba Nyambe (Rtd)

The nominee's qualifications were authentic, and were duly awarded to her by credible institutions.

(ii) Mr Chad Himoonga Muleza

The nominee's qualifications were authentic, and were duly awarded to him by credible institutions.

(iii) Mr Musa Mwenye SC

The nominee's qualifications were authentic, and were duly awarded to him by credible institutions.

(iv) Mrs Irene Musonda Chongo Lamba

The nominee's qualifications were authentic, and were duly awarded to her by credible institutions.

(v) Dr Henry Bwanga Mbushi

The nominee's qualifications were authentic, and were duly awarded to him by credible institutions. However, ZAQA was awaiting confirmation on the nominee's Doctor of Philosophy in Legal Studies qualification from the Atlantic International University, Diploma in corporate law from the University of South Africa and Pearson Edexcel General Certificate of Education (GCE) from Pearson Edexcel and the GCE qualification from the Cambridge Assessment International Education. In that regard, ZAQA was unable to verify the authenticity of the certificate because certain vital information necessary for the process could only be obtained from the respective school.

(vi) Dr O'brien Kaaba

The nominee's qualifications were authentic, and were duly awarded to him by credible institutions. However, ZAQA was awaiting confirmation on the nominee's Bachelor of Laws qualification from the University of London. In that regard, ZAQA was unable to verify the authenticity of the certificate because certain vital information necessary for the process could only be obtained from the respective school.

(vii) Mr Gilbert Andford Phiri

The nominee's qualifications were authentic, and were duly awarded to him by credible institutions.

(viii) **Dr Pamela Towela Sambo**

The nominee's qualifications were authentic, and were duly awarded to her by credible institutions. However, ZAQA was awaiting confirmation on the nominee's Doctor of Philosophy in Law qualification from the University of Manchester. In that regard, ZAQA was unable to verify the authenticity of the certificate because certain vital information necessary for the process could only be obtained from the respective school.

(ix) **Revd Canon Emmanuel Yona Chikoya**

The nominee's qualifications were authentic, and were duly awarded to him by credible institutions. However, ZAQA was awaiting confirmation on the nominee's Diploma in Religious Studies qualification from the University of Cambridge and Oxford, respectively. In that regard, ZAQA was unable to verify the authenticity of the certificate because certain vital information necessary for the process could only be obtained from the respective school.

(x) **Mr Tom Trevor Shamakamba**

The nominee's qualifications were authentic, and were duly awarded to him by credible institutions

(xi) **Ms Laura Miti**

The nominee's qualifications were authentic, and were duly awarded to her by credible institutions

(xii) **Ms Christine Chama**

The nominee's qualifications were authentic, and were duly awarded to her by credible institutions

The Chief Executive Officer concluded her submission by stating that, apart from the qualifications which were yet to be authenticated, all the nominees held genuine qualifications and qualified for appointment to the various positions. On that basis, ZAQA supported their appointment.

TRANSPARENCY INTERNATIONAL ZAMBIA (TIZ)

12. The Advocacy, Policy and Research Specialist Lead submitted that, in line with its standard procedure, TIZ conducted assessments of the nominees using the following methodology:

1. Legal Requirement

The Presidential appointments of the members of the Judicial Complaints Commission, the Chairperson and Members of the ACC Board, the Director-General of the ACC and the Commissioners of the Human Rights Commission were made in accordance with the Constitution of Zambia, the Anti-Corruption Act and the Human Rights Commission Act.

2. Security Vetting

TIZ was not a security wing with access to intelligence information, thus, its vetting was based on what was publicly available regarding the nominees' position on various issues that

bordered on national security. In that regard, TIZ's security vetting focused on any public attitude that the nominees could have adopted on matters of public security.

3. **Independence/Objectivity test**

The above methodology was, in most cases, an in-house analysis of data obtained. The focus was to establish how independent or objective the nominees would be, if ratified. Further, the work history and performance of the nominees were also considered.

4. **Public Integrity and Standing test**

Using public and private records, TIZ assessed whether the nominees were people of high integrity and good standing in society. This was because only a person of integrity could qualify for appointment as a member of the JCC, Chairperson and member of the ACC Board, Director-General of the ACC and a Commissioner of the HRC.

5. **Skills Matching**

TIZ carefully scrutinised the *curricula vitae* of the nominees to assess whether the nominees would perform their duties in line with the Constitution of Zambia, the Anti-Corruption Act, the Human Rights Commission Act, and the general principles of good corporate governance.

Further, the Advocacy, Policy and Research Specialist Lead submitted a brief background of the nominees and their qualifications, to ascertain whether they qualified for appointment. He submitted as set out below.

(i) **Judge Prisca Matimba Nyambe, SC (Rtd)**

The nominee had adequate academic qualifications and experience as indicated in her *curriculum vitae*. She was highly qualified with over forty-three (43) years' experience. She was once Legal Counsel at the Bank of Zambia and had been a Judge of the High Court for nine (9) years. During her working life, there had not been any concerns about the nominee's integrity and independence.

TIZ had no objections to the appointment of the nominee to serve as a member of the JCC due to her high level of integrity and experience demonstrated by her depth of knowledge and skill both at the Bar and the Bench. In that regard, TIZ supported her appointment.

(ii) **Mr Chad Himoonga Muleza**

The nominee had adequate academic qualifications and experience as indicated in his *curriculum vitae*. He had vast experience as an advocate having been admitted to the Bar in 1981. He had been in private practice for over forty (40) years. Further, although he had not served as a Judge, he was qualified to be one.

The nominee was closely associated with the Republican President having served as a lawyer for the United Party for national Development (UPND) party President in 2015 and 2020 when the UPND President appeared before the police for questioning.

TIZ, nonetheless, recommended the appointment of the nominee to serve as a member of the JCC provided he ceased his legal representation for and association with the Republican President.

(iii) **Mr Musa Mwenye, SC**

The nominee was of proven integrity having been a legal practitioner for more than twenty-two (22) years and having served as Solicitor-General and Attorney General of the Republic of Zambia. The nominee met the minimum qualifications to serve as a member of the ACC Board and would add value to the fight against corruption. Additionally, the ACC did not have any integrity or independence concerns about him.

In that regard, TIZ had no objection to his appointment to serve as Chairperson of the ACC.

(iv) **Mrs Ireen Musonda Chongo Lamba**

The nominee had been a legal practitioner for more than twenty-eight (28) years. She possessed a wealth of experience on the operations of the ACC, having previously served as Deputy Director-General and Acting Director-General for administrative convenience.

The nominee was charged with the offence of abuse of office for holding the office of Acting Director-General of the ACC while being a partner in a law firm. However, the charge was later dismissed by the Lusaka Magistrate Court on grounds that she had not been ratified as Director-General. TIZ did not have any concerns about the court case involving the nominee because it was dismissed by the courts.

The nominee met the minimum qualifications to serve as a member of the ACC Board and would add value to the fight against corruption.

(v) **Dr Henry Bwanga Mbushi**

The nominee had been a legal practitioner for more than forty-one (41) years having been admitted to the Bar in 1980. Further, there were no concerns about his integrity or independence.

Additionally, the nominee met the minimum qualifications to serve as a member of the ACC Board and would add value to the fight against corruption.

(vi) **Dr O'brien Kaaba**

The nominee had been a legal practitioner for more than twelve (12) years. He had lectured law at the University of Zambia (UNZA) since 2016 and had written articles on corruption.

The nominee met the minimum qualifications to serve as a member of the ACC Board and would add value to the fight against corruption. Additionally, there were no concerns about the nominee's integrity and independence. Therefore, TIZ supported his appointment.

(vii) **Mr. Gilbert Andford Phiri**

The nominee had adequate academic qualifications and experience as indicated in his *curriculum vitae*. He had been a legal practitioner for more than fifteen (15) years. The nominee was associated with the President and the United Party for National Development

(UPND), having served as a lawyer for the President in the case of publication of false news in 2012 and the Treason case in 2017. The nominee had also represented the UPND Secretary-General in cases against the Electoral Commission of Zambia (ECZ), Zambia National Broadcasting Corporation (ZNBC) and the Attorney- General. In addition, the nominee was the Vice-Chairperson of the Energy Regulation Board (ERB).

TIZ had no objection to the appointment of the nominee to serve as Director-General of the ACC on the basis of his qualifications. However, TIZ recommended that the appointment be made subject to the nominee severing his legal representation of and association with the President and the UPND.

(viii) Dr Pamela Towela Sambo

The nominee had adequate academic qualifications and experience as indicated in her *curriculum vitae*. In addition, she had been a legal practitioner for over twenty-one (21) years. Further, there were no concerns about her integrity and independence.

In that regard, the nominee met the minimum qualifications to serve as Vice-Chairperson of the HRC and would add value to the promotion, protection, and enforcement of human rights. TIZ, therefore, had no objection to her appointment.

(ix) Revd Canon Emmanuel Yona Chikoya

The nominee had adequate academic qualifications and experience as indicated in his *curriculum vitae*. He also met the minimum requirements to serve as a Commissioner of the HRC. He was a notable religious figure and defender of human rights and freedoms. Further, TIZ did not have any concerns about his integrity and independence.

He would, therefore, contribute to the promotion, protection, and enforcement of human rights and TIZ had no objection to his appointment.

(x) Mr Tom Trevor Shamakamba

The nominee had adequate academic qualifications and experience as indicated in his *curriculum vitae*. He had been a legal practitioner for over twenty-six (26) years having been admitted to the Bar in 1995. The nominee, therefore, met the minimum qualifications to serve as a Commissioner of the HRC and would add value to the promotion, protection, and enforcement of human rights. Additionally, the nominee did not have any integrity and independence concerns.

The nominee had a seemingly close association with the UPND having represented twenty-seven (27) UPND Chingola officials in a case of unlawful assembly.

TIZ had no objection to the nominee's appointment, but recommended that he ceased his association with the UPND party in order to exhibit his independence and objectivity.

(xi) Ms. Laura-Mary Miti

The nominee had adequate academic qualifications and experience as indicated in her *curriculum vitae*. She had demonstrated vast experience of over twenty-five (25) years in civil society and was one of the notable human rights activists in Zambia.

The nominee met the minimum qualifications to serve as a Commissioner of the HRC and would add value to the promotion, protection, and enforcement of human rights. In addition,

she had no integrity and independency concerns. Therefore, TIZ had no objection to her appointment.

(xii) **Ms Christine Chama**

The nominee possessed adequate academic qualifications and experience as indicated in her *curriculum vitae*. She had also demonstrated experience and skill in sociology. Further, TIZ did not have any concerns about her integrity and independence.

Being a person living with a disability herself, the nominee had been a notable disability advocate. She would, therefore, champion the rights of differently abled citizens. Additionally, the nominee met the minimum qualifications to serve as a Commissioner of the HRC and would add value to the promotion, protection, and enforcement of human rights. Therefore, TIZ had no objection to her appointment.

SOUTHERN AFRICAN CENTRE FOR THE CONSTRUCTIVE RESOLUTION OF DISPUTES (SACCORD)

13. The Executive-Director submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*. He noted that the institutions, to which the nominees were being appointed to, would be more effective as a result of the nominees' gender balance as well as their diverse professions and experiences. He further submitted on each of the nominees as set out below.

(i) **Judge Prisca Matimba Nyambe, SC (Rtd)**

The nominee had the necessary academic qualifications and satisfied the legal requirements for the position. He noted that the nominee had a clear track record where work was concerned. Further, being female, her appointment would enhance the ideals of gender equality. A background check had revealed that the nominee was a person of integrity.

In that regard, SACCORD had no objection to the nominee's appointment to serve as a member of the JCC.

(ii) **Mr Chad Himoonga Muleza**

The nominee had the requisite academic qualifications and satisfied the legal requirements for the position. Further, he was a Zambian national with a clear track record where work was concerned. A background check revealed that the nominee was a person of integrity.

Therefore, SACCORD had no objection to the nominee's appointment to serve as a member of the JCC.

(iii) **Mr Musa Mwenya, SC**

The nominee had the necessary academic qualifications and satisfied the legal requirements for the position. Further, he was a Zambian national with a clear track record where work was concerned. A background check revealed that the nominee was a person of integrity.

Therefore, SACCORD had no objection to the nominee's appointment to serve as Chairperson of the ACC Board.

(iv) **Mrs Ireen Musonda Chongo Lamba**

The nominee had the necessary academic qualifications and satisfied the legal requirements for the position. Further, she was a Zambian national with a clear track record where work was concerned. In addition, her appointment was good for gender equality. Further, a background check revealed that the nominee was a person of integrity.

In that regard, SACCORD had no objection to the nominee's appointment to serve as a member of the ACC Board.

(v) **Dr Henry Bwanga Mbushi**

The nominee had the necessary academic qualifications and satisfied the legal requirements for appointment to the position. Further, he was a Zambian national with a clear track record where work was concerned. A background check revealed that the nominee was a person of integrity.

Therefore, SACCORD had no objection to the nominee's appointment to serve as a member of the ACC Board.

(vi) **Dr O'brien Kaaba**

The nominee had the necessary academic qualifications and satisfied the legal requirements for the position. Further, he was a Zambian national with a clear track record where work was concerned. A background check revealed that the nominee was a person of integrity.

In that regard, SACCORD had no objection to the nominee's appointment to serve as a member of the ACC Board.

(vii) **Mr Gilbert Andford Phiri**

The nominee had the requisite academic qualifications and satisfied the legal requirements for the position. Further, he was a Zambian national with a clear track record where work was concerned. A background check revealed that the nominee was a person of integrity.

Therefore, SACCORD had no objection to the nominee's appointment to serve as Director-General of the ACC.

(viii) **Dr Pamela Towela Sambo**

The nominee had the requisite academic qualifications and satisfied the legal requirements for appointment as Vice-Chairperson of the HRC. Further, she was a Zambian national with a clear track record where work was concerned. In addition, her appointment was good for gender equality. Further, a background check revealed that the nominee was a person of integrity.

In that regard, SACCORD had no objection to the nominee's appointment to serve as the Vice-Chairperson of the HRC Board.

(ix) **Revd Canon Emmanuel Yona Chikoya**

The nominee had the necessary academic qualifications and satisfied the legal requirements for the position. Further, he was a Zambian national with a clear track record where work was concerned. A background check revealed that the nominee was a person of integrity.

Therefore, SACCORD had no objection to the nominee's appointment to serve as a member of the HRC Board.

(x) **Mr Tom Trevor Shamakamba**

The nominee had the necessary academic qualifications and satisfied the legal requirements for the position. Further, he was a Zambian national with a clear track record where work was concerned. A background check revealed that the nominee was a person of integrity.

Therefore, SACCORD had no objection to the nominee's appointment to serve as a member of the HRC Board.

(xi) **Ms Laura-Mary Miti**

The nominee had the necessary academic qualifications and satisfied the legal requirements for the position. Further, she was a Zambian national with a clear track record where work was concerned. In addition, her appointment was good for gender equality. Further, a background check revealed that the nominee was a person of integrity.

In that regard, SACCORD had no objection to the nominee's appointment to serve as a member of the HRC Board.

(xii) **Ms Christine Chama**

The nominee had the requisite academic qualifications and satisfied the legal requirements for the position. Further, she was a Zambian national with a clear track record where work was concerned. In addition, her appointment was good for gender equality. Further, a background check revealed that the nominee was a person of integrity.

Therefore, SACCORD had no objection to the nominee's appointment to serve as a member of the HRC Board.

FOUNDATION FOR DEMOCRATIC PROCESS (FODEP)

14. The Executive Director submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*. He submitted that the members and commissioners of the three (3) institutions played a critical oversight role in enhancing the reputation, efficiency, independence, effectiveness, client satisfaction and confidence in the three (3) bodies and governance at large. He added that the nominees offered a varied range of professional backgrounds and experience, which was commendable. Further, the nominees appeared to be well-balanced in terms of gender. He then submitted on each nominee as set out below.

(i) **Judge Prisca Matimba Nyambe, SC (Rtd)**

The nominee possessed extensive expertise from her work in Africa and around the world, notably with the United Nations. She had also worked for many courts and tribunals, particularly, on matters involving genocide and humanitarian issues, where she had shown courage and boldness in her rulings.

The nominee exhibited independence, credibility and integrity and was, therefore, well placed to serve on the JCC Board. In that regard, FODEP endorsed the appointment of the nominee to serve on the JCC Board.

(ii) Mr Chad Himoonga Muleza

The nominee was well qualified and had extensive experience in the judicial and legal profession, as evidenced by his *curriculum vitae*. However, FODEP expressed a reservation about the nominee because of his apparent connection to the Minister of Home Affairs and Internal Security, given that he had worked (or was currently working) for Muleza Mwiimbu and Company, a firm with which the Minister of Home Affairs and Internal Security was involved.

While the nominee was suitably qualified to serve on the JCC, due to his apparent connection to the Minister of Home Affairs, his appointment to such a critical body, which should engender a public perception of being fully independent of the whims of any of the other three arms of government (especially the Executive), would be questionable. Additionally, this would render the JCC to be potentially disposed to serve the Executive's interests in cases where government had a perceived interest.

(iii) Mr Musa Mwenye, SC

The nominee was a well-qualified and experienced legal practitioner who was one of the few people to request a lifestyle audit for public officials. This had demonstrated his openness and commitment to fighting corruption. Further, his passion to fight corruption had been fairly strong throughout his career.

Therefore, FODEP was of the considered view that the nominee would be able to significantly contribute to the ACC. As a result, FODEP had no reservation on the nominee's appointment to serve as Chairperson of the ACC Board.

(iv) Mrs Ireen Musonda Chongo Lamba

The nominee had a lot of expertise and was well-versed in dealing with corruption matters. She had served at the ACC in several capacities, including as Deputy Director-General. In that regard, FODEP was of the considered view that the nominee was qualified to serve on the Board.

(v) Dr Henry Bwanga Mbushi

The nominee was a well-educated and well-travelled man with a wealth of expertise. However, FODEP had reservations about the nominee's past and current ties to the ruling UPND party, particularly his role as a member of the UPND Legal Committee (2014-2021). Further, the nominee was a member of the legal team that represented the party's president when in opposition. Therefore, his nomination could be interpreted as a reward and partisanship. This could affect the public's image of the independence of the ACC.

The ACC was a delicate institution that required people who would carry out their responsibilities impartially. In that regard, FODEP recommended that the nominee be reserved for appointment to another entity where impartiality would be less critical.

(vi) Dr O'Brien Kaaba

The nominee was a well accomplished academician and researcher who had specialised in a variety of democratic governance concerns, mostly from a legal perspective. In that regard, FODEP was satisfied that the nominee's extensive expertise in the legal, academic, and other fields where he had worked would add significant value to the Commission.

Therefore, FODEP supported the nominee's appointment to serve as member of the ACC Board.

(vii) **Mr Gilbert Andford Phiri**

The nominee had extensive expertise and deserved to serve in the position, as evidenced by his *curriculum vitae*, which indicated that he was well-versed in corruption matters. However, the nominee was one of the lawyers who had defended the UPND party president, as he was then, in the treason trial. In view of the above, FODEP expressed reservations about the nominee's appointment, stating that it could be interpreted as a "reward" for his service and that it could impact his independence as ACC Director-General. The nominee had also been the subject of complaints before the Law Association of Zambia.

(viii) **Dr Pamela Towela Sambo**

The nominee possessed exceptional qualifications and expertise and, therefore, qualified to serve on the HRC Board. The HRC would benefit from her extensive experience gained from her over seventeen (17) years of human rights advocacy and teaching, as well as her distinguished academic career.

In that regard, FODEP supported the nominee's appointment without reservations.

(ix) **Revd Canon Emmanuel Yona Chikoya**

The nominee had served the church in a variety of capacities. Additionally, he was an active participant in the governance sector, and was a member of the Christian Churches Monitoring Group (CCMG). While the nominee's skills and experiences were not directly related to human rights, his background in the church and governance activism gave him a solid foundation and the capacity to adapt and contribute to the objectives of the HRC.

Therefore, FODEP was not opposed to the appointment of the nominee to serve as a Commissioner of the HRC.

(x) **Mr Tom Trevor Shamakamba**

The nominee had experience in legal practice spanning over twenty-five (25) years and was an academician. FODEP did not find any additional information on the nominee from other sources, and, therefore, relied on the summarised *curriculum vitae*, which was presented to it.

In that regard, FODEP lacked sufficient information on which to base its support or opposition to the nominee's appointment.

(xi) **Ms Laura-Mary Miti**

The nominee was widely recognised as a human rights advocate who had openly spoken out against social injustices on numerous occasions and had stood up to government and corrupt practices. Her civic activism skills would be beneficial to the HRC. However, FODEP hoped

that the nominee's appointment would not serve to quieten or dampen her enthusiasm, causing her to be less vocal than she had been in the NGO sector.

Nonetheless, FODEP had no objections to the nominee's appointment as a Commissioner of the HRC.

(xii) **Ms Christine Chama**

The nominee's qualifications and experience were not explicitly related to human rights. However, she possessed a university degree, which was a minimum requirement for serving as a Commissioner. Further, the nominee's appointment would ensure that the concerns and interests of marginalised persons with disabilities were considered.

In that regard, FODEP supported the appointment of the nominee to serve as a Commissioner of the HRC Board.

JUDICIAL SERVICE COMMISSION (JSC)

15. The Chairperson submitted on the personal, academic and professional background of the nominee for appointment as Vice-Chairperson of the JCC as contained in her *curriculum vitae*.

The nominee possessed an impeccable record, with vast experience in the legal fraternity. She had served in various senior positions within Zambia and abroad. In addition, the nominee's service to the Judiciary of Zambia was exemplary and it was for that reason that she had headed the Commercial List as Judge-in-Charge.

The nominee was a very dedicated person who commanded dignity and respect from both the Bar and the Bench. In that regard, the nominee's positive attributes outweighed her negatives.

In conclusion, the Chairperson stated that the nominee was suitably qualified and that the JSC had no reservation with regard to her appointment.

LAW ASSOCIATION OF ZAMBIA (LAZ)

16. The Vice-President of LAZ stated that the Council of LAZ, with the help of State Counsel, had deliberated on the suitability of the nominees for appointment.

The Vice-President emphasised the need for the nominees to be reminded that despite their perceived political inclinations, it was important for them to remain neutral as they served the country. He stated that it was in the public domain that some of the nominees had represented the ruling party in some court matters, and in that regard, it was of utmost importance that they maintained neutrality in the discharge of their duties. He explained that in as much as political affiliation was not forbidden, it was important that once appointed to public office, people discharged their functions without segregation. In that regard, the Chairperson submitted on the personal, academic and professional background of the nominees as contained in their *curricula vitae*.

He concluded his submission by informing the Committee that LAZ was confident that the nominees would perform their various tasks diligently. He added that LAZ had no active

cases against any of the nominees and, therefore, supported their appointment without reservation.

JUDICIAL COMPLAINTS COMMISSION (JCC)

17. A Member of the JCC informed the Committee that the institution, in line with its mandate would submit on the suitability or otherwise of Judge Prisca Matimba Nyambe, SC, (Rtd). In that regard the member submitted on the personal, educational and professional background of the nominee as stated in her *curriculum vitae*.

The nominee had served in various institutions where she had a proven record of undeniable work ethics. He added that the nominee's hard work and commitment to service delivery accorded her an opportunity to work both locally and internationally. Further, the nominee served diligently as High Court Judge, where she meticulously delivered all her judgments.

Additionally, the nominee would not be influenced by the Appointing Authority in her work, but would be impartial once appointed as a member of the institution. He added that the JCC was confident that the nominee's vast experience was an important attribute, which would add value to the operations of the JCC.

The Member of the JCC concluded by submitting that the JCC had not received any complaints against the nominee and, therefore, had no reservations to her appointment to serve as a member of the JCC.

SUBMISSIONS BY THE NOMINEES

(i) Judge Prisca Matimba Nyambe (Rtd)

18. The nominee informed the Committee about her personal, academic and professional background as contained in *her curriculum vitae*.

She informed the Committee that she had served in different portfolios, locally, regionally and internationally. In that regard, she had acquired experience that would aid her in carrying out the duties of a member of the JCC. The nominee explained that she started her career as a magistrate in Kabwe where she supervised junior magistrates and that her supervisory role extended to Mumbwa, Serenje and Mkushi, among others.

The nominee submitted that the current appointment was not her first Presidential appointment as she was once appointed as a Judge of the High Court for Zambia and had discharged her duties with impartiality. She added that the cumulative number of years she had worked for the Zambian judiciary amounted to ten (10). In that regard, she was exposed to the challenges which the Zambian judicial system was faced with and, if ratified, would play an effective role in ensuring that some of those challenges were addressed.

(ii) Mr Chad Himoonga Muleza

19. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*. He further submitted on his vast experience as a legal practitioner mostly in the private sector.

The nominee submitted that he was aware that some of the complaints brought to the JCC could be mitigated by conducting extensive training on ethics and judicial conduct for those appointed before they take office. He further, submitted that the current *status quo* where adjudicators were just appointed and left to learn the work on the job needed to end. In that vein, he would recommend to the JSC, which was mandated to help the President with appointments in the Judiciary, to conduct such trainings.

The nominee also submitted that he enjoyed a cordial relationship with the Appointing Authority and the United Party for National Development (UPND) party. However, he submitted that his association with the Republican President and the ruling party was mostly professional. He assured the Committee that he would discharge his duties with impartiality.

(iii) **Mr Musa Mwenye, SC**

20. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

The nominee submitted that he had twenty-two (22) years of experience as a legal practitioner and that he was a member of the Inner Bar. He added that he had served the nation in several roles, including that of Solicitor-General and later Attorney-General. Further, the nominee submitted that when he served the Government in various portfolios, he had availed himself to be audited because he believed that promoted transparency and accountability.

The nominee informed the Committee that he had provided counsel on various issues of national interest with empirical evidence. In that regard, he had no personal issues against any former or current leaders. He explained that difference in opinion would always arise, but matters of corruption were best handled with evidence and not driven by personal agendas as was perceived by the public. He submitted that some of the reforms he would introduce at the ACC, if ratified, would be to ensure that extensive changes were undertaken in order to build an institution that was not politically biased. In view of this, he would strive to ensure that the work culture at the ACC was changed to enable the institution dispose of cases expeditiously because fighting corruption was an economic strategy. The nominee emphasised that the fight against corruption was a huge task and that prosecution of matters required sufficient time.

(i) **Mrs Ireen Musonda Chongo Lamba**

21. The nominee informed the Committee about her personal, academic and professional background as contained in her *curriculum vitae*.

The nominee submitted that having a legal background gave her an advantage serving on the ACC Board. She added that she had served as Deputy Director-General of the ACC for two (2) consecutive contracts of three (3) years each. She had later served as Director-General for administrative purpose. She further stated that she had had an opportunity to attend meetings with members of the United Nations Convention Against Corruption, the Southern African Development Community Protocol against Corruption and the African Union Advisory Board on Corruption. She explained that that experience would greatly assist her in providing policy direction to the Commission. She added that, if ratified, her role at the ACC would not be operational, but advisory through the Director-General.

She further informed the Committee that while serving as Acting Director-General of the ACC, she was arrested and charged with three (3) counts for not disclosing that she was a

partner in a law firm. The first was breach of trust affecting the public contrary to section 123 of the Penal Code, Cap. 87 of the Laws of Zambia. The second was abuse of authority of office contrary to section 21(10(a) of the Anti-Corruption Act. The third was disobedience of statutory duty contrary to section 126 of the Penal Code. The charges brought under the Penal Code were dismissed while she was acquitted of the one brought under the Anti-Corruption Act.

Concerning the fight against corruption in the Civil Service, she submitted that she would ensure that directives were made to various heads of institutions or ministries to ensure that disciplinary action, including prosecution, was taken against civil servants found to have committed corrupt practices.

The nominee submitted that she wanted to leave a legacy of a highly motivated ACC that would fight corruption without fear or favour.

(ii) **Dr Henry Bwanga Mbushi**

22. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*. He added that from the qualifications that he submitted, it should be noted that his GCE qualifications were made up of *three* (3) different certificates and that most of his certificates could not be verified by the Zambia Qualifications Authority due to time constraints as the verification process required more time.

The nominee submitted that his nomination to the ACC was not his first Presidential appointment as he had been appointed as Deputy Ambassador to Belgium where he served until he was recalled.

The nominee also submitted that he was aware that one of the challenges facing the ACC was that of delayed disposal of cases. He explained that he would strive to ensure that the ACC and Office of the Director of Public Prosecution worked closely to ensure that cases were disposed of expeditiously. He explained that there was a need for political will to allow investigative wings to operate autonomously.

The nominee informed the Committee that he enjoyed a cordial relationship with the Appointing Authority and the United Party for National Development (UPND). However, he submitted that his association with the Republican President and the ruling party was mostly professional. He assured the Committee that he would discharge his duties with impartiality. In that regard, he explained that if he was coerced to do something by the Appointing Authority, he would in all circumstances, stand by his decision and principles. He submitted that if the coercion persisted, he would have no alternative but to resign.

(iii) **Dr O'brien Kaaba**

23. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

The nominee informed the Committee of his vast experience as an academician and that he had worked mostly for international organisations. He submitted that he was currently lecturing at the University of Zambia (UNZA) in the School of Law.

The nominee submitted that he would use his skills as a researcher to conduct a forensic audit of the problems that were perceived to be facing the ACC. He added that the evidence based

approach would be applied to foster change needed at the ACC. He explained that one of the complaints that the public had against the ACC was that it seemed to operate under the direction of the Appointing Authority or the government of the day. The nominee submitted that his work at the ACC would be centred on integrity and impartiality. He added that he could not be influenced by the Appointing Authority evidenced by his resignation from the committee that was tasked to consider the Constitution of Zambia (Amendment) Bill No 10 of 2019.

(iv) **Mr Gilbert Andford Phiri**

24. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

The nominee submitted that he started his career as a teacher after obtaining his Bachelor of Education. He later changed careers by obtaining a Bachelor of Laws degree from the University of Zambia. He added that currently, he was the Managing Partner at PNP Advocates after having worked at Messrs Muleza Mwiambu and Company and the National Legal Aid Clinic for Women, among others. He informed the Committee that during his practice, he had the opportunity to represent leaders both in the current and past government.

He informed the Committee that he also served as Vice-Chairperson of the Energy Regulation Board (ERB). He added that he decided to resign from the ERB Board and from participating in any court process when he was informed of his appointment to serve as Director-General of the ACC. He explained that his decision to resign was to ensure that he was not conflicted.

The nominee submitted that he was a highly motivated person with credible credentials. He added that he was a principled person who pursued what was right and could not easily be persuaded. In that regard, he informed the Committee that, if ratified, he was going to improve the image of the ACC through its operations. The nominee stated that he would ensure that the ACC operated independently and with professionalism. He pointed out that, if ratified, the ACC would act on any misconduct or lack of integrity in the three (3) arms of government. In that regard, he submitted that he would ensure that past and present cases were investigated and concluded logically.

(viii) **Dr Pamela Towela Sambo**

25. The nominee submitted to the Committee about her personal, academic and professional background as stipulated in her *curriculum vitae*.

She informed the Committee that she had a passion for human rights and, thus, had interacted with human rights issues in various aspects of the law. As an environmental law specialist, she had an opportunity to interact with human rights issues that bordered on environmental law. She added that she had experience in legal research, including in environmental, human rights and constitutional law.

The nominee explained that, as a legal practitioner, she had a duty to uphold the Constitution. She submitted that everyone was bound by the Constitution in the nation, including the Appointing Authority. In that regard, her first allegiance was to the Constitution and the Zambian people. She added that as a principled person, she would not entertain political interference in the course of executing her duties. The nominee pointed out that, as a professional, she was expected to provide guidance to the Appointing Authority and where that failed, she would resign in order to maintain her integrity.

(ix) **Revd Canon Emmanuel Yona Chikoya**

26. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*.

The nominee submitted that he had been serving as an ordained Anglican priest for over twenty (20) years. He added that he had served in various parishes with passion and had ensured that most of the members of the communities he had served in received the teachings of the Anglican Church. He explained that he was an agent of change in society by speaking on behalf of the voiceless on issues of human rights and corporate governance. He informed the Committee that his work extended beyond his priestly duties because he served on several boards which had exposed him to issues of governance. The nominee submitted that it was the same passion that had motivated him to serve in various government institutions. This showed that the church could be involved in issues of governance, human rights, and general reform in the Zambian community.

The nominee informed the Committee that, if ratified, he would advocate for the HRC's operations to be strengthened to enable it take action rather than end at making recommendations. In addition, he would advocate for an increase in the Commission's funding in order for it to increase its presence around the country. This would, consequently, result in an improvement in access to the HRC.

(x) **Mr Tom Trevor Shamakamba**

27. The nominee informed the Committee about his personal, academic and professional background as contained in his *curriculum vitae*. He added that he was currently managing his own law firm in Ndola and was engaged in farming as well as other agricultural related businesses.

The nominee submitted that his main priority, if ratified, would be to advocate for the rights of prisoners. He stated that the non-implementation of the death penalty and the sentencing of offenders to prison for non-capital offences had contributed greatly to the congestion in prisons. He noted that there was a need to review the principles of sentencing to prescribe fines or community service in order to decongest the prisons. He added that, regardless of the offence, persons who had reformed deserved a second chance and needed to be set free or pardoned.

(xi) **Ms Laura Mary Miti**

28. The nominee informed the Committee about her personal, academic and professional background as contained in her *curriculum vitae*.

The nominee submitted that as a human rights activist, issues of human rights had been central to her work. She added that she had received appropriate training in matters of human rights. In that regard, if ratified, she would ensure that the HRC was in the forefront of sensitising and safeguarding human rights. This would ensure that the general citizenry understood their rights as enshrined in the Constitution. She added that with the intended Constitutional reforms, the HRC would ensure that issues of socio-economic and civil and political rights were included and understood by the citizenry.

With regard to her perceived advocacy for gay rights, the nominee submitted that she was not advocating for the statute books to be amended in order to incorporate such rights. She explained that laws were mostly reflective of a people's culture and the country was not

ready to pass legislation to incorporate gay rights. She added that if the country did that, there would be a disconnect between the people's culture and the legislation, which would result in the legislation existing only on paper.

The nominee informed the Committee that the Constitution was silent on the matter. She, however, noted that other subordinate laws such as the Penal Code criminalised acts between people of the same sex. She explained that currently, the law prohibited the act and not the issue of one's sexual orientation. She submitted that her concern was that the arrests taking place resulted in the abrogation of people's right to privacy, which was protected by the Bill of Rights contained in the Constitution.

The nominee also submitted that the current laws needed to be reviewed in order to decriminalise minor offences. She said this was because not all offences required custodial sentences. She added that other forms of punishment could include community service, fines or rehabilitation. She further stated that it was the role of the HRC to ensure that the wheels of justice moved faster and were enjoyed by all, regardless of their status.

(xi) **Ms Christine Chama**

29. The nominee informed the Committee about her personal, academic and professional background as contained in her *curriculum vitae*. She added that she was a gazetted probation officer and a dedicated advocate for the rights of persons with disabilities being a differently abled person herself.

The nominee submitted that her main priority, if ratified, would be to advocate for the rights of persons with disabilities. She added that there was need to reduce the gap that existed between the abled and the differently abled. She informed the Committee that while there were policies and documentation advocating for inclusion, there was no deliberate implementation, which needed to be reviewed.

The nominee also submitted that the rights of the differently abled needed to be recognised and protected in the judicial system and institutions responsible for arrests. She added that it was difficult for the rights of the differently abled to be considered when there were no deliberate policies to accommodate the differently abled from the point of arrest through to the point of judgement.

SUBMISSION BY THE APPOINTING AUTHORITY

30. The Minister of Justice informed the Committee that he took cognisance of the legal framework relating to the nominees' appointment to the various institutions. In that regard, he submitted on each nominee as set out below.

(i) **Judge Prisca Matimba Nyambe (Rtd)**

The nominee was born on 31st December, 1951. She held a Bachelor of Laws Degree from the University of Zambia and a Legal Practitioners Qualifying Postgraduate Certificate from the Zambia Institute of Advanced Legal Education. During her forty-four (48) year long legal career, the nominee served as a Resident Magistrate in Kabwe from 1978 to 1980. From 1980 to 1984, the nominee served as a Senior Magistrate in Harare and Gwelo in Zimbabwe. In 1984 to 1992 the nominee served as Legal Counsel for the Central Bank of Zambia. Further, the nominee served as

Senior Legal Officer in the Chief Court Management Section of the International Criminal Tribunal for Rwanda (ICTR) from 1996 to 2000. From 2002 to 2006, she served as General Counsel to the International Criminal Tribunal.

In 2002, the nominee was elected as Judge *ad litem* of the International Criminal Tribunal for the former Yugoslavia (ICTY). From 2006 to 2015, she served as a Judge of the High Court of the Republic of Zambia. Further, in 2011, the nominee was elected as Judge of the International Resident Mechanism for Criminal Tribunals (IRMCCT).

Additionally, the nominee undertook special assignments which included an undertaking as a Human Rights Expert and International Observer under the International Commission of Jurists and the coordination of the United Nations Observer Mission in Malawi, among others.

Over the years, the nominee organised and attended several conferences, workshops and seminars such as the Judges' Symposium by the Zambia Law Development Commission dubbed "*Re-thinking Zambia's Criminal Justice System*". She also participated in the African Dialogue on Promoting Justice and Reconciliation in African Challenges for Human Rights and Development organised by the Office of the High Commission for Human Rights in Arusha, Tanzania.

Based on her experience while serving in the Judiciary, the nominee was aware of the challenges that judges were faced with. In that regard, it was expected that she would be impartial and independent in the course of her duties.

The nominee was highly qualified, experienced and suitable for appointment as a Member of the JCC and the Government fully supported her appointment.

(ii) **Mr Chad Himoonga Muleza**

The nominee was born on 12th August, 1956. He held a Bachelor of Laws Degree from the University of Zambia and was admitted to the Zambian Bar in 1981. During his forty-one (41) year legal career, the nominee served as legal counsel at the National Agricultural Marketing Board in 1982 and later worked for the Development Bank of Zambia. In 1993, the nominee opened a law firm, Muleza and Company.

In 2012, the nominee merged his law firm with Mwiimbu and Company to form Muleza Mwiimbu and Company where he became the Managing Partner, a position he holds to date. In the course of his professional career, the nominee managed the firm with an expanded scope of work, which included providing a comprehensive range of legal services and solutions for domestic and international clients.

In that regard, the nominee was highly qualified, experienced and suitable for appointment as a Member of the JCC and the Government fully supported his appointment.

(iii) **Mr Musa Mwenye SC**

The nominee was born on 25th March, 1975. He held a Bachelor of Laws Degree from the University of Zambia and was admitted to the Zambian Bar in 1999. Additionally, the nominee was a Solicitor of the Supreme Court of England and Wales.

The nominee began his twenty-three (23) year legal career as a legal practitioner with Sharpe & Howard Legal Practitioners, where he worked from 2001 to 2002. In 2002, he purchased Kajimanga and Company Advocates which later merged with Sharpe & Howard Legal Practitioners to create Sharpe, Howard and Mwenye Legal Practitioners.

In 2011, the nominee was appointed Solicitor-General of the Republic of Zambia and in 2015 he Attorney-General. As Attorney-General, the nominee was an ex-officio member of the Cabinet and leader of the Zambian Bar. The nominee is currently serving as a Senior Partner at Mwenye & Mwitwa Advocates.

The nominee was, among other several appointments, appointed by the Secretary General of the Commonwealth to be part of the Commonwealth election observer mission to the Ghanaian elections held in 2016 and 2019. Additionally, the nominee had held judicial office as a Commissioner of the Small Claims Court of the Republic of Zambia and was currently a member of the PACT Global Board of Directors, an international non-governmental organisation based in Washington DC, USA.

The nominee had also served in various capacities, including Honorary Secretary, Council Member and Chairperson of the Law Association of Zambia from 2007 to 2008. He had previously served as a member of the Statutory Audit Committees of three ministries of the Government of the Republic of Zambia, namely, Ministry of Transport and Communications, Ministry of Information and Broadcasting Services and the Ministry of Sport, Youth and Child Development.

In that regard, the nominee was highly qualified, experienced and suitable for appointment as Chairperson of the ACC and the Government fully supported his appointment.

(iv) **Mrs Irene Musonda Chongo Lamba**

The nominee was born on 11th February, 1971. She held a Bachelor of Laws Degree from the University of Zambia and was admitted to the Bar on 30th December, 1993. During her twenty-nine (29) year long legal career, the nominee had worked as a Learner Legal Practitioner at Messrs Richard Ngenda and Company in 1993. From 1994 to 2011, the nominee worked in numerous law firms, among others, Chongo, Manda and Associates where she became a partner in 2009.

In 2012, the nominee was appointed Deputy Director of the ACC. From 2016 to 2018, the nominee served as Acting Director-General of the ACC for administrative purposes. The nominee, therefore, had extensive administration and prosecution acumen gained from working as Deputy Director and Acting Director-General of the ACC, as well as from participating in high-level meetings and conferences both

locally and internationally on behalf of the Commission and the Republic of Zambia. The nominee was a person of integrity who had served the ACC diligently.

Having served the ACC in various portfolios, the nominee knew the challenges the ACC faced and, therefore, would provide insight to the Board on the operations of the ACC.

From 2018 to date, the nominee was a partner in Chongo, Manda and Associates.

During her tenure at the ACC, some charges had been instituted against her, but she was not convicted. Therefore, there was no conviction against the nominee that would disqualify her from serving on the ACC Board.

The nominee possessed vast experience and skills obtained from both the private and public sectors. In addition, she had proven experience in all aspects of the law, including civil and criminal (defence) matters, corporate law, matrimonial disputes, intestate succession, probate, conveyance, local and international agreements, defamation matters, employment and labour issues and real estate matters. Further, she had vast experience in administration having run a successful law firm both as a sole proprietor and a partner.

The nominee was goal oriented, disciplined and committed to achieving desired results with minimum or no supervision. She was also sociable, a team worker and possessed the ability to adapt and adjust to a changing work environment.

The nominee was highly qualified, experienced and suitable for appointment as a Commissioner of the ACC and that Government fully supported her appointment.

(v) **Dr Henry Bwanga Mbushi**

The nominee obtained a Bachelor of laws Degree from the University of Zambia in 1979 and was admitted to the bar in 1980. He also held a Diploma in Corporate Law obtained from UNISA and a Doctorate degree (PhD) in Public International Law obtained from Atlantic International University in the United States of America. He also possessed a number of post-graduate certificates obtained locally and from abroad, including a Masters of Laws obtained from Kent University, in Belgium.

During his forty-one (41) year long legal career, the nominee mainly worked in private practice until 2009 when he was appointed to serve as Deputy Ambassador to Belgium, a position he held until 2012. The nominee also served as a part-time lecturer at various universities, including the University of Lusaka, the University of Africa and the Kenneth Kaunda Metropolitan University.

Further, the nominee was involved in community work and represented Zambia as a Board Member at the Pan-African Mineral Development Corporation in South Africa. He was also a member of the Cancer Board at the University Teaching Hospital as well as the Museum Board of Zambia. Additionally, the nominee was a member of the Zambian Constitutional Review Commission chaired by Mr W Mung'omba.

The nominee was a mature and seasoned legal practitioner whose wealth of experience would be beneficial to the ACC Board. The nominee was, therefore,

qualified, experienced and suitable for appointment as a member of the ACC Board and the Government fully supported his appointment.

(vi) **Dr O'brien Kaaba**

The nominee held a Bachelor of laws Degree obtained from the University of London. The nominee also possessed various postgraduate qualifications, including a Master of Laws (LLM) degree from the University of Zambia and a Doctorate degree (LLD) obtained from UNISA. He also held a Diploma in Philosophy obtained from Saint Augustine Catholic Philosophical College in Kabwe.

During his sixteen (16) year legal career, the nominee held various positions in the legal profession in Zambia. He had, among others, served as Legal Advisory Services Coordinator for Women in Law and Development in Africa (WiLDAF) from 2006 to 2008 before he joined Plan International as Child Protection Coordinator in 2008. Thereafter, the nominee served as Legal Assistant and Program Manager for Women's Justice and Empowerment Initiative (WJEI) in the Department of Justice at the US embassy in Lusaka. He also served as Political Specialist, Department of State at the American Embassy in Lusaka, from 2010 to 2012. Further, the nominee served as Advisor-Human Rights and Rule of Law to the German Development Cooperation (GIZ) Zambia. In addition, the nominee served as Program Manager – Elections between 2015 and 2016 at the National Democratic Institute for International Affairs (NDI) and from 2017 to date, he served as Associate Editor and later Managing Editor of the SAIPAR Case Review Journal.

The nominee, who was, currently, a lecturer at the University of Zambia, was an accomplished scholar who had extensively written peer reviewed articles on diverse subjects, but mainly focused on constitutionalism and human rights. Given his expertise, the nominee would immensely enhance the effectiveness of the ACC and thereby assist the institution perform its mandate in line with the Constitution and the expectations of the people of Zambia.

The nominee was a man of integrity with no record of misbehaviour. He would, therefore, serve the ACC with dignity and impartiality. In that regard, the nominee was eminently qualified, experienced and suitable for the appointment to serve as a member of the ACC Board, and, therefore, Government fully supported his appointment.

(vii) **Mr Gilbert Andford Phiri**

The nominee was born on 15th December, 1970. He held Bachelor of Arts with Education degree (BAEd) and a Bachelor of laws degree (LLB) obtained from the University of Zambia. He also possessed postgraduate qualifications which included a Legal Practitioners Qualifying Examination Certificate obtained from ZIALE in 2007 and a Master of Laws Degree (LLM) in Sports Law and Practice, Intellectual Property Law, Broadcasting and New Media from De Montfort University, Leicester in the United Kingdom.

During his seventeen (17) year illustrious legal career, the nominee served in various positions both in the private and public sector. He served as a learner legal practitioner at Messrs Kajimanga and Company and also at Messrs sharpe, Howard

and Mwenye Legal Practitioners from 2005 to 2007. The nominee served as Senior Legal Officer at the Law Association of Zambia and National Legal Aid Clinic for Women from 2008 to 2010. Further, he also he served as an Advocate at Messrs Muleza Mwiimbu and Company from 2010 to 2013 and from 2013 to date, the nominee was serving as the Managing Partner of PNP Advocates.

The nominee handled high profile criminal and civil cases most of which were reported in the Zambia Law Reports. In his practise of the law, the nominee was known for his aggression in pursuing the correct legal position in all cases. He had an impeccable ability to balance the interest of the law and ensure that the court was properly informed on matters that involved his clients. The nominee had demonstrated the desire to strictly adhere to and follow what the law provided even where such adherence was not in favour of his client. It was, among others, due to such attributes that the nominee was considered to serve as Director-General of the ACC.

The nominee was, therefore, highly qualified, experienced and suitable for appointment as the Director-General of the ACC and the Government fully supported his appointment.

(viii) **Dr Pamela Towela Sambo**

The nominee held a Bachelor of Laws degree obtained from the University of Zambia in 1998 and was admitted to the Bar in 1999. The nominee also possessed postgraduate qualifications that included a Master of Laws (LLM) degree in Environmental Law from the University of KwaZulu-Natal, Pietermaritzburg, in South Africa and a Doctorate (PhD) degree in Environmental Law obtained from the University of Manchester in the United Kingdom.

During her illustrious twenty-four (24) year long legal career, the nominee served in various positions in the legal profession. She served as learner legal practitioner and associate legal practitioner at Ellis & Company from 1998 to 2000 and later joined Mvunga Associates as associate legal practitioner until 2002. Later in 2002, she worked at the University of KwaZulu-Natal, Pietermaritzburg, South Africa in the School of Law where she served as a graduate assistant. In 2003, the nominee relocated to Zambia and served as Assistant Legal Counsel (Corporate Affairs) at Copperbelt Energy Corporation Plc in Kitwe, Copperbelt Province, Thereafter, she served as a Legal Counsel at the Local Authorities Superannuation Fund (LASF) in Lusaka until 2007. From 2012 to date, the nominee had been serving as a lecturer in the School of Law at the University of Zambia where she held several positions that included Assistant Dean (Undergraduate), Acting Dean and Head of Private Law Department.

She also served as a Legal Consultant at the Southern African Institute for Policy and Research (SAIPAR) since 2013. The nominee was an accomplished scholar who had extensively written peer reviewed articles on diverse subjects, but mainly focused on human rights, constitutionalism and environmental law. Given her expertise and vast experience, the nominee would enhance the operations of the HRC.

Further, the nominee had demonstrated great attributes in her legal career in various professional bodies that she served as a member. These included: Research Partner at

the Centre for Sustainable Development Law (CISDL); a Committee Member of the Environmental Lawyers of the International Law Association at the IUCN World Conservation Congress; a Member of committees on Environment, Health and Safety Law, Oil and Gas Law; African Regional Forum and Academic and Professional Development at the International Bar Association (IBA); a member of the Commonwealth Lawyers' Association (CLA); and a member of the Law Association of Zambia (LAZ).

The nominee had received numerous awards and recognition. These included an Essay Competition Award Class 'A' from the Royal Commonwealth Society and a Certificate of Merit from the Annual International Law Students Association in Washington, D C in 1998. She was also awarded the IUCN Scholarship award to study a Master of Laws (Environmental Law) at the University of Kwa Zulu -Natal in Pietermaritzburg in South Africa in 2002. Additionally, in 2007, the nominee was further awarded a Commonwealth Scholarship to study a Doctorate degree of Law (Environment Law) at the University of Manchester in the United Kingdom. In 2018, she was awarded an exemplary dedication to duty Labour Day award by the University of Zambia and in 2020, she was recognised by the Institute for African Women in Law as one of the eminent African Women Lawyers.

Clearly, the nominee had had a stellar career, and in that regard, she was eminently qualified, experienced and suitable for appointment as to serve as Vice-Chairperson of the HRC and the Government fully supported her appointment.

(ix) **Revd Canon Emmanuel Yona Chikoya**

The nominee was born on 2nd November, 1969. He held a Diploma in Theological Studies (Religious Studies in Christian Missions) from Cambridge University through St John's Anglican Seminary in Kitwe. He also held a Bachelor of Theology and a Masters Degree in Theology from Justo Mwale University in Lusaka.

The nominee had a passion to provide holistic ministry and believed in community development that empowered people for effective and sustainable livelihoods and combating any practices and systems that oppressed the people. As a result of his vocation, he advocated for Christian ideals and principles.

During his long working career, the nominee worked as a switchboard operator at National Airports Corporation at Lusaka International Airport from 1990 to 1991. Thereafter, the nominee served as a bank clerk and supervisor B category at the Zambia National Commercial Bank Headquarters in Lusaka until 1998. The nominee also served in various positions in the Anglican Church, which included that of a Deacon, Curate and Assistant Priest at the Anglican Cathedral of the Holy Cross in Lusaka, Head of Missions and Evangelism and University Ecumenical Chaplain for the Council of Churches in Zambia, Diocesan Synod Secretary at the Anglican Diocese of Lusaka, Diocesan Training Chaplain at the Anglican Diocese in Lusaka and Parish Priest for Chawama Anglican Parish in Lusaka. Further, in 2011, the nominee served as Archdeacon for the Southern Archdeaconry for Southern and Western Provinces, a position he held until 2015. He also served as Resident City Canon at the Anglican Cathedral of the Holy Cross in Lusaka. The nominee was currently serving as the General Secretary of the Council of Churches in Zambia.

The nominee was, therefore, qualified, experienced and suitable for appointment as a Commissioner of the HRC and the Government fully supported his appointment.

(x) **Mr Tom Trevor Shamakamba**

The nominee held a Bachelor of Laws degree from UNZA obtained in 1994 and was admitted to the bar in 1995. During his twenty-seven (27) year legal career, the nominee had worked in both the private and public sector. He began his career as an Intern at Jitesh Naik & Advocates in Lusaka from 1994 to 1995. Thereafter, he worked as an associate at Messrs Ellis & Company from 1995 to 1996 as well as a lecturer in Business Law at Northern Technical College (NORTEC) in Ndola. Subsequently, in 1996, the nominee served as in-house counsel for Zamtel Limited in Ndola until 2001. He was currently the Managing Partner of Shamakamba & Associates.

In the course of his career, the nominee provided *pro bono* services and that demonstrated his commitment to the preservation of human rights. The nominee was a member of the Law Association of Zambia and had served as a Council Member for eight (08) years. He had demonstrated the ability to litigate criminal and civil matters. He possessed superior research attributes as well as analytical, communication and writing skills. He developed administrative and management functions related to the practice of law and advised clients concerning business transactions, claims liability, and the advisability of prosecuting or defending lawsuits. He had also provided consultancy services to Government agencies.

The nominee was, therefore, qualified, experienced and suitable for appointment as a Commissioner of the HRC and the Government fully supported his appointment.

(xi) **Ms Laura Miti**

The nominee held a Bachelor of Arts with Education degree (English) from the University of Zambia and also possessed a Master of Arts degree in History from the University of Fort Hare in South Africa. During her distinguished working career, the nominee served as Programme Coordinator Parliamentary Liaison Programme with Caritas Zambia from 2001 to 2004. From 2010 to 2016, she served as the Public Service Accountability Monitor at Zambia Lead in Rhodes University in Grahamstown, South Africa. The nominee was currently the Executive Director of the Alliance for Community Action.

The nominee was a civil society activist who utilised social media to influence public opinion on democracy, human rights and service delivery, especially for the less privileged. She led the Yellow Card Movement against bad governance and contributed to the civil society organisation advocacy against the enactment of the Constitution of Zambia (Amendment) Bill, No. 10 of 2019. She also worked with other civic actors to mobilise and capacitate citizens on their right vote.

The nominee had received numerous awards that included Columnist award of the Year from Eastern Cape in South Africa in 2010, the Media Institute of Southern Africa Most Influential Social Media Activist award in 2016, Women's Award "Activist of the Year", in 2017, the Scottish Human Rights Defender Fellow in 2019 and the Southern African Human Rights Defender of the year from the Southern

African Human Rights Defenders Network in 2021. She was the founder and Chairperson of Kwela Trust, whose work was meant to identify and support secondary school children from vulnerable and financially constrained homes who had dropped out of school. Kwela Trust also managed one-off funds for various benefactors of charity causes.

The nominee had advocated for decriminalising certain offences. Additionally, she had advocated for community sentencing of prisoners because she believed that not every offence required a custodial sentence. She was a human rights activist who had a strong view that every person had a right to privacy regardless of their sexual orientation.

In that regard, the nominee was qualified, experienced and suitable for appointment to serve as a Commissioner of the HRC and the Government fully supported her appointment.

(xii) **Ms Christine Chama**

The nominee held a Bachelor of Arts Degree in Development Studies and a Diploma in Social Work. During her distinguished working career, she had served as an Assistant Social Welfare Officer at the Social Welfare Department District Office in Kabwe. She served as the President of the University of Zambia Development Studies Association from 2019 to 2020 and was a representative of the Students Living with Disabilities at the University of Zambia. Further, in 2019, the nominee participated in the Youth Leadership Conference organised by the National Youth Development Council and attended a launch of a study focusing on Assessment of the Production, Profitability and Revenue.

The nominee possessed strong attributes of social work, community client needs, agency of purpose, cultural setting and the principle of purposeful relations. She was a first class team worker with forward thinking and excellent communication, negotiations and influencing abilities compounded by strong analytical and organisational skills. She had a deep passion for developing and planning and had expert knowledge on social challenges and strategic planning.

The nominee was appointed as an executive member of the Women and Girls with Disabilities Rights at the Zambia National Executive Committee in 2021. She was also serving as a member of the Advisory Board for Vilole Images Productions.

In that regard, the nominee was highly qualified, experienced and suitable for appointment as a Commissioner of the HRC and the Government fully supported her appointment.

OBSERVATIONS AND RECOMMENDATIONS

31. The Committee observes that all the State security agencies did not find any adverse records against the nominees. Additionally, most of the witnesses that appeared before the Committee submitted that the nominees possessed the requisite experience and were qualified to serve in their respective positions.

The Committee notes that the appointments have been made on merit and the nominees are qualified to hold their designated positions and the Committee is confident that the nominees will discharge their duties professionally and impartially.

The Committee observes that the Constitutional requirement, in Article 259 of the Constitution, relating to gender balance and the appointment of persons with disabilities in making appointments, has been observed. In this regard, the Committee commends the Appointing Authority. However, the Committee also notes that Article 259 (1) (c) regarding taking into account youth representation in making appointments, has, to a large extent, not been adhered to. In that regard, the Committee urges the Appointing Authority to take this into consideration when making appointments in future.

Furthermore, the Committee observes that the practice by the Executive of publicly announcing appointments before the House has ratified them has the potential of prejudicing the ratification process and should be discouraged.

The Committee makes the following specific observations regarding each of the nominees:

(i) **Judge Prisca Matimba Nyambe (Rtd)**

The Committee notes that the nominee has served as an adjudicator for over ten (10) years and that, before her retirement, she was a Judge of the High Court. Further, the nominee has extensive knowledge in international best practices having served in international organisations and as an Observer for Presidential and Parliamentary Elections in the region.

The Committee further observes that given her experience both at the Bar and the Bench, in Zambia and Zimbabwe, and having exhibited professionalism and impartiality in her previous roles, the nominee is suitably qualified to be a Member of the JCC. The Committee, in this regard, supports the ratification of her appointment to serve as a Member of the JCC.

(ii) **Mr Chad Himoonga Muleza**

The Committee notes that, with over forty-one (41) years experience as a legal practitioner, the nominee possesses the academic qualifications and experience required to serve as a Member of the JCC.

Some witnesses expressed concern that the nominee was part of the UPND legal team. The Committee, however, observes that this does not disqualify the nominee from appointment because his relationship with the party was a professional one based on the client and legal practitioner relationship.

The Committee is, therefore, satisfied with the nominee's credentials and supports his ratification as a member of the JCC.

(iii) **Mr Musa Mwenye SC**

The Committee observes that the nominee possesses the requisite academic qualifications and experience for appointment as Chairperson of the Anti-corruption Commission Board as provided under the Anti-Corruption Act. Having served both as Solicitor-General and

Attorney General of the Republic of Zambia, the Committee has no doubt that the nominee will serve the Commission with professionalism and impartiality.

The Committee is confident that the Commission will benefit greatly from his knowledge and experience and, therefore, supports his ratification.

(iv) **Mrs Irene Musonda Chongo Lamba**

The Committee observes that the nominee possesses over twenty-eight (28) years' experience in the legal fraternity. Additionally, she has vast exposure and skills in civil and criminal law obtained from both the private and public sector. While in the public sector, the nominee served as Director-General of the ACC. The Board will, therefore, benefit from her expertise.

The Committee notes that the nominee once served as Acting Director-General of the ACC and that during that period, she was also a partner in a law firm. As a result of this, she was charged with three (3) offences; two (2) under the Penal Code and one (1) under the Anti-Corruption Act. Under the Penal Code, she was charged with breach of trust and disobedience of statutory duty while under the Anti-Corruption Act, she was charged with abuse of authority of office. It was, however, found that the requirement for an office holder to make a declaration of interest related to the position of Director-General. Therefore, since her substantive position was Deputy Director-General, she was not required to disclose interest. Consequently, the charges under the Penal Code were dismissed and she was acquitted of the one under the Anti-Corruption Act. In view of this, there is no legal impediment to her appointment to the ACC Board.

The Committee is confident that the nominee is suitably qualified and experienced and that her experience will add value to the composition of the Board. Therefore, the Committee supports the ratification of her appointment.

(v) **Dr Henry Bwanga Mbushi**

The Committee notes the nominee's professional qualifications and his vast experience in the legal domain both locally and internationally. The Committee also notes his wealth of knowledge having served as Deputy Ambassador to Belgium where he was responsible for administration of the embassy and attending meetings with European Union representatives.

The Committee notes that some witnesses expressed concern that the nominee was part of the UPND legal team. They were of the view that this was in conflict with paragraph 2 of the Schedule to the Anti-Corruption Act, which does not allow a person holding a position in a political party to be appointed to the Anti-Corruption Commission Board. The Committee, however, observes that while the nominee may have been on the UPND legal team, he was not a holder of an office in the party as envisaged by the Anti-Corruption Act. The nominee, therefore, qualifies for appointment to the ACC Board.

The nominee brings a unique balance to the Commission due to his vast experience from the legal fraternity and is suitably qualified and experienced to serve as a member of the ACC Board. The Committee, therefore, supports the ratification of his appointment.

(vi) **Dr O'brien Kaaba**

The Committee notes that the nominee is a distinguished academician and consultant with diverse experience. He has been actively involved in research and consultancies in areas such as constitutional law, administrative law, governance, legal process, human rights and humanitarian law. In addition, through trainings organised by the Anti-Corruption Resource Centre and the Norwegian Embassy, the nominee has gained knowledge and skills in corruption prevention

The Committee is, therefore, satisfied that the nominee is suitably qualified and experienced to serve as a member of the ACC Board and supports the ratification of his appointment.

(vii) **Mr Gilbert Andford Phiri**

The Committee notes that the nominee has the requisite academic qualifications and experience to serve as Director-General of the ACC, given his experience as a legal practitioner and his service on different boards.

The Committee further notes that the nominee was part of the legal team for the UPND. The Committee, however, observes that, as a member of the team, his relationship with the party was a professional one of client and lawyer. It, therefore, should not prevent him from appointment as Director -General of the ACC. The Committee also notes that the nominee has since relinquished his representation of the UPND party and his position on the Energy Regulation Board to avoid appearing conflicted.

The Committee is, therefore, satisfied with the nominee's credentials and supports the ratification of his appointment as Director-General of the ACC.

(viii) **Dr Pamela Towela Sambo**

The nominee is qualified to hold high judicial office having been a legal practitioner for over twenty (20) years. Additionally, she has vast experience in academia and legal research. The nominee has a stellar record in terms of her academics in the legal profession. In addition, she has exceptional legal skills in human rights and environmental law and her appointment will create gender balance on the HRC Board.

The Committee is satisfied that the nominee is highly qualified and has the necessary skills and expertise to serve as a Commissioner of the HRC Board and supports the ratification of her appointment.

(ix) **Revd Canon Emmanuel Yona Chikoya**

The Committee notes that the nominee is a renowned clergyman with a demonstrated history of working in the religious institutional industry for over twenty (20) years. The Committee further notes that the nominee has experience in human rights and corporate governance through the various Boards he serves on.

The Committee is also confident that the nominee's appointment promotes diversity in the composition of the HRC Board. The nominee is, therefore, suitably qualified to serve on the HRC Board and the Committee supports the ratification of his appointment.

(x) **Mr Tom Trevor Shamakamba**

The nominee possesses superior research work, analytical, communication and writing skill attributes. Further, he has performed administrative and management functions related to the practice of law.

The Committee is, therefore, satisfied that the nominee is highly qualified and has the necessary skills and expertise to serve as Commissioner of the HRC Board and supports the ratification of his appointment.

(xi) **Ms Laura Miti**

The Committee observes that the nominee is a well-known human rights advocate with extensive experience in civil society activism. Many accolades and awards have been bestowed upon the nominee for her activism and passion for human rights and good governance. These include Southern African Human Rights Defender of the Year (Southern African Human Rights Defenders Network), 2021, Scottish Human Rights Defender Fellow, Activist of the Year 2017, and Most Influential Social Media Activist of 2016.

The Committee observes that some witnesses were concerned about the nominee's position on LGBT rights, which were a criminal offence in Zambia. The nominee explained that her opinions on LGBT rights were based on the denial of a person's right to privacy and that she was not advocating the amendment of the law to allow for LGBT rights.

The Committee is satisfied that the nominee is highly qualified and has the necessary skills and expertise to serve as Commissioner of the HRC Board and supports the ratification of her appointment.

(xii) **Ms Christine Chama**

The nominee is a social scientist with a bias towards social work. She has experience as an advisory Board member and also served as President of the University of Zambia Development Studies Association as well as the Students Living with Disabilities representative. In addition, as a differently abled person, the nominee will provide the perspective of differently abled persons and other marginalised groups to the HRC. The appointment of the nominee also adds a gender dimension to the membership of the HRC.

The Committee, after due and thorough consideration, analysis and evaluation of the written and oral submissions presented to it by the witnesses and the interview with the nominees, is of the considered view that all the nominees are eminently qualified and possess the requisite competences to serve in their respective positions.

The Committee, therefore, recommends that the House ratifies the Presidential appointment of Judge Prisca Matimba Nyambe (Rtd) and Mr Chad Himoonga Muleza to serve as members of the Judicial Complaints Commission (JCC), Mr Musa Mwenye SC, Mrs Irene Musonda Chongo Lamba, Dr Henry Bwanga Mbushi and Dr O'brien Kaaba to serve as Chairperson and members of the Anti-Corruption Commission Board, respectively, and Mr Gilbert Andford Phiri to serve as Director-General of the Anti-Corruption Commission (ACC), and Dr Pamela Towela Sambo, Revd Canon Emmanuel Yona Chikoya, Mr Tom Trevor Shamakamba, Ms Laura Mary Miti and Ms Christine Chama to serve as Vice-Chairperson and Commissioners of the Human Rights Commission (HRC) respectively.

CONCLUSION

32. The Committee wishes to express its gratitude to all the stakeholders who appeared before it and tendered both oral and written submissions. The Committee also appreciates your guidance, Madam Speaker, and the services rendered by the Office of the Clerk of the National Assembly during its deliberations.

We have the honour to be, Madam, the Parliamentary Select Committee appointed to scrutinise the Presidential appointment of Judge Prisca Matimba Nyambe (Rtd) and Mr Chad Himoonga Muleza to serve as members of the Judicial Complaints Commission, Mr Musa Mwenye SC, Mrs Irene Musonda Chongo Lamba, Dr Henry Bwanga Mbushi and Dr O'brien Kaaba to serve as Chairperson and members of the Anti-Corruption Commission Board, respectively, and Mr Gilbert Andford Phiri to serve as Director-General of the Anti-Corruption Commission, and Dr Pamela Towela Sambo, Revd Canon Emmanuel Yona Chikoya, Mr Tom Trevor Shamakamba, Ms Laura Mary Miti and Ms Christine Chama to serve as Vice-Chairperson and Commissioners of the Human Rights Commission, respectively.

Mr R Kang'ombe, MP
(Chairperson)

Ms S Mwamba, MP
(Vice-Chairperson)

Mrs M Mazoka, MP
(Member)

Mr A Katakwe, MP
(Member)

Mr L J Simbao, MP
(Member)

Mr M Chinkuli, MP
(Member)

Mr P Phiri, MP
(Member)

Mr F R Kapyanga, MP
(Member)

Mr J Mulebwa, MP
(Member)

Revd G Katuta, MP
(Member)

Mr R Kang'ombe, MP
CHAIRPERSON

APPENDIX I – OFFICERS OF THE NATIONAL ASSEMBLY

Mrs Doris N Kapumba, Parliamentary Legal Counsel
Mr Dominic Mwinamo, Acting Deputy Parliamentary Legal Counsel
Ms Mambwe Kaoma, Legal Officer
Mrs Salome C Sakala, Legal Officer
Ms Paula T M Kusensela, Acting Administrative Assistant II
Mr Lovemore C Kabwata, Legal Assistant
Mr Jacob Mulyata, Intern Legal Services
Mr E Mululu, Intern Legal Services

APPENDIX II – THE WITNESSES

ZAMBIA POLICE (ZP)

Mrs D N Chibombe, Deputy Inspector-General of Police (Administration)
Mr M Yuyi, Senior Assistant Commissioner
Ms H Sipilinya, Assistant Superintendent

ANTI-CORRUPTION COMMISSION (ACC)

Mr S Muchula, Acting Director - General

DRUG ENFORCEMENT COMMISSION (DEC)

Mrs R M Chanda, Deputy Director-General
Ms T Katongo, Head Research, Information and Planning and Parliamentary Liaison Officer
Mrs M Nondo, Chief Investigations Officer (Research Unit)

FINANCIAL INTELLIGENCE CENTRE (FIC)

Mr D Tembo, Director Compliance and Prevention
Mr S Sinkala, Director Monitoring and Policy
Ms C Kalemba, Manager Legal and Policy

HUMAN RIGHTS COMMISSION (HRC)

Mrs S N Sichone, Director

ZAMBIA QUALIFICATION AUTHORITY (ZAQA)

Mrs M Chiyaba, Chief Executive Officer
Mr F Cheelo, Acting Director Technical Services
Mrs M Ngoma, Director Corporate Services

TRANSPARENCY INTERNATIONAL ZAMBIA (TIZ)

Mr B Chizonde, Advocacy, Policy and Research Specialist

SOUTHERN AFRICAN CENTRE FOR THE CONSTRUCTIVE RESOLUTION OF DISPUTES (SACCORD)

Mr B Chembe, Executive Director

FOUNDATION FOR DEMOCRATIC PROCESS (FODEP)

Mr E Rubvuta, Executive Director

JUDICIAL SERVICE COMMISSION (JSC)

Mr M L Mukande, SC, Chairperson
Mrs K S Chibiya, Vice-Chairperson
Mr E Zulu, Secretary
Mr A Chisanga, Vice-Secretary

LAW ASSOCIATION OF ZAMBIA (LAZ)

Mr L Zulu, Vice-President
Mr S Chilembo, Honorary Secretary
Mr M Mwenya, Junior Lawyer

JUDICIAL COMPLAINTS COMMISSION (JCC)

Mrs Irene Kunda, Member

Mr K M Mwansa, Member

Mr P Sikazindu, Acting Secretary

APPOINTING AUTHORITY

Hon M Haimbe, MP, Minister of Justice

APPENDIX III – THE NOMINEES

Judge Prisca Matimba Nyambe (Rtd)
Mr Chad Himoonga Muleza
Mr Musa Mwenye, SC
Mrs Irene Musonda Chongo Lamba
Dr Henry Bwanga Mbushi
Dr O'brien Kaaba
Mr Gilbert Andford Phiri
Dr Pamela Towela Sambo
Revd Canon Emmanuel Yona Chikoya
Mr Tom Trevor Shamakamba
Ms Laura Miti
Ms Christine Chama

APPENDIX IV- CURRICULUM VITAE OF THE NOMINEES

CURRICULUM VITAE

PERSONAL DETAILS

Name	Prisca Matimba Nyambe
Born	31 st December, 1951
Language	(i) Fluent in English (ii) Tonga (iii) Soli (iv) Nyanja (v) Bemba (vi) French (vii) Swahili (viii) Lozi.

ACADEMIC AND PROFESSIONAL QUALIFICATION:

1982	Admitted as an Advocate of the High Court and Supreme Court of Zimbabwe.
1978	Admitted as an Advocate of the High Court and Supreme of Zambia
1975	L. L. B. Degree with Honour, University of Zambia.

WORK EXPERIENCE:

2011 (IRMCT)	Elected Judge of the Residential Mechanism for International Tribunals.
2006 to 2015	Judge of the High Court of Zambia
2005	Elected Judge <i>ad litem</i> of the ICTY
2002 to 2006 (ICTR)	General Counsel to the International Criminal Tribunal Rwanda
2000 to 2002	Chief of Section, General Legal Services Section ICTY
1996 to 2000	Senior Legal Officer, Chief Court Management Section, ICTY
1992 to 1996	Private Law Practice
1984 to 1992	Legal Counsel to the Central Bank of Zambia
1980 to 1984	Senior Magistrate, Harare and Gwelo, Zimbabwe
1978 to 1980	Resident Magistrate, Kabwe, Zambia

SPECIAL ASSIGNMENT AND OTHER WORK EXPERIENCE:

2004	Chairperson of a Study Group constituted by the Acting Chief Justice of Zambia on the Establishment of Division of the High Court of Zambia.
2002	Project Leader: Initiative by the Zambia Judiciary to extend jurisdiction on Serious Economic Crimes and Corruption Cases from the Magistrates' Court of the High Court.

- 2008 Collaborator on a Director Contact Mission to the Republic of Ethiopia on behalf of the International Labour Organisation (ILO), Geneva.
- 2007 Undertook a Mission for the United Nation High Commission for Human Rights, Geneva to the Democratic Republic of Congo (DRC) on the theme: `` *Justice for the Victim of Sexual Violence in Congo* ’’, with special focus on Bunia, Ituri District.
- 1995 Human Rights Expert/International Observer, under the International Commission of Jurists to the Former President of Malawi Dr. Hastings Kamuzu Banda and two (02) others on Trial for Human Rights Violations.
- 1994 Human Rights Expert/International Observer, under the International Commission of Jurists to the Multi- Party, Presidential and Parliamentary Elections, Malawi.
- 1993 Human Rights Expert/International Observer, under the International Commission of Jurists, Coordinator of the United Nations Mission to Malawi during the National Referendum on the Future Political System for Malawi.

APPOINTMENTS:

- 1995 Consultant to the Zambia Privatization Agency
- 1994 Member of the Board of Directors of Cavmont Bank Zambia.
- 1994 Board Member of the Zambian Revenue Authority, Vice-Chairperson.
- 1993 Member of the Study Group appointed by the Minister of Finance of the Republic of Zambia to review and reform the Financial System in Zambia.
- 1992 Appointed Commissioner, Elections Commission of Zambia by the President of the Republic of Zambia.
- 1991 Founder and Board Member of the Zambia Elections Independent Monitoring Team (ZIMT)
- 1989 Member of a Parliamentary Fact- finding Committees of Legal Experts – Appointed by the Prime Minister of the Republic of Zambia, to investigate and report on any Discriminatory Laws against Women in Government State owned Enterprises.
- 2016 Founding and Board Member Armed Health, Africa.

ELECTIVE POSITIONS:

- 1982-1994 : Elected Council Member, Law Association of Zambia.
- 1992 : Elected Patron, University of Zambia, Law Association.
- 1994-1996 : Elected Vice- Chairperson of Law Association of Zambia

SYMPOSIA:

Over the years I have organized and /or attended Conferences, Workshops and Seminars Throughout Africa, Europe and the United State on issues in Particular, Human Rights and International Finance and trade related issues in particular. I have been involved in discussions on the Rights of Women and Children, Gender based war crimes and integration of International Legal Standard in National Structures.

1. Participant at a Seminar on African Dialogue: ‘ *Promoting Justice and Reconciliation in Africa*
2. *Challenges for Human Rights and Development ‘*, organised by the Office of the High Commissioner for Human Rights, in (Arusha, Tanzania) from 24-26th May, 2022.
3. Symposium by the Zambia Law Development Commission: ‘Re- thinking Zambia’s Criminal Justice System on 24th February, 2014 Judges.
4. International Labour Office,(Geneva, Switzerland) Participant in ‘ *Women, war and Justice Symposium* ’ from 6th to 8th April, 1998
5. Ecumenical Centre. Bossy, Cartoon of Geneva, Switzerland participating to working Group on ‘Developing Joint Procedures and Standards for the ICTR/ICTY; Witness Protection Programs,’ rganized by Women Advocacy from 16th to 20th June, 1997
6. Conducted a series of workshops/Seminar for NGOs, Political Parties on their role in observing and monitoring elections in a Multi-Party Environment, Civic Education Seminar/ Workshops throughout Malawi, on the role of Law Enforcement Officers during and after multiparty election in Malawi, countrywide, from April-May 1994.Participant in a Seminar ‘Promoting Democracy Human Rights and Development’ by the Commonwealth Secretariat in (Windhoek, Namibia) from 6th to 8th July 1994.
7. Conducted a series of Workshops/seminars for Church Leaders, NGOs, and the public on the ‘ *The Secrecy of the Ballot and Universal Suffrage* ’ in Malawi, countrywide in May, 1993.Participant to the Seminar ‘ *Promoting Human Rights and Participation in Africa* ’, by the Germany Foundation International Co operation, in Germany, Bonn, Countrywide in December, 1993 Conducted a series of Lecturers / TV interviews for Police Officers on the Role of the Judiciary, Police, Prison Officers and the Press in a Democracy, under the Law Association of Zambia, in November, 1993.

CURRICULUM VITAE

PERSONAL DETAILS

Name : Chad Himoonga Muleza
Age : Sixty Six (66) years as at 12th August, 2021
Marital Status : Married with Five (5) Children.

ACADEMIC AND PROFESSIONAL QUALIFICATIONS

1986 : Attended the International Development Law Institution in Rome, Italy in and obtained a Certificate in International Negotiations for Developing Country.
1981 : Attended the Law Practice Institute of the Council of Legal Education, the precursor to the Zambia Institute of Advanced Legal Education (ZIALE) and was admitted to the Zambian Bar
in the month of December.
1979 : Attended the University of Zambia at Lusaka in September and obtained an LLB Degree in July.

WORK EXPERIENCE:

Joined the National Agricultural Marketing Board (Namboard) as Legal Counsel in March, 1982, with duties to advise the Board on all legal matters and attended to the litigation that the Board was involved in.

Joined the Development Bank of Zambia (DBZ) with duties to advise the Bank on all legal issues, attended to the Security Documentation on the loans and attended to drafting loan Agreements

In the month of March 1993, I Left the Bank and opened a law firm under the style of Muleza and Company. The firm was involved in General Legal Practice, the is to say, Criminal and Civil litigation, conveying and various aspects of the co operate Law.

Worked as Local Counsel for the P.T.A Bank, Mederlandse Financierina- Maatschappi voor on Twikkerlingslended N.V (F. M.O) and the African Development Bank.

In the month of November, 2012, Muleza and Company merged with Mwiimbu and Company to form Muleza Mwimbu and Company in which i took the role of Managing Partner to date.

With this Development, I now manage a firm with an expanded scope of work. It provides a comprehensive range of Legal Services and solutions for the domestic and International clients. I oversee a group of young men and women who have developed a reputation for competence in the following fields:

- Litigation (Commercial, Civil and Criminal)
- Property and conveyance
- Wills, probate and Matrimonial causes
- Security and Banking
- Taxation

- Corporate Advisory Services.
- Alternative Dispute Resolution

In my long career, I have enjoyed the pressure of mentoring numerous young Advocates some of them are now serving on the bench in the High Court and Constitutional Court.

CURRICULUM VITAE

PERSONAL DETAILS

Musa Mwenye, SC
Mwenye & Mwitwa – Advocates
Suite A, First floor,
Philomena Chambers
Cnr Chakeluka/Njoka Roads
Olympia Park
P.O Box 50794
Lusaka
Zambia

Telephone : +260 211 256749/ +260 211 256760/+260 211 256764

Fax : +260 211 256755

Cell Phone: +260 966 159765

WhatsApp: +260 977 770198/+260 966 159765

e-mail : musa@musamwenye.com

PROFILE

Musa is currently founder and senior partner at Messrs Mwenye & Mwitwa – Advocates. Musa is past Attorney General of the Republic of Zambia by virtue of which he was ex officio member of the Zambian Cabinet, principal legal advisor to the Government and leader of the Zambian bar. Musa is also past Solicitor General having served as Solicitor General of the Republic of Zambia from the 29th of December, 2011 to the 26th of June, 2014 when he was ratified as Attorney General by the Zambian Parliament.

Musa is a Zambian national who was born on the 25th of March, 1975. He is married with two children. Musa obtained his LL.b from the University of Zambia in 1998 and was called to the Zambian Bar in 1999. He is also admitted as a Solicitor of the Supreme Court of England & Wales. He is a Commissioner of oaths and has in the past held judicial office as a Commissioner of the Small Claims Court of the Republic of Zambia. Musa is a Notary Public in Zambia and was at one time President of the Law Association of Zambia.

In November, 2016 Musa was one of 16 eminent persons appointed by the Secretary General of the Commonwealth to be part of the Commonwealth election observer mission to the Ghanaian elections held in December, 2016. The group was lead by His Excellency President Thabo Mbeki former President of the Republic of South Africa. Musa was also one of 18 eminent persons appointed by the Secretary General of the Commonwealth to be part of the Commonwealth election observer mission to the Nigerian elections held in February, 2019.

On the 2nd October 2019 the Secretary General of the Commonwealth also appointed Musa as a member of the Commonwealth observer mission to the Mozambican elections where he served as Acting Chair in the absence of the substantive Chair Hon. Samuel Musyoka, former Vice President of the Republic of Kenya. In November 2019, Musa chaired the Commonwealth observer mission to the Namibian elections.

Musa is currently a member of the PACT Global Board of directors. PACT Global is an international non-governmental organisation based in Washington DC, USA working in nearly 40 countries around the world.

KEY EXPERIENCE

Mwenye & Mwitwa – Advocates

Senior Partner and head of Chambers.

1st February, 2015 : Representing various clients in complex civil and commercial litigation and arbitration. Musa also seats as an Arbitrator and is currently an Arbitrator in complex international arbitration between an African Country and a European contractor. Musa is also involved in corporate advisory work and commercial transactions. Chambers Global 2019 (a recognised publication that ranks top lawyers) said the following about Musa:

“Top notch lawyer Musa Mwenye is highlighted as a strong litigator, with sources regarding him as a key figure in commercial disputes. A former Attorney General of the Republic of Zambia, he has made a market for himself in the litigation space and dispute resolution.. his technical competence is unquestionable”

Government of the Republic of Zambia
Attorney General of the Republic of Zambia.

26th June 2014 to
28th June, 20214

Principal Legal Advisor to the Government of the Republic of Zambia and Ex Officio member of Cabinet. In this position, Musa was in charge of all the Legal Advice to the Government and had the Constitutional mandate to vet contracts and Treaties in which the Government of the Republic of Zambia had an interest.

Government of the Republic of Zambia
Solicitor General of the Republic of Zambia.

29th December, 2011 to
26th June, 2014

In this position, Musa was a constitutional office holder heading all civil litigation in which the Government of the Republic of Zambia had an interest. Musa conducted several high level and complex Court cases and arbitrations on behalf of the Government of the Republic of Zambia. He has also successfully represented the Government in complex international commercial arbitrations at the Permanent Court of Arbitration against mining companies operating in Zambia.

Musa Mwenye – Advocates Managing Partner

1st December, 2008 to
29th December, 2011

The firms practice areas were Litigation, Employment advisory services, consultancy and commercial drafting and advisory services. Musa was involved in all the four practice areas.

Musa Mwenye Advocates was ranked by Chambers Global 2010 (a respected publication that ranks the top lawyers in different regions of the world). Under Musa's management, the firm grew and gained international recognition in less than three years. Chambers Global 2011 said the following about Musa Mwenye Advocates:

"Sources are full of praise for this relatively new but rapidly expanding team, which is building a strong reputation for litigation in particular. Its clients include NGOs and major domestic, industrial and financial institutions. Sources say: 'they are defined by their integrity, and really go the extra mile to offer the necessary support to the client'"

Sharpe, Howard & Mwenye – Legal Practitioners, Lusaka Zambia
Partner – Litigation and Consultancy

1st September, 2005 to
27th March, 2008
He

Musa was the partner in charge of litigation and consultancy.

conducted several High Court trials and argued Supreme Court appeals on a variety of banking, business and commercial subjects with high levels of success. Musa also provided consultancy on a range of subjects including employment Law and Banking and Finance Law. Musa also acquired limited experience in litigation over foreign trusts in Zambia.

Musa was also involved in drafting financial and security documentation and employment contracts. He was at various times engaged as the Zambian Attorney in international mergers and acquisitions involving Zambian assets.

Kajimanga & Company – Advocates, Lusaka, Zambia
Sole Proprietor

1st September, 2002 to
30th August, 2005

Purchased the undertaking and business of Kajimanga & Company – Advocates from Judge Charles Kajimanga, Judge of the High Court of Zambia upon his appointment to the Zambian High Court and quickly grew the firm into a formidable Litigation and Consultancy firm resulting in the merger with Sharpe & Howard Legal Practitioners to create Sharpe, Howard and Mwenye – Legal Practitioners.

Sharpe & Howard - Legal Practitioners, Lusaka, Zambia
Associate

1st November, 2001 to
30th August, 2002

Involved in corporate advisory services, civil and commercial litigation and foreclosures and enforcement of bank securities.

Kajimanga & Company - Advocates, Lusaka, Zambia
Associate

13th November 1999 to
30th October, 2001 : Involved in civil and commercial litigation in the High Court of Zambia, foreclosures and enforcement of securities.

AWARDS AND APPOINTMENTS

November 2019 : Chairperson of the Commonwealth observer mission to the Ghanaian elections.

October 2019 : Acting Chairperson of the Commonwealth observer mission to Mozambican elections

February 2019 : member of the Commonwealth observer mission to the Nigerian elections

November 2016 : Member of the Commonwealth observer mission to the Ghanaian elections.

26th June, 2014 to
28th January, 2015 : Chairperson of the Anti-Money Laundering Authority.

26th June, 2014 to
28th January, 2015 : Chairperson of the Council of the Zambia Institute of Advanced Legal Education (ZIALE)

26th June, 2014 to
28th January, 2015 : Chairperson of the Law Association of Zambia Disciplinary Committee.

24th January, 2014 to
June, 2014 : Vice Chairperson of the Legal and Justice Reforms Commission, appointed by His Excellency the President of Zambia to conduct a comprehensive review of the Zambian Legal and Justice system.

18th November, 2013 to
June, 2014 : Assessor for Professional Conduct and Ethics, at the Zambia Institute of Advanced Legal Education (ZIALE). In charge of assessing the examination papers and examination results for Professional Conduct and Ethics.

29th December, 2011 to
June, 2014 : Alternate Chairperson of the Council of the Zambia Institute of Advanced Legal Education (ZIALE).

25th of January, 2012
29th December, 2011 : Called to the Zambian Inner Bar as State Counsel.
Bestowed with the Honour and Dignity of State Counsel.

29th December, 2011 to
28th January, 2015 : Member of the Judicial Service Commission.

29th December, 2011 to

- 28th January, 2015 Member of the Council of Law Reporting
- 29th December, 2011 to
June, 2014
Disciplinary Vice Chairperson of the Law Association of Zambia
Committee.
- 29th December, 2011 to
June, 2014
Disciplinary Committee. Chairperson of the Health Professions Council Of Zambia
- 30th April, 2011 to
29th December, 2011 President of the Law Association of Zambia. Resigned to take
up appointment as Solicitor General of the Republic of Zambia.
- April, 2010 to
30th April, 2011 Honorary Secretary of the Legal Practitioners Committee of the
Law Association of Zambia.
- 2010 to April, 2011 Convenor of the Law Association of Zambia Modernisation
Committee.
- 11th June, 2010 to
29th December, 2011 Commissioner of the Small Claims Court of the Republic of
Zambia.
- Member of the Statutory Audit committees of three Ministries of the Government of The
Republic of Zambia on the 24th of September, 2009 to 29th December, 2011 viz the Ministry of
Transport and Communications, the Ministry of Information and Broad Casting Services and
The Ministry of Sport, Youth and Child Development.*
- May, 2007 to 30th April, 2008 : served as member of the Council of the Zambia Institute
of Advanced Legal Education which is the sole
regulatory organisation in charge of the training and
admission to the Bar of Zambian practicing lawyers.
- February 2008 : Served as Chairman of the Law Association of Zambia
ADHOC Committee appointed to redraft and modernize
the Zambian Legal Practitioners Practice Rules.
Presided over the reform and recommendations of
changes to the Practice Rules ending with the
presentation of recommendations to the Law
Association of Zambia Council.
- April, 2006 to April, 2007 : Council member of the Law Association of Zambia.
- May, 2007 until April, 2008 : Served as Spokesperson of the Oasis Forum and
participated in formulation of the Law Association of
Zambia and Oasis Forum position on the Constitution
of the Republic of Zambia.

April, 2007 until 26th April, 2008 : Elected Honorary Secretary of the Law Association of Zambia.

EDUCATION

Bachelor of Laws (LL.B), 1998
University of Zambia, Lusaka, Zambia

PROFESSIONAL

25 th January, 2012	Called to the Zambian Inner Bar
29 th December, 2011	Conferred with the honour and dignity of State Counsel Admitted as a Solicitor of the Supreme Court Of England and Wales
15 th December, 2008	Qualified Lawyers Transfer Test (QLTT)
28 th August, 2008	College of Law, London, England
12 th November, 1999 :	Called to the Zambian Bar
1999	Legal Practitioners Qualifying Examinations (LPQE), Zambia Institute of Advanced Legal Education

MEMBERSHIPS

Law Association of Zambia
Law Society of England & Wales

CURRICULUM VITAE

PERSONAL DETAILS

Surname : Lamba
First Names : Irene Musonda Chongo
Date of Birth : 11th February 1971
Gender : Female
Nationality : Zambian
N.R.C No : 286700/33/1
Marital Status : Married with 3 children
Religion : Christian
Contact Address : Chongo, Manda and Associates
11 Mistry Court
Great East Road
Fairview
P O Box 37418
Lusaka
Residential Address : Plot No. 206
Womba Zulu Street
Meanwood Ibex
Lusaka
Contact Cell Phone No : +260 968 837889

Email Address: irenelamba@gmail.com

PROFILE

Vast exposure and skills from both the private and public sectors . Proven experience in all aspects of the law ranging from civil and criminal (prosecution and defence) matters, corporate law, matrimonial disputes, intestate succession, probate, conveyancing matters, local and International agreements, defamation matters, Employment and labour issues and Real Estate matters. Broad experience in administrative matters having run a successful law firm both as a partner and alone as a sole proprietor.

Extensive administration and prosecution acumen earned in the public sector as Deputy Director- General and at times acting as Director- General of the Anti - Corruption Commission of Zambia, including the participation in high level meetings and conferences both locally and internationally representing both the Commission on its own behalf and on behalf of the Republic of Zambia.

Goal oriented, disciplined and committed to achieving desired results with minimum or no supervision. Sociable, a team worker and possessing the ability to adapt and adjust to changing work environment.

WORK EXPERIENCE

April 2018 to date : Reverted to running the Law Firm Chongo, Manda and Associates in partnership with Florence Mwanda Chani
November 2017 to

March 2018 Corruption	(End of Contract): Deputy Director General at the Anti- Commission
April 2016 to October 2017 Anti-	Acting Director General (for Administrative Purposes) at the Corruption Commission
March 2012 to March 2016 Zambia	Deputy Director General at the Anti-Corruption Commission of and appointed a member of the Legal and Justice Reforms Commission.
August 2011 to March 2012	Running the law firm Chongo, Manda and Associates as a sole proprietor my initial partner having left to join National Legal Aid Clinic for Women.
January 2009 to July 2011	Setting up and operating Chongo, Manda and Associates as a partnership with Mandy Manda Munsaka.
August 2005 to December 2008 previously owned by	Operating Lloyd Siame and Company, a law firm the Hon Mr Justice Lloyd V. Siame, as a partnership with Mandy Manda Munsaka
August 2004 to July 2005 partner	Running two branches for Lloyd Siame and Company as a sole when the Hon Judge left the firm to join the Zambian High Court Bench
1997 to July 2004 Hon Mr	Running Lloyd Siame and Company as a partnership with the Justice Lloyd Siame
February 1996 to 1997 Lusaka Branch	Employed as a legal Practitioner at the newly opened of Lloyd Siame and Company
January 1994 to January 1996	Employed as a legal Practitioner for Messrs Forrest, Price and Company, Kitwe having been called to the Bar in December 1993
January 1993 to November 1993 Richard Ngenda	Employed as a learner legal practitioner for Messrs and Company.

PROFESSIONAL QUALIFICATIONS

Advocate for the Supreme Court and the High Court of Zambia, Admitted to the Zambian Bar on 30th December 1993

ACADEMIC QUALIFICATIONS

1988 to 1992 Bachelor of Laws, University of Zambia
1985 to 1987 Ordinary Level School Certificate Mpelembe Secondary School
1983 to 1984 Junior School Certificate, Mpelembe Secondary School.

SOCIAL INTERESTS

Reading, traveling, gardening, singing, Church going and listening to music.

ADDITIONAL INFORMATION

Computer literacy: Microsoft Word

REFEREES

Hon. Mr. Chief Justice Mumba Malila(SC)
Supreme Court of Zambia
LUSAKA

Contact Tel: 0974 066477

Hon. Mr Justice Lloyd V. Siame(Retired)
92 Kabelenga Avenue
Kansenshi
NDOLA

Contact Tel: 0955 999520/ 0977 899668

Mrs. Rosewin M.Wandi
Civil Service Commission
Cabinet Office
P.O.Box 50138
LUSAKA

Contact Tel: 0966 430533/ 0976 840385

CIRRICULUM VITAE

PERSONAL DETAILS

NAME : Dr Henry Bwanga Mbushi
Age : Adult

EDUCATIONAL QUALIFICATIONS:

1966 – 1969 : BA Economics at Aligarh Muslim University in India
1975 – 1979 : LLB (UNZA) (Zambia)
2003- 2005 : LLM (Murdock University) Western Australia – Research work
(Constitutional and Administrative Law)
2010- 2012 : LLM (Kent University, Belgium) Public International Law -
International Human
Rights Law, International Humanitarian Law, International Criminal
Law, International Economic & Investment Law, International Law
and Development, Research theses: “Why is the International Criminal
Court Prosecuting African Leaders only?”
2013 – 2016 : PhD, Atlantic International University USA (AIU) Public International
Law
2018 -2019 : UNISA, (Diploma in Corporate Law)

PROFESSIONAL QUALIFICATIONS

1961 – 1963 : Diploma in Education
1979 – 1980 : AHCZ (Advocate of the High Court of Zambia)
Diploma in Legal Drafting (Advocate of the High Court, Supreme
Court for Zambia and Constitutional Court).
2000 : International Mediation (MCI), Arbitration (UK)
2009 : Certificate in Diplomacy (Zambia)

WORKING EXPERIENCE

1981 – 2001 : Legal Practitioner as an Advocate of the High Court, Supreme Court
and
Constitutional Court of Zambia. It is my duty of preparing Court
Cases, Conduct Research work in the case and adjudicating in court
under the name and style of Messrs Ndola Chambers.
2005 – 2009 : Legal Practitioner as an Advocate of the High Court, Supreme Court
and
Constitutional Court of Zambia. It is my duty of preparation of Court
Cases,
Conduct Research work in the case and adjudicating in court under the
name
and style of Messrs. HBM Advocates
2009 – 2012 : Deputy Ambassador to Belgium: I was responsible for the
Administration of the

Embassy, attending meetings with the European Union Representatives, Key representative for Zambia at African Caribbean and Pacific Countries of the

Embassy. Attended most memorable meetings in Luxembourg on Financial Challenges of Africa. I was Zambia's representative at the International Criminal Court in The Hague, Member of the Prime Finance Arbitration in The Hague.

2013 – 2014 : Part- Time Lecturer University of Lusaka (Teaching Criminal Law and Evidence)

(Conduct and mark research papers for Undergraduates)

2015- 2019 : Part – Time Lecturer, University of Africa (Legal Process and Law of Finance)

(Conduct and mark research papers for Undergraduates)

2015 – 2020 : Part- Time Lecturer, Kenneth Kaunda Metropolitan University (Corporate Law

and Commercial Law)

PUBLICATIONS:

1. A book entitled “Zambian Law of Succession- Customary, Intestate and Testate Law”. June 2020.
2. A book entitled: “Zambian Corporate Insolvency in Context”, to be published latest June, 2022. (delay caused by cost of production)
3. Volume 3, May 2017: Choosing a Career in the Legal Profession: From Learning to Earning – Law Association of Zambia Journal (The LAZ Journal)
4. Volume 2 June 2016: “The International Criminal Court and its position in Zambia’s Judicial System” (The LAZ Journal),
5. Where does Justice lie in Zambia: Politics or Courts of Law? The case of Zambia’s 2016 General Elections (LAZ Journal)
6. Articles on the Gacaca Courts in Rwanda; a guide to Zambian Judicial systems,
7. Rwanda Genocide 1994, Lessons learned from the wars.

LEADERSHIP

1. 2009 – 2012: I was Deputy Ambassador to Belgium and responsible for the Mission administration
2. In January 2008, led a team of MMD Party Provincial leadership to China to go and learn party activities in China

INVOLVEMENT IN COMMUNITY WORK ENVIRONMENT

1. Appointed to represent Zambia as Board Member at Pan-African Mineral Development Corporation in South Africa: Comprising the following countries: South Africa, Zimbabwe and Zambia. This was in accordance with the ‘Will’ that late Cecil Rhodes left on the properties in South Africa- Diamond Mines and Railway lines from South Africa through Zimbabwe to Zambia and included other properties. 2006 -09
2. I was a Board member of Cancer Board at University Teaching Hospital, Lusaka from 2006 -2009

3. I was a Board Member of Museum Board of Zambia 2006 – 2009 was a member of
Zambian Constitutional Review Commission from 2006-2008
4. The Law Association of Zambia has engaged all Legal Practitioners to help in Legal Aid
to off-load the work at Zambia Legal Aid Board
5. I belong to the legal team of the UPND Party in Zambia to fight Human Rights abuses by
the Government.
6. I am a member of the Law Association of Zambia (Professional Body)

POLITICAL HISTORY

1. 1988 – Participated in Parliamentary Elections in Chitambo Constituency in Serenje
District
2. 1990 -1991 – MMD – Member of the legal team and was responsible for Central
Province under the leadership of the late President Dr Levy Mwanawasa SC,
3. 1999 – 2001 – UNIP – Legal Vice- Chairperson until I left for studies to Australia in
2002
4. 2005 – 2009 – MMD – Nominated Member of the National Executive Committee –
representing Serenje, Mkushi and Kapiri Mposhi Districts and was responsible for the
Party Legal matters until I went into Foreign Service.
5. 2014 – 2021 – UPND member of the Legal Committee under the leadership of the Hon.
Mr. Jack Mwiimbu, MP, Member of the International Relations under the Leadership of
Ambassador Mr. Mulondwe Muzungu and Member of the Bureau of Eminent Persons
and Advisors for the UPND Party.

CASES HANDLED ON BEHALF OF THE PARTY.

1. GBM – Expulsion from Parliament
2. Hon. Mrs Doreen Mwamba, MP- Munali Parliamentary Constituency Petition
3. The President’s Treason case,
4. Job Mabuti – Aggravated Robbery – Acquitted
5. John Mafuta & 14 Others – Causing damage to properties and unlawful
assembly at the High Court Building – acquitted,
6. Branch Chairman in Chipata Constituency over NRC – acquitted
7. Chilufya Tayali – Defamation of the President – Instructed to withdraw.
8. Topson Pathias Kunda – Petition Mkushi North Parliamentary Constituency
(2021)
9. Percy Kangwa Chato – Bwacha Parliamentary Constituency Petition
(2021)
10. Godfrey Kabengele – Chitambo Parliamentary Constituency Petition (2021)

Signature:

CURRICULUM VITAE

Name : O'Brien Kaaba
Mobile : 0967983812, +260977-709844
E-mail : okaaba@yahoo.com

ACADEMIC PROFILE

- **Doctor of Laws (LLD) Degree (University of South Africa)** . The research focused on the adjudication of presidential election disputes in Africa in the context of evolving African democratic norms.
- **Master of Laws Degree (LLM) (University of Zambia)**, with a special focus on human rights and humanitarian law.
- **Bachelor of Laws Degree (LLB) with Honours (University of London)**.
- **Diploma in Philosophy (St Augustine Catholic Philosophical College)**
- **Certificate in Constitution Building in Africa (Central European University, Budapest)**.

EMPLOYMENT HISTORY

Key employment positions held include the following:

November 2016 to

date :

Lecturer in Law, School of Law, University of Zambia: Lecturing and supervising research in the courses of constitutional law, jurisprudence, legal process, administrative law and international human rights and humanitarian law. Research interests include African elections and electoral systems and laws, comparative constitutional law, and African integration law.

August- September 2021 : Ad Hoc Judge, Zambian Judiciary: Served as a Member of the Local Government Elections Tribunal for Luapula Province.

July 2012 to date : Senior Research Fellow at the Southern African Institute for Policy and Research (SAIPAR): Involved in various research activities on behalf of SAIPAR, mainly focusing on human rights, rule of law, constitutionalism, electoral democracy, good governance and accountability. I also serve on the Legal Advisory Committee of SAIPAR, advising on legal matters and programmes.

July to August, 2021 : Legal and Political Advisor to the EU Election Observation Mission to Zambia (Local Assistant). Served for a short period during the 2021 elections as a legal and political advisor to the EU Election Observation Mission to Zambia.

December 2018 to date : Pro Bono Counsel, Legal Aid Board. I have been a volunteer at the Legal Aid Board since December 2018, representing

indigent litigants. Areas of experience have predominantly been criminal defence (about 70 percent), juvenile law, family law disputes, land disputes, employment disputes and human rights cases.

- July 2017 to December 2018 : Associate Editor of the SAIPAR Case Review Journal, the only case commentary journal in the country focusing on reviewing decisions of superior courts in Zambia and in the African region.
- December 2018 to date : Managing Editor of the SAIPAR Case Review Journal: As Managing editor am responsible for routine management of the business of publishing the Journal.
- July 2015 to October 2016 : Program Manager-Elections at the National Democratic Institute for International Affairs (NDI): Managed NDI Zambia's election support programs to various Zambian civil society stakeholders for the 2016 Zambian general elections.
- July 2012 to March 2015 : Advisor-Human Rights and Rule of Law to the Germany Development Cooperation (GIZ) Zambia: I was the principal good governance advisor and part of the work involved supporting local partners in collaborating with the host government in a number of governance issues such as constitution making, submission of UN reports, election observation and human rights monitoring. Further, I served as the principal advisor on the Access to Justice Project, a project jointly funded by the Germany government and the EU in support of five criminal justice institutions in Zambia: the Zambia Police, the Judiciary, the Legal Aid Board, the National prosecutions Authority, and the Prisons Service (now renamed Correctional Service).
- June 2010- July 2012 : Political Specialist, Department of State at the American Embassy in Lusaka: I was the principal local specialist responsible for advising on good governance, democratization and human rights to the US ambassador to Zambia and his senior staff and was responsible for drafting Congressionally mandated reports such as the annual human rights report. In 2011, I was responsible for setting up an internal US Embassy election observation group that spread to all the constituencies in the country.
- August 2009- June 2010 : Legal Assistant and Program Manager for Women's Justice and Empowerment Initiative (WJEI), Department of Justice, US Embassy, Lusaka: I was responsible for routine legal assistance work in the Department of Justice as well as managing the Women's Justice and Empowerment Initiative (WJEI). WJEI was a USD55million project set up by President

Bush under an executive order to fight gender violence against women across the globe and was initially being implemented in four African countries of Zambia, South Africa, Benin and Kenya. The project focused on investigation, prosecution and adjudication of crimes of gender violence. I was based in the Zambian office.

2008-2009 Child Protection Coordinator for Plan International: Responsible for running child protection programmes and coordinating with civil society partners.

2006-2008 Legal Advisory Services Coordinator for Women in Law and Development in Africa (WiLDAF). Responsible for providing pro bono legal advice to women and children.

MEMBERSHIP OF PROFESSIONAL BODIES

- Member of the Law Association of Zambia (LAZ)
- Member of the African Network of Constitutional Lawyers (ANCL)

ADDITIONAL SHORT TRAININGS

June to July, 2021 Certificate in Constitution Building in Africa, from the Central European University (Hungary).

June 2021 Research Ethics Review Training, University of Zambia.

March to July 2014 Training in Human Rights and Development Cooperation by the GIZ Academy.

September 2013 Monitoring and Evaluation by MDF of Netherlands (Training held in Arusha, Tanzania in September 2013).

February, 2013 Trained as a change process facilitator for conferences/workshops by the consulting firm IKP of Zurich and Cape Town.

December, 2012 Attended the Law, Justice and Development Conference at World Bank Headquarters in Washington DC.

April, 2012 Training in International Politics and US Foreign Policy (Political Training for Foreign Nationals) at the National Foreign Affairs Training Centre (Foreign Service Institute) of the US Department of State, Arlington, Virginia.

May/June, 2011 Joint U4 Anti-Corruption Resource Centre and Norwegian Embassy training entitled, “The UN Convention against Corruption: Putting the Implementation Review in a National Perspective”.

September, 2010 Trained in researching and drafting of labor related human rights reports by the US Department of State, Cairo, Egypt.

May, 2010 Trained in gender-based violence trial advocacy at the American Department of Justice’s National Advocacy Center in Columbia, South Carolina.

2010 Trained in the evaluation of forensic evidence in gender violence cases by the Department of Justice, USA.

2010 Trained in the handling of women and child witnesses by the Child Witness Research Institute of South Africa.

2008		University of Pretoria's Centre for Human Rights training on preparing parallel reports for the African human rights law treaty bodies, Swaziland.
2008		Human Rights Institute of South Africa training on the African human rights system and the international community's duty to protect in cases of urgent humanitarian need, South Africa.
2007		Child rights programming, by Plan International, Lusaka.
2006	:	Human Rights Commission training on the United Nations Human Rights system and curriculum development for the promotion of human rights.

CONSULTANCIES/RESEARCH ASSIGNMENTS

December 2021 to April 2022		World Bank: part of a team of experts doing a diagnostic research into the Zambian justice sector.
November 2021 to December 2022		Irish Embassy: Contracted under SAIPAR to provide research services on various governance themes, including democratization and judicial reforms in Zambia.
December 2021 to February 2022		Zambia Governance Foundation (ZGF): contracted by ZGF to assess the civil society legislative environment in Zambia.
December 2021		National Democratic Institute for International Affairs (NDI): contracted by NDI to work with the CCMG steering committee to propose electoral reforms arising from lessons from the 2021 general elections.
September 2021 to December 2021		International Labour Organisation (ILO): engaged by ILO to conduct a gap analysis on the Convention on Elimination of violence and Harassment at Places of Work No. 190 and Recommendation 206.
May to July 2021		American Bar Association: engaged by the American Bar Association's Rule of Law Initiative to research and draft the Pre-Election Human Rights Environment in Zambia.
June to August 2021	:	Westminster Foundation for Democracy: contracted, together with Prof. Nic Cheeseman, to research and draft an Elections Political Economic Analysis of elections in Zambia, which would form the basis for the British High Commission engagement with the Zambian electoral process.
May to October, 2021		SIDA-contracted by SIDA to research and write a paper on corruption in the renewable energy sector and propose workable interventions.
November 2020 to		

April 2021 :	National Democratic Institute for International Affairs (NDI): contracted through SAIPAR, to research and write a report on external sources of illiberalism in Africa, focusing on three countries (Ethiopia, Kenya and Zambia).
October to November, 2021 :	REPSSI: contracted by REPSSI to develop a TEVETA diploma level module for mental health and human rights.
March to May 2021 :	REPSSI: contracted by REPSSI to review and simplify the Mental Health Act.
December 2020 to March 2021 :	Contracted by the African Network of Constitutional Lawyers (ANCL) to be part of experts writing options papers to support the new constitution making process in Sudan.
December 2020 to February 2021 :	Contracted, through SAIPAR, by the Germany Development Cooperation (GIZ) to undertake a research and compile a report on the impact of COVID-19 on civil society in Zambia and emerging lessons.
January-March 2021	Engaged by the Centre for Democracy and Development (UK) to research and draft a report on the trends in the adjudication of presidential election disputes in Africa.
April 2021 :	Contracted by the BBC Media Action to prepare materials and train journalists in electoral law and legal aspects of election reporting.
March 2021 :	Contracted by Amnesty International (Southern Region) and Chapter One Foundation to review the Legal Aid Bill 2021 presented to the Zambian legislature.
October 2020 :	Engaged, through SAIPAR, by Zambia's Cabinet Office to review the country's decentralisation policy and assess its compatibility with the constitution.
November 2019-March 2020 :	Plan International Engaged by Plan International to draft a Model Law to End Child Marriages in Africa. The Model Law is intended as a guide, based on international human rights standards and best practices, for African countries to adapt in their specific contexts in order to adjust their laws to have an appropriate legal framework to end child marriages. The task has been completed and submitted to Plan International.
December 2019 to date :	Pro Bono Counsel, Legal Aid Board. I have been a volunteer at the Legal Aid Board since December 2018, representing indigent litigants. Areas of experience have predominantly been criminal defence (about 70 percent), family law disputes, land disputes, employment disputes and human rights cases.
July 2019-July 2020 :	Food and Agriculture Organization (FAO). Engaged as part of team of researchers assessing wildlife

- conservation in Zambia and Zimbabwe. The research has three focus areas: sustainable and legal exploitation of wildlife; diversifying protein supply to rural and urban populations; and empowerment of women to participate and benefit from wildlife conservation activities.
- November-January 2020 : Plan International. I was retained by Plan International to draft a model by-law for ending child marriages in Africa. The task has been completed.
- January-June 2020 : International Bar Association (IBA). I am currently retained as a consultant by the IBA in its human rights mentorship programme aimed at training of young lawyers in Africa as human rights defenders.
- July-August 2019 : Action Aid Zambia. Engaged to review the draft Public Order Bill, Constitutional Bill and the Electoral Process Bill and make recommendations for their submission to Parliament.
- March 2019-November 2020 : Centre on Law and Social Transformation, University of Bergen, Norway. I was part of a team of researchers investigating the issue of backlash against democracy in Africa, using Zambia and Zimbabwe as case studies. The research primarily focused on the role of legal activism in defending democracy and draws comparisons between Zambia and Zimbabwe. The research was hosted by SAIPAR.
- May 2019 : Action Aid Zambia. Training youths aspiring for leadership in the subject of law, leadership and good governance.
- September 2018-June 2020 : University of Denver, New York university and University of Zambia. I was part of a team of researchers investigating the impact of religious messaging on civil engagement and national politics. The research project is being implemented in Zambia.
- May 2019 : Germany Development Cooperation. Engaged by GIZ and Ministry of Community development to facilitate dialogue between government and civil society stakeholders on the process leading to the repeal and replacement of the NGO Act.
- November 2018-January 2020 : Institute of Development Studies (IDS), University of Sussex. I was engaged to be part of a global team of researchers focusing on the implementation of the right to food and nutrition in Africa. I was primarily responsible for drafting the research report on Zambia.
- March 2019 : Germany Development Cooperation. Engaged to do an analysis of the draft National Land Policy and to present at the GIZ good governance day.

- May-July 2018 : Action Aid Zambia. Contracted by Action Aid Zambia to carry out a detailed gap analysis of the amended national constitution.
- September 2017 to April 2018 : Afrodad. Consulting for Afrodad, under SAIPAR, on possibility of developing a model law on contraction of public debt by African countries in order to avoid a debt trap. My role is researching best practices in terms of an appropriate legal framework.
- December 2017 to February 2018 : Germany Development Cooperation (GIZ). Providing expert consultancy to civil society organizations supported by GIZ desirous of submitting on amendments to the constitution. My role was to train the concerned NGOs in basic constitutional law and then help draft their submissions to the ministry of justice on amendments to be made to enhance the constitution.
- December 2017 to February 2018 : Caritas Zambia. Contracted by Caritas Zambia to draft a child protection manual.
- September-October 2017 Caritas Zambia. Contracted by Caritas Zambia, under funding from Save the Children International, to do an analysis of child protection laws in Zambia, identify gaps and make recommendations for reform.
- December 2017 Paralegal Alliance Network/National Legal Aid Clinic for Women. Provided training to paralegals, under a cooperation agreement with the Law School at the University of Zambia.
- September to November 2017 Electoral Commission of Zambia/UNDP. The Electoral Commission of Zambia with support from UNDP contracted former Chief Justice Mathew Ngulube, Dr. Ernest Beele and Mrs. Mwiinga to review electoral laws in order to identify gaps and draft appropriate bills to submit to ministry of justice for law reform in order to improve the electoral legal framework. I was subcontracted by the three to support the assignment.
- September 2017 Germany Development Cooperation (GIZ). Was contracted together with Twaambo Shalwiindi-Musonda by GIZ under its justice support program to review criminal justice and prison laws to identify gaps that can be resolved administratively in order to help reduce prison congestion. The consultancy culminated into the presentation of a paper entitled “Principles of sentencing: how administrative and institutional reforms of the judiciary can contribute to the reduction of overcrowding in correctional facilities” at a ministry of justice symposium.
- October 2017 MISA Zambia. Contracted by the Media Institute of Zambia (MISA Zambia) to provide a workshop training for community radio station journalists on human rights-based reporting.
- October 2016- June 2017 Jesuit Center for Theological Reflection (JCTR). Contracted by to research the accessibility of public facilities to Persons

- with Disabilities (PWDs). The research covered all the ten provincial towns.
- 2015-2016 Africa Development Bank (AfDB)/ Southern African Institute for Policy and Research (SAIPAR). AfDB contracted SAIPAR to conduct a study of the Zambia economy, its development policies and comparing it to the developmental state model of South Korea. The research was titled: *Study on the Zambian Economy: Development Policy in Practice: Lessons from South Korea Development Experience*. The research covered three other African Countries, that is, Nigeria, South Africa, and Tanzania. SAIPAR subcontracted me as a co-author to contribute towards two chapters. In the first chapter my research focused on providing an analytical development of political institutions since independence (1964), including the election processes, decentralization and power devolution. In the second chapter, I focused on good governance institutions and oversight bodies and how they promote or hinder development. The research was concluded in 2016 and submitted to the commissioning entity.
- May 2014 University of the Western Cape/Community Law Center (South Africa). The Law School of the University of Western Cape under its Community Law Center (renamed Dullar Omar Institute), through its project on Civil Society Prison Reform Initiative (CSPRI) engaged me in 2014 as part of a team of constitutional and criminal law experts to undertake comparative research focusing on the constitutionality of domestic criminal procedures and prison legislation and how municipal constitutional safeguards measure up to international standards. The research focused on six African countries and these are Burundi, Ivory Coast, Ghana, Kenya, Mozambique and Zambia. The research findings have been published online on the institute website.
- 2015, 2012-2011 Plan International. Plan International, a British based child-focused international development organization, hired me to train police officers from Plan's operational areas in international standards on child marriages and child protection. The consultancy has also involved training paralegals and child protection officers working for Plan.
- July 2015 : Counterpart International. Counterpart International is an American organization implementing the Fostering Accountability and Transparency (FACT) programme on behalf of USAID in Zambia. The programme aims at enhancing the advocacy capacity of local Civil Society Organizations (CSOs) to hold government accountable in the provision of services to its people. In July 2015 I was contracted to sit on their Grants Advisory Committee (GAC) as part of a team of nine national experts in governance and civil society to assess

proposals from local CSOs and recommend CSOs Counterpart International could work with.

February-April 2016 : Age Justice International. February 2016 I was engaged by Age Justice International to review the Prisons Act as it relates to the imprisonment of women in Zambia and propose areas of amendment in order to align it to international standards on the imprisonment of women.

November to December 2015 JCTR/UNDP. In November 2015, I was engaged by UNDP and the Jesuit Centre for National Development to develop tools for the promotion of human rights by Members of Parliament (MPs) and to hold a one day training for MPs on how to use those tools.

November 2014 Women in Law and Development in Africa. On behalf of WiLDAF and JCTR I made presentations to Zambian Members of Parliament on the International Protection of Human Rights at a two days seminar (November 2014).

April 2013 : UK Centre for Management Excellency. On behalf of the UK Centre for Management Excellence (UKCME), I taught a five days International Protection of Human Rights Course to Members of Parliament (MPs) from Uganda who belong to the Human Rights Committee (April 2013). The training was held in Botswana.

November 2011 : Children in Need Network (CHIN) and Plan International. Developed a simplified handbook on child protection based on Zambian laws and entitled, "Child Protection in Zambia: A Simplified Summary from the Perspective of Zambian Legislation," (November 2011).

COMMUNITY/PUBLIC SERVICE

August to September 2021 Ad Hoc Judge, Judiciary: Served as a Member of the Local Government Elections Tribunal for Luapula Province.

- Board Chairperson of Action Governance Forum (AGF)
- Board member of the Alliance for Community Action (ACA)
- Member of the Catholic Diocese of Monze's Finance Committee
- Board member of Makanday Investigative Journalism Media

December 2018

to date : Pro Bono Counsel, Legal Aid Board. I have been a volunteer at the Legal Aid Board since December 2018, representing indigent litigants. Areas of experience have predominantly been criminal defence (about 70 percent), juvenile law, family law disputes, land disputes, employment disputes and human rights cases.

- Member of the Humanities Ethics Review Committee

PUBLICATIONS (PEER REVIEWED WORKS)

O'Brien Kaaba, "The Unconstitutional Change of Government Normative Framework in Africa: Do Elections Matter?" in Muna Ndulo and Cosmas Emeziem (eds) *The Routledge Handbook of African Law* (Routledge Taylor and Francis, 2022)

O'Brien Kaaba and Babatunde Fagbayibo, "Adjudicating Presidential Election Disputes in Africa: The Emerging Challenge of Election Technology," (2021) 36 *Southern Africa Public Law Journal*, 1-21

O'Brien Kaaba and Charles M Fombad, "Adjudication of Disputed Presidential Elections in Africa," in Charles M Fombad and Nico Steytler (eds) *Democracy, Elections and Constitutionalism in Africa* (Oxford University Press, 2021)

O'Brien Kaaba, "The Challenge of Enforcing the Right to Water: The Case of Vedanta PLC Mining Conglomerate in Zambia," in Gueladio Cisse (ed), *Transitioning to Clean Water and Sanitation* (MDPI, 2021)

O'Brien Kaaba, "Licence to Loot: The Failure of Constitutionalism in the Management of Sovereign Debt in Zambia," (2021) *Zambia Law Journal*, 1-24

O'Brien Kaaba and Privilege Hang'andu, "Institutional Collusion in the Electoral Process: The Electoral Commission of Zambia, the Zambia Police and the Department of National Registration," (2021) WFD and SAIPAR Briefing Paper 7 Zambia Electoral Analysis Project Briefing Paper Series

O'Brien Kaaba and Peter Mwanang'ombe, "Parallel Vote Tabulation in Zambia," (2021) WFD and SAIPAR Briefing paper 1 Zambia Electoral Analysis Project Briefing Paper Series

O'Brien Kaaba and Julius Kapembwa, "The Right of Prisoners to Vote in Zambia," (2021) WFD and SAIPAR Briefing paper 8 Zambia Electoral Analysis Project Briefing Paper Series

O'Brien Kaaba, Muna Ndulo and Pamela Towela Sambo, "The Role of the Courts in the Electoral Process in Zambia," (2021) WFD and SAIPAR Briefing paper 2 Zambia Electoral Analysis Project Briefing Paper Series

Elizabeth Sperber, Gwyneth McClendon and O'Brien Kaaba, "Estimating the Effect of Christian Messages on Civic Engagement: Evidence from a Community Collaborative Study in Zambia," Kellogg Institute for International Studies Working Paper 442 (2021)

O'Brien Kaaba, Marja Hinfelaar and Tony Zhou, "Comparing Legal Activism in Zambia and Zimbabwe," CMI Working Paper 2020

O'Brien Kaaba, "Deliberate Disregard: Socio-Economic Rights, Constitutionalism and the COVID-19 Pandemic in Zambia," in Justice Mavedzenge (ed), *COVID-19 Pandemic and Socio-Economic Rights in Selected East and Southern African Countries* (Juta, 2020)

Marja Hinfelaar, O'Brien Kaaba and Michael Wahman, "Electoral Turnovers and the Disappointment of Enduring Presidential Power: Constitution making in Zambia," (2020) *Journal of Eastern African Studies*, 1-22

Tinenenji Banda, O'Brien Kaaba, Marja Hinfelaar and Muna Ndulo (eds) *Democracy and Electoral Politics in Zambia* (Leiden: Brill, 2020)

O'Brien Kaaba, "Adjudication of Presidential Elections in Zambia," in Tinenenji Banda, O'Brien Kaaba, Marja Hinfelaar and Muna Ndulo (eds) *Democracy and Electoral Politics in Zambia* (Leiden: Brill, 2020)

O'Brien Kaaba and Privilege Haang'andu, "The Electoral Commission and the Conduct of Democratic Elections in Zambia," in Tinenenji Banda, O'Brien Kaaba, Marja Hinfelaar and Muna Ndulo (eds) *Democracy and Electoral Politics in Zambia* (Leiden: Brill, 2020)

O'Brien Kaaba, "The Application of Universal Jurisdiction in Africa," in Jeremy Sarkin and Ellah TM Siang'andu (eds) *Africa's Role and Contribution to International Criminal Justice* (Cambridge: Intersentia, 2020)

O'Brien Kaaba and Felicity Kayumba Kalunga, "State of Administrative Justice in Zambia," in Hugh Corder and Justice Mavedzenge, *Pursuing Good Governance: Administrative Justice in Common-Law Africa* (Cape Town: SiberInk, 2019)

O'Brien Kaaba and Babatunde Fagbayibo, "Promoting the Rule of Law Through the Principle of Subsidiarity in the African Union: A Critical Perspective," (2019) 8 *Global Journal of Comparative Law* 27-51

O'Brien Kaaba, "Nelson Chamisa v Emmerson Dambudzo Mnangagwa and Others CCZ 42/18," (2019) 2 *SAIPAR Case Review*

O'Brien Kaaba, "Kilolo Ng'ambi v Opa Kapijimpanga Appeal No. 2010/2015" (2019) 1 *SAIPAR Case Review*

O'Brien Kaaba, "The People v The Patents and Companies Registration Agency Ex-Partes Finsbury Investment and Zambezi Portland Cement Limited 2017/CCZ/R003 Selected Judgment No 28 of 2018," (2019) 2 *SAIPAR Case Review*

Marja Hinfelaar and O'Brien Kaaba, "Adjust, Resist or Disband: How Does Civil Society Respond to Repression in Zambia?" Peace Research Institute of Oslo Occasional Paper PRIO 2019 ISBN 978-82-343-0018-9

O'Brien Kaaba, Human Rights Law Module (IDE/University of Zambia) (2019)

O'Brien Kaaba, Greenwell Matchaya, and Charles Nhemachena, "Judiciability of the Right to Water in the SADC Region: A Critical Appraisal" (2018) 7 *Laws Review*

O'Brien Kaaba, "Raila Omolo Odinga and Another v Independent Electoral and Boundaries Commission and Others" in *SAIPAR Case Review* Volume 1 Issue 2 2018

O'Brien Kaaba, "Milford Maambo and Others v The People" in *SAIPAR Case Review* Volume 1 Issue 2 2018

O'Brien Kaaba, "Constitutionality of Criminal Procedure and Prison Laws in Africa: Zambia" *CSPRI* (Dullar Omar Institute, 2016)

O'Brien Kaaba (with Gwenaelle Dereymaeker, Winluck Wahiu, Tina Lorizzo, and Guy-Fleury Ntwari), "Constitutionality of Criminal Procedure and Prison Laws in Africa: A Comparative Study of Burundi, Cote d'Ivoire, Kenya, Mozambique and Zambia" *CSPRI* (Dullar Omar Institute, 2016)

O'Brien Kaaba, *The Challenge of Adjudicating Presidential Election Disputes in Africa: Exploring the Viability of Establishing An African Supranational Elections Court (LLD thesis, University of South Africa, 2016)*

O'Brien Kaaba, "The Challenges of Adjudicating Presidential Election Disputes in Domestic Courts in Africa" (2015) 15 *African Human Rights Law Journal* 329-354

O'Brien Kaaba, "The African Charter on Democracy, Elections and Governance: An Elections Checklist on Zambia," *Zambia Social Science Journal*, Volume 3, Number 2

O'Brien Kaaba, *The Emerging Sexual Violence Jurisprudence in International Humanitarian Law: Case Study of the Rwandan Tribunal*, Master of Laws (LLM) Dissertation, University of Zambia, Submitted June 2010.

(Non -Peer Reviewed)

Nicole Beardsworth, Nic Cheeseman and O'Brien Kaaba, "Ahead of Zambian Elections Fears Rise of a Crisis," <https://www.worldpoliticsreview.com/articles/29872/ahead-of-zambia-elections-fears-rise-of-a-political-crisis>

Nic Cheeseman, Nicole Beardsworth and O'Brien Kaaba, "Five Things to Watch in the Zambian Elections," <https://mg.co.za/africa/2021-07-26-five-things-to-watch-in-the-zambian-elections/>

Nic Cheeseman, O'Brien Kaaba and Nicole Beardsworth, "President Lungu Plays the Trump Card," <https://democracyinafrica.org/president-lungu-plays-his-trump-card-in-zambia/>

O'Brien Kaaba, "Mumba Malila, the Contours of Developing Jurisprudence of the Supreme Court," <https://www.makanday.com/team-members/dr-obrien-kaaba>

O'Brien Kaaba and Pamela Towela Sambo, "Where Exactly is the Concourt Taking Zambia? A Comment on the Mutembo Nchito Judgment," <https://www.themastonline.com/2020/12/02/where-exactly-is-the-concourt-taking-zambia-a-comment-on-the-mutembo-nchito-judgment/>

O'Brien Kaaba, Pamela Towela Sambo and Felicity Kayumba Kalunga, "Why is LAZ Supporting the Proposed Gag on the Freedom to Announce Election Results?" <https://diggers.news/guest-diggers/2021/04/24/why-is-laz-supporting-the-proposed-gag-on-the-freedom-to-announce-election-results/>

Felicity Kayumba Kalunga, O'Brien Kaaba and Pamela Towela Sambo, "Abolish the Constitutional Court, Fire All its Judges," <https://www.themastonline.com/2021/09/16/abolish-the-constitutional-court-fire-all-its-judges/>

Felicity Kayumba Kalunga and O'Brien Kaaba, "How Not to Amend the Constitution: A Comment on the Purported Amendment of Bill 10," <https://www.themastonline.com/2020/06/19/how-not-to-amend-the-constitution-a-comment-on-the-purported-amendments-to-bill-10/>

O'Brien Kaaba, Felicity Kayumba Kalunga and Pamela Towela Sambo, "Is the Constitutional Court Fanning the Flames of Potential Unrest? A Review of Recent Political Cases," <https://scholarship.law.cornell.edu/scr/vol4/iss1/10/>

O'Brien Kaaba and Felicity Kayumba Kalunga, "Electoral Technology and Integrity: A Comment on the Online Voter Registration by ECZ," <https://www.lusakatimes.com/2020/07/29/rule-of-lawlessness-ecz-online-voter-registration-and-electoral-integrity/>

O'Brien Kaaba, Felicity Kayumba Kalunga and Pamela Towela Sambo, "The Time is Ripe for Judicial Reforms in Zambia: Here is Why,"

Pamela Towela Sambo, O'Brien Kaaba and Felicity Kayumba Kalunga, "The Slow Painful Death of LAZ: Neutrality is Choosing the Side of the Oppressor," <https://www.makanday.com/posts/the-slow-and-painful-death-of-laz-neutrality-is-choosing-the-side-of-the-oppressor>

O'Brien Kaaba and Pamela Towela Sambo, "Justice Without Remedy? A Comment on the Case of Kambwili v Attorney General," <https://diggers.news/guest-diggers/2020/03/29/justice-without-remedy-a-comment-on-the-constitutional-court-judgment-in-the-case-of-kambwili-v-attorney-general/#:~:text=The%20Constitutional%20Court%20on%2018th,General%202019%20FCCZ%20F009.&text=Despite%20finding%20that%20the%20Speaker,declined%20to%20grant%20any%20remedy.>

O'Brien Kaaba, "An Election Against All Odds," <https://www.africanlawmatters.com/blog/zambia-an-election-against-all-odds>

James Kayula and O'Brien Kaaba, "Why Money paid by Donors Cannot Extinguish Ex-Ministers' Liability to the State," <https://www.themastonline.com/2021/02/03/why-money-paid-by-donors-cannot-extinguish-ex-ministers-liability-to-the-state/>

Researched and wrote the following report: American Bar Association, “Pre-Election Human Rights Situation in Zambia,” (2021)

O’Brien Kaaba, “Who Should Citizens Insult if Not their Leaders? Constitutionalism and Popular Culture Jurisprudence,” *The Scribe* (2021)

O’Brien Kaaba, “Through the Looking Mirror: A Comparative Analysis of the Kenya and Malawi Presidential Election Petitions,” in *Darubini Ya Uchaguzi*, Issue 8, 2020

Pamela Towela Sambo and O’Brien Kaaba, “Every Judgment is a Lie: A Critique of the Bill 10 Judgment of the Constitutional Court” *News Diggers!* 20 December 2019

O’Brien Kaaba, “The Challenges of Accessing Justice in Zambia” the *Bulletin&Record* (Volume V, Issue 1 February 2015)

O’Brien Kaaba, “Zambia: Rechtsstaatlichkeit nur auf dem papier?” *Afrika-bulletin*, February 2018

O’Brien Kaaba (with Franziska Bertz) “Implications of Enshrining Economic, Social and Cultural Rights in the Zambian Constitution”, *JCTR Journal* (2012)

Drafted a manual for CHIN and Plan International entitled: *Child Protection in Zambia: A Simplified Summary from the Perspective of Zambian Legislation* (November 2011).

Primary drafter of the Department of State Country (Zambia) *Annual Human Rights Report* for 2010, and 2011

Primary drafter of the US Department of State Country (Zambia) *Annual International Religious Freedom Report* for 2010 and 2011

Authored an article entitled, *Ten Factors that militate against free, fair and genuine elections in Zambia*, *JCTR Journal* (2011)

Authored an article entitled, *Marital Rape of Women: theology and the law*, *JCTR Journal* (2010)

Authored a booklet entitled, *Our Children and the Law: a perspective from the Zambian Legislation*, for Plan International (2009)

(Conference Papers)

O’Brien Kaaba, “Democratic Backsliding and Constitutional Adjudication in Zambia: An Insight into How the New Constitutional Court is Supporting Autocratic Tendencies,” Paper Presented at the African Network of Constitutional Lawyers, 29 October, 2021, Nairobi

O’Brien Kaaba, together with Prof. Elizabeth Sperber, and Prof. Gwyneth McClendon presented a conference paper entitled “Estimating the Influence of Faith-Based Civic Engagement Training on Local Government Engagement: A Community-Collaborative Study in Zambia,” at the Annual Meeting of the African Studies Association held in Boston, USA, on 23 November 2019.

O'Brien Kaaba, from 24 to 26 September, 2019, attended a conference in Johannesburg convened by Ukhutula Trust entitled "Critical Thinking: Civil Society, State and Politics in Southern Africa" and presented a paper on civil society and politics in Zambia.

O'Brien Kaaba, on 1 and 2 August, 2019, participated in a conference in Livingstone organized by the Southern African Institute for Policy and Research (SAIPAR) and the Institute for African Development (IAD) of Cornell University. The conference was organized under the theme "Africa's Grand Challenges: The Role of Research and Education Systems." He presented a paper entitled "Plea Bargaining, Reconciliation and Access to Justice in Zambia: Exploring the Invisible Link."

On 31 May 2019 Dr. Kaaba attended the SAIPAR writers' workshop and presented a paper entitled "Lost at Sea: The New Constitutional Court and the Challenge of Constitutional Interpretation in Zambia." The conference was held at Lodge Serenity in Lusaka

O'Brien Kaaba, "**Electoral Corruption and the Adjudication of Disputed Presidential Elections in Africa**" paper presented at the Fifth Annual Stellenbosch Seminar on Constitutionalism in Africa under the theme *Corruption and Constitutionalism in Africa: Revisiting Control Measures and Strategies* (19-22 September 2017)

O'Brien Kaaba and Twaambo Shalwiindi-Musonda, "**Principles of sentencing: how administrative and institutional reforms of the judiciary can contribute to the reduction of overcrowding in correctional facilities**" at a ministry of justice symposium in Lusaka, September 13-15, 2017.

Presented paper entitled "**Gender based violence in Zambia**" at an OXFAM gender theme day workshop in Lusaka in 2007.

EDITORIAL BOARDS

I sit on the following Academic Journal Editorial Boards:

- Saipar Case Review Journal (SCR)
- Zambia Law Journal
- Turf Law Journal

JOURNAL REVIEWER

I have peer reviewed articles for the following journals:

- De Jure Journal
- Zambia Law Journal
- Journal of African Elections
- Zambia Journal of Social Sciences
- Southern African Journal of Policy and Research
- Turf Law Journal
- Southern Africa Public Law journal

AWARDS AND OTHER ACCOMPLISHMENTS

Received the US Department of State **Meritorious Honor** Award “for exception performance during the electoral and post-electoral period analyzing events, assisting with observation mission, and providing timely and critical information that played a key role in our successful monitoring and engagement with the new Zambian government,” (December 2011).

- May 2011 : Received the USAID Certificate of Appreciation “In recognition of your personal dedication, joint cooperation, and outstanding contribution to the United States Mission’s support for Gender and Women’s Empowerment in Zambia”
- December 2011 : Received the US Department of State Certificate of Appreciation “for the exceptional team work in support of Zambia’s historic electoral process”.
- March 2011 : Received recognition by the US Department of State for drafting one of the best top six Human Rights Reports in Africa.
- 2008 : Part of the SADC Civil Society delegation to the African Commission on Human and People’s Rights’ 43rd Session in Swaziland.
- 2008 to 2009 : Member of the National Technical Committee that developed the national gender protocols (National Guidelines for Police and Medical Handling of Cases of Gender Violence).

REFEREES

Professor Muna Ndulo

LLM Supervisor

Cornell University Law Professor and Director for the Institute for African Development

E-mail: muna-ndulo@postoffice.law.cornell.edu ; mbn5@cornell.edu

Phone: (607) 255 6642 (Office)

Professor Babatunde Fagbayibo

LLD Supervisor

University of South Africa

Cell: +27721441434

Email: fagbabo@unisa.ac.za

Ms. Maelo N. Mwiinga

Procurement Specialist

UNDP

Email: maelo.mwiinga@undss.org maelomwiinga@yahoo.com or maelo.mwiinga@undp.org

+260977 936362

Ms Kimberly Ann Pease

Former Supervisor at Department of State

E-mail: peaseka@state.gov

Mr. Richard Hachoose

US Director for the Water is Life Project and Process Engineering Manager at Middough Inc

E-mail: rhachoose@comcast.net ; Hachoorc@middough.com

Cell: +12158015057

CURRICULUM VITAE

NAME : Gilbert Andford Phiri
ADDRESS : 737/151/C, Emmasdale, Lusaka
DATE OF BIRTH : 15.12.70
E-MAIL : gilbertcphiri@yahoo.com
TELEPHONE : +260964289236/ +260975912133

PROFILE

I am a graduate of the University of Zambia and De Montfort University, Leicester, United Kingdom. I hold two bachelor's degrees, one in law and the other in Education. I also hold a master's degree in Law in which I developed a theory of an efficacious legal response to online piracy of live sport. I have extensive all-around experience as an Advocate of the High Court and the other superior courts, spanning a period more than 14 years. I have been involved in some of the biggest public interest litigation of the last decade in criminal and constitutional law, among others.

KEY COMPETENCIES

- Strong leadership capabilities.
- Strongly motivated by a challenge, self-driven and able to work with minimum supervision
- Strong and effective written and oral communication skills
- Attention to detail
- Very strong presentation skills developed over the years especially through work in academics as a teacher.
- Good at building and maintaining relationships.
- Analytical, problem solver. Innovative approach to providing solutions
- Very strong at Staff management and staff development.

WORK EXPERIENCE

JUNE, 2013 - TO DATE - MANAGING PARTNER AT PNP ADVOCATES

DUTIES

Overall management of the law practice and lead advocate in all matters in court. Expertise includes criminal defence/prosecution, commercial litigation, public law, human rights defence, sports law.

AUGUST 2010 – TO JUNE 2013 – ADVOCATE AT MESSRS MULEZA MWIIMBU AND COMPANY

Attendance upon clients; preparing cases for court through drafting appropriate court process; actual attendance at court on litigation; supervising Learner Legal Practitioners in their work; assisting the Managing Partner in running the law practice.

JUNE 2008 TO AUGUST 2010 - SENIOR LEGAL OFFICER AT LAW ASSOCIATION OF ZAMBIA (NATIONAL LEGAL AID CLINIC FOR WOMEN)

DUTIES

Managing staff and running the organisation's regional office at Livingstone; attending to clients, receiving instructions and rendering appropriate legal opinions; drafting necessary legal documents for commencement of or defence to actions before courts as the case may be; attending court; attending to executions of judgments; attending to conveyance instructions; preparing for workshops, making presentations at different seminars and workshops; attending to mediations and dispute resolutions; and generally attending to legal issues as they arise or as are assigned.

OCTOBER 2006 – APRIL 2007 - LEARNER LEGAL PRACTITIONER AT MESSRS SHARPE, HOWARD AND MWENYE LEGAL PRACTITIONERS

DUTIES

Assisting Principals with legal briefs and opinions, drafting legal documents, and attending to chamber matters as delegated by the principal.

MARCH 2005 TO OCTOBER 2005 - LEARNER LEGAL PRACTITIONER AT MESSRS KAJIMANGA AND COMPANY

DUTIES

Assisting Principal with legal briefs and opinions, drafting court documents and correspondence and attending to chamber matters. Making applications at court before Deputy Registrars and Magistrates in Chambers

NOTABLE CASES HANDLED

- Attorney General v. William Harrington Selected Judgment No. 19 of 2016 – Matter commenced in the High Court challenging the Chief Justice's refusal to set up a Tribunal to investigate allegations of impropriety against the then Minister of Tourism and Arts, Sylvia Masebo. Action succeeded in both High Court and Supreme Court.
- Morgan Ng'ona (Suing in his capacity as Secretary General of the Democratic Front Party) v. The Attorney General – 2016/HP/247 – Challenged the decision of the Minister of Home Affairs of Zambia revoking and cancelling the Certificate of Registration of the Democratic Front Party then led by Mr. Miles Sampa.
- Kuchunga Edwin Simusamba (Suing as Deputy Secretary General of the UPND) v. Attorney General and 3 Others – 2012/HP/1561 – challenged the decision of the President of Zambia, Mr. Michael Sata to appoint opposition Members of Parliament (Greyford Monde, Richwell Siamunene and Poniso Njeulu) to ministerial positions.
- The People v. Fred M'membe, The Post Newspaper Limited – HPR/06/2014 – The matter arose following the then Director of Public Prosecutions taking over a case where Mr. Fred M'membe and the Post Newspaper Limited were being prosecuted for contempt of Court for continued labelling of the 4th President of Zambia, Mr. Rupiah Banda as corrupt during pendency of criminal proceedings. The High Court quashed the decision of the DPP to take over the case.
- The Director of Public Prosecutions v. The Post Newspapers Limited, Fred M'membe (SCZ/9/50/2015) – The Director of Public Prosecutions applied to stay the proceedings where Fred M'membe and the Post Newspaper were being prosecuted in the Subordinate Court pending appeal of the decision of the High Court adjudging that the DPP could not take over the case where Fred M'membe and the Post Newspaper Limited were being

prosecuted for contempt of Court. The Supreme Court dismissed the application for Stay of execution.

- The People v. Hakainde Hichilema – CRMP/045/2012 – Accused stood charged with one count of publication of false news contrary to section 67(1) (2) of the Penal Code CAP 87 of the Laws of Zambia for saying that the Patriotic Front had signed an arrangement for the militia in Sudan to train PF Youths.
- Miles Sampa v. The Attorney General and the Electoral Commission of Zambia - 2016/HP/0190 – challenged the decision of the Speaker of the National Assembly of 26th January 2016 of declaring a vacancy in the office of Member of Parliament for Matero Constituency. The decision of the Speaker was on the back of Mr. Miles Sampa’s resignation from the Patriotic Front in January 2016 and forming the Democratic Front.
- Christabel Ngimbu v. Kakoma Charles Wahuna and Electoral Commission of Zambia: SCZ/8/183/2014 – The appellant’s application for enforcement of the Supreme Court’s Judgment in its appellate jurisdiction challenging the decision of the High Court Judge to prepare a report arising out of the Zambezi West Constituency election petition based on her findings and not those of the Supreme Court. The appellant’s application sought to have Mr Charles Kakoma prosecuted and barred from recontesting the seat after the Supreme Court had nullified his election. Case was dismissed by the Supreme Court paving way for Mr. Kakoma to recontest the Zambezi West By-election in 2014.
- Stephen Katuka (Suing as Secretary General of the United Party for National Development “UPND”) v. Zambia National Broadcasting Corporation – The decision of the Director General of ZNBC to reject airing of a 15-minute documentary of the President of the UPND, Mr. Hakainde Hichilema was stayed on 9th August, 2016 by the High Court, and the documentary was aired a day before the 2016 General Elections.
- Dennis Shanungu v. Attorney General : 2015/HP/0696 – The decision of the District Commissioner of Itezhi-Tezhi disqualifying the Applicant – Dennis Shunungu- from contesting the Chieftaincy of Chilyabufu was successfully challenged and the Applicant was adjudged as qualified to contest for the position.
- Post Newspapers Limited and Fred M’embe v. Muvi Television Limited and Chanda Chimba III (T/A PHIBAJI Productions) : 2010/HP/615- Defended Mr. Chanda Chimba against a libel suit and negotiated an out-of-court settlement leading to discontinuance of the case.
- The People v. Zunaid Patel, Trade Kings Limited and 10 others: ISPA/053/2016 – Commenced private prosecution on 6th June, 2016 of the principals of Trade Kings Limited on seventeen (17) criminal charges culminating in an out-of-court settlement.
- Geoffrey Lungwangwa (Suing on behalf of 47 Members of Parliament belonging to the United Party for National Development) v. Attorney General: 2017/HP/0998 – challenged decision of the Speaker of the National Assembly to suspend the 48 UPND MPs for a period of 30 days effective 13th June 2017 barring them from parliament buildings, Parliament Motel and withholding allowances and salaries.
- Appeared before Parliament’s Committee on Privileges, Absences and Support Services for the 48 UPND Members of Parliament regarding their 30-day suspension from the House.
- Tendai Biti v. The Attorney General: 2018/HP/1347 – Represented the Zimbabwean politician in securing Court order allowing him to stay in Zambia, which he had entered, and to be presented before Court.
- The People v. Koffi Olomide
- Stephen Katuka (Suing in his capacity as Secretary General of the United Party for National Development “UPND”) v. The Electoral Commission of Zambia: 2016/HP/1422 – The Applicant challenged the decision of the Director General of the

Electoral Commission of Zambia disallowing the use of mobile phones inside Polling stations on Polling Day 11th August, 2016 allegedly to avoid disturbances during voting and the counting process.

- The People v. Elijah Simbaya and 4 others: HP/115/2017 – The accused were charged with aggravated robbery. Nolle Prosequi was entered by the Director of Public Prosecutions.
- Hassan Sangab v. Attorney General: 2019/HP/1636 – The Applicant challenged his detention in police custody without charge for close to two months pending deportation. The High Court found the detention illegal and unjustified. A writ of habeas corpus ad subjiciendum was issued and immediate discharge from detention was ordered.
- The People v. Fred Hamaamba: 2018/HP/75 – Accused was charged with aggravated robbery and subsequently acquitted.
- The People v. Laura Miti and 5 Others– SSPB/017/2018 – The accused stood charged with one count of disobedience of lawful orders contrary to section 127 of the Penal Code. The Court dismissed the charge and acquitted all the accused persons.
- The People v. Hakainde Hichilema and 5 Others : HH/171/2017 – The accused persons were charged with Treason contrary to section 43(1) (d) of the Penal Code, Cap 87 of the Laws of Zambia. Nolle Prosequi was later entered by the Director of Public Prosecutions (DPP)
- The People v. Amos Chanda, Richard Sakala and Daily Nation Newspaper Limited – Part of prosecution team where the accused stood charged for Contempt of court and publishing defamatory matter. Nolle Prosequi was subsequently entered.
- The People v. Godfridah Sumaili: 2SPB/057/2017 – Accused stood charged with contempt of court. A nolle prosequi was subsequently entered.
- The People v. Hakainde Hichilema – ISPA/048/2017 – Accused stood charged with use of insulting language contrary to section 179 of the Penal Code. He was acquitted of this charge on 15th May, 2017.
- Brebner Changala v. The Attorney General: 2014/HP/1058 – Applicant sought an order of Mandamus to compel cabinet to carry out its statutory function to consider the question of the physical and mental capacity of the then Republican President Mr. Michael Chilufya Sata. The High Court Judge refused to grant leave for Judicial Review.
- The People v. Gordon White and 5 Others – 1P/A/095/2016 – Co-prosecuted the accused on nine counts of, inter alia, taking detrimental action that bis in reprisal for a person who makes a protected disclosure contrary to provisions of the Public Interest Disclosure (Protection of Whistleblowers Act No. 4 of 2010 of the Laws of Zambia.
- Alfred Habeenzu and 16 Others v. The People : HPR/07/2017 – Police preferred charges against the accused on the provision of the law that did not exist and subsequently attempted to enter a nolle prosequi through the DPP which action was challenged in the High Court.
- The People v. Antoine Christopher Agepa Mumba aka Koffi Olomide: Prosecution of the Rhumba musician for Assault of a photo-journalist Jean Ndayisenga contrary to section 248 of the Criminal Procedure Code, Cap 88 of the Laws of Zambia. Execution of bench warrant of arrest is still outstanding.
- Walusiku Walusiku Lyambela (Suing in her capacity as Acting Secretary General of the United Party for National Development) v. Attorney General and Dr. Solomon Jere: 2012/HP/1037 – Involved challenge by the UPND against decision by the Zambia Police to stop the party from holding a political rally in Lusaka. The case also involved citing the then Deputy Inspector General of Police Dr. Solomon Jere for contempt of court for disobeying a court order allowing UPND to hold the subject rally.

- The People v. Wynter Kabimba, Fred M'membe and The Post Newspapers Limited: SSPB/027/2015 – Private prosecution of the accused persons for contempt of court during pendency of criminal proceedings involving former President Mr. Rupiah Bwezani Banda
- Brebner Changala and Agness Kawandami v. Attorney General: 2015/HP/2260 – Defence counsel for accused persons charged with drug-trafficking.

OTHER EXPERIENCE

- Current Vice Chairman of the Board – Energy Regulation Board (ERB)
- Chairman – Maestro United Football Club
- Former member of the Tender Committee – Livingstone City Council - 2010

August 2005 to August 2006 Class Teacher, Lusaka International Community School (LICS)

August 2001 to July 2005 Class Teacher, International School of Lusaka

January 1994 to August 2001 Senior Teacher and Head of Department Rhodes Park School, Lusaka

EDUCATION

Master of Law (LLM), Sports Law and Practice, Intellectual Property Law, Broadcasting and New Media) De Montfort University, Leicester, United Kingdom

Post -Graduate studies for the Zambian Bar- Zambia Institute of Advanced Legal Education (ZIALE)- 2007

Bachelor of Laws (LLB) - University of Zambia, 2000 - 2004

Bachelor of Arts with Education (B.A Ed) - University of Zambia, 1989 -1993.

PUBLICATIONS

'Online Piracy of Live Sport: The Efficacy of a Legal Response' LLM Dissertation, De Montfort University, Leicester, United Kingdom.

December 2004 - *'Deportation Law: The Powers of the Minister of Home Affairs to Deport'* submitted in partial fulfilment of the requirement for admission to the Bachelor of Laws Degree of the University of Zambia.

PROFESSIONAL MEMBERSHIP

Law Association of Zambia (LAZ)

REFERENCES

Available on request

CURRICULUM VITAE

Name : Pamela Towela Sambo, Ph.D
Address : Farm 50a/164, Makeni, Lusaka
Mobile : +260973474385
Email : Pamelasambo@gmail.com

PROFESSIONAL SUMMARY

Constitutional and Human Rights Law Training and Experience

- 22 years' experience in Zambian legal research and practice across various themes, including environmental, human rights and constitutional law, having been admitted to the Bar in May, 2000.
- Extensive experience in law and policy research and analysis focusing on cross-cutting environmental issues, public participation, democracy and human rights, land rights, access to justice and climate change.
- 10 years of a successful academic career spanning training, teaching, mentoring, research and publication in various legal aspects, including environmental, constitutional and human rights law.
- Research and publication on public education and awareness in constitutional and environmental human rights.
- Proven participation in law reform through commentary on various Parliamentary Bills relating to the constitutional and governance sectors of the country.
- Departmental budgeting and strategic direction mapping.
- Facilitation of several conferences and seminars with intertwined environmental, human rights and constitutional issues, among them 'Weaving SDG 16 and Human Rights law with post 2020 Global Biodiversity Framework Initiative' under the auspices of the International Development Law Organization (IDLO), 2018.
- Respected, experienced, and compassionate legal practitioner and law lecturer, with an unbiased ear capable of reaching reasonable conclusions in legal and other matters.
- Member in good standing, the Law Association of Zambia since May, 2000 to date.
- Execution of exemplary legal training at the University of Zambia, School of Law in various subjects such as Law of Torts, Advanced Legal Skill, Human Rights and Environmental law, amongst several others.
- Member in good standing of several international law, human rights and environmental law associations and initiatives.
- No criminal or other adverse convictions.

WORK EXPERIENCE

LECTURER, PRIVATE LAW DEPARTMENT, SCHOOL OF LAW, UNIVERSITY OF ZAMBIA: JULY 2012 – TO DATE

RESPONSIBILITIES

- Teaching, research, development of law curriculum and consultancies;
- Budgeting, operational performance review and administration of all undergraduate matters including student registration, course allocation and coordination of all undergraduate research.
- Subjects taught include Human Rights law, Law of Torts, Advanced Legal Skills, Environmental law, Research Methodology and Supervision of Constitutional Law research.

HEAD OF PRIVATE LAW DEPARTMENT, SCHOOL OF LAW, UNIVERSITY OF ZAMBIA, LUSAKA, ZAMBIA: 2018 – 2020

RESPONSIBILITIES

Lecturer and researcher

- Senior member of the School of Law Management team;
- Representing the School of Law in both University and external Committees;
- Budgeting, financial reporting and initiating procurement process;
- Supervision of 12 academic and 3 administrative members of staff;
- Day to day coordination of all academic and administrative functions in the Department;
- Implementing University policy at departmental level through the School committees, such as Budget/Consultancy, Graduate Studies, Staff Development Fellowship/Appointments/Promotions and Admissions/Curriculum Review;
- Chairing departmental meetings, spearheading resource mobilization, supervising of projects in the department;
- Preparation of quarterly, annual and periodic reports for the department/school, spearheading curriculum review;
- Planning and executing research and teaching activities;
- Overseeing the formulation of individual and departmental work plans and teaching plans, planning for examinations and other academic activities as from time to time delegated by the Dean and other senior members of the University management.

ACTING DEAN, SCHOOL OF LAW, UNIVERSITY OF ZAMBIA, LUSAKA, ZAMBIA: JULY 2016 – NOVEMBER, 2016.

RESPONSIBILITIES

- General oversight and supervision of all academic and non - academic members of staff in the school;
- Resource mobilisation and budgeting;
- Guiding the school strategic direction;
- External liaison with Government agencies;
- Broad-based legal reform participation, including human rights law and constitutional

law;

- Compliance with Higher Education Act and all other statutory and constitutional provisions relating to the provision of legal education in Zambia.

ASSISTANT DEAN (UNDERGRADUATE), SCHOOL OF LAW, UNIVERSITY OF ZAMBIA, LUSAKA, ZAMBIA: 2013 – 2017.

RESPONSIBILITIES

- Annual planning and implementation;
- Managing and supervising academic and administrative staff;
- School administration;
- Financial management and compliance to organisational policies and values.

MAJOR ACHIEVEMENTS AS LECTURER, HEAD OF DEPARTMENT AND ASSISTANT DEAN (UNDERGRADUATE), SCHOOL OF LAW, UNIVERSITY OF ZAMBIA: 2012-TO DATE

- Successfully hosted the International Law Development Organisation (IDLO) research program and research output on “Building Enabling Legal Frameworks for Sustainable Land Use Investments” in partnership with the Centre for International Forestry Research (CIFOR), 5th March 2014.
- Served on the Land, Environment and Natural Resources Committee of the Technical Committee on Drafting the Zambian Constitution, 2013.
- Drafted and had first Environmental Law curriculum in the country approved, by University of Zambia Senate.
- Publication of research output and public engagement discourse in constitutional and environmental matters.

LEGAL CONSULTANT, SOUTHERN AFRICAN INSTITUTE FOR POLICY AND RESEARCH (SAIPAR), LUSAKA, ZAMBIA: 2013 – TO DATE

RESPONSIBILITIES

- Adhoc research and publication in environmental law, human rights law, constitutional law, sustainable development and climate change and related legal aspects.

ACHIEVEMENTS

Publication of several legal research outputs and public engagement discourse in human rights, electoral law and environmental compliance and constitutional law.

LEGAL COUNSEL, LOCAL AUTHORITIES SUPERANNUATION FUND (LASF), LUSAKA, ZAMBIA: NOVEMBER 2004 – JULY 2007

RESPONSIBILITIES

- Strategic planning and implementation of all statutory requirements as Line Manager and senior legal expert;
- Ensure design and implementation of staff performance and development plans across the Responsible for budget management.

- Corporate social responsibility including environmental compliance;
- Company secretarial and corporate litigation.

ACHIEVEMENTS

- Merged fund operations with environmental and human rights compliance in relation to the role of local authorities in environmental management.

ASSISTANT LEGAL COUNSEL (CORPORATE AFFAIRS), COPPERBELT ENERGY CORPORATION PLC, KITWE, ZAMBIA: FEBRUARY 2003 –MAY 2004

RESPONSIBILITIES

- Departmental strategic planning and implementation;
- Management of all corporate legal compliance issues arising from EIAs in relation to way leave rights, power station easements, etc;
- Corporate social responsibility, resolving human rights conflicts and social impacts such as possible displacement of local inhabitants, their resettlement and other compensatory and regulatory issues under applicable domestic and international law;
- Company secretarial and litigation.

ACHIEVEMENTS

- Overhauled the secretarial function for the CEC Pension Trust Fund;
- Established the environmental law compliance unit for wayleaves and developed reporting structures to the Environmental Council of Zambia (now ZEMA)

GRADUATE ASSISTANT, SCHOOL OF LAW, UNIVERSITY OF KWA ZULU-NATAL, PIETERMARITZBURG, 2002 ACADEMIC YEAR

RESPONSIBILITIES

- Law research and tutoring to undergraduate students and mentoring.

ASSOCIATE LEGAL PRACTITIONER, MVUNGA ASSOCIATES, LUSAKA, ZAMBIA: 2000- 2002

RESPONSIBILITIES

- Client management
- Litigation
- Legal research
- General office administration and supervision of 5 support staff.

LEARNER LEGAL PRACTITIONER/ASSOCIATE LEGAL PRACTITIONER, ELLIS & CO., LUSAKA, ZAMBIA: 1998 – 2000

RESPONSIBILITIES

- Legal apprenticeship

- Litigation
- Case and client management
- Legal research.

EDUCATION

2007 - 2012 The University of Manchester, Manchester, UK. PhD. (Environmental law)

2002 - 2003 : University of Kwa Zulu-Natal, Pietermaritzburg, Republic of South Africa, LLM (Master of Laws, Environmental Law).

1994- 1998 :University of Zambia, Lusaka, Republic of Zambia, LLB (Bachelor of Law)

1999- 2000 Zambia Institute of Advanced Legal Education, Lusaka, Zambia, Legal Practitioners' Qualification Course (LPQC Bar Admission)

1993- 1994 Alliance Française, Ndola, French language proficiency training.

PROFESSIONAL MEMBERSHIPS

- Law Association of Zambia (LAZ), Member
- SADC Lawyers Association (SADCLA), Member
- Commonwealth Lawyers' Association (CLA), Member
- International Bar Association (IBA), Member, Committees on Environment, Health and Safety Law, Oil and Gas Law, Africa Regional Forum and Academic and Professional Development
- IUCN World Conservation Congress, Committee of Environmental Lawyers (CEL), Member
- Centre for Sustainable Development Law (CISDL), Research Partner International Law Association

AWARDS AND RECOGNITION

2020 : Institute for African Women in Law, Recognition among eminent African Women Lawyers <https://www.africanwomeninlaw.com/african-women-in-law/Pamela-Towela-Sambo%2C-Ph.D>

2018 : University of Zambia, Labour Day Award for exemplary dedication to duty.

2007 : Commonwealth Scholarship Commission (CSC) Scholarship Award to study Doctor of Philosophy of Law (Environmental Law) at the University of Manchester, Manchester, UK.

2002, IUCN Scholarship Awarded the to study Master of Laws (Environmental Law) at the University of Kwa-Zulu Natal, Pietermaritzburg, South Africa.

1998 : Certificate of Merit, Annual International Law Students Association, Washington, D.C.

1991-1992 : Royal Commonwealth Society, Essay Competition Award, Class 'A.'

REFEREES

Professor Muna Ndulo

Cornell University Law School

302 Myron Taylor Hall
Ithaca, New York 14853-4901
mbn5@cornell.edu
+1 (607) 351 3760/ +1 (607) 255 6642

Mr. Frederick S. Mudenda
Immediate Past Dean, School of Law, University of Zambia
P O Box 32379
Lusaka, 10101
Zambia
Fredrick.Mudenda@unza.zm
+260978951027/0973872155

Professor Patricia Kameri-Mbote
Director – Law Division
UNEP, UN Environment Programme
Nairobi, Kenya
patricia.mbote@un.org; profpkmbote@gmail.com
+254 733 726 511

1. PERSONAL DETAILS

Name Emmanuel Yona Chikoya
(Preferred name) Emmanuel Chikoya
Date Of Birth: 27th November 1969
Nationality: Zambian
Marital status: Married with five children

Address Details:

Plot 4074 (no16), Busuma road, Sunningdale, Lusaka, Zambia

Mobile: +260978518817 & +260965518817

Emails: chikoya@gmail.com or echikoya@outlook.com

2. PROFILE

Highly motivated individual and adaptable to multicultural and racial working environment and also a goal and target oriented professional. Able to work under extreme pressure and deadlines with minimal or no supervision at all.

A student of Theology with a Passion for providing Holistic Ministry In A Relevant And Contextual Manner. I Believe In Community Development That Empowers People for Effective and Sustainable Livelihoods and combating any practices and systems that want to keep people oppressed. A focused determined student of Practical Theology who desires to see the Gospel of Christ incarnated in every stratum of society. An Anglican Priest who is Anglo Catholic but open to Charismatic and spontaneous liturgy.

3. SKILLS AND COMPETENCIES

- **Successfully served in the management of CCZ as Head of Theology and Chaplaincy and participated in the formation of its first strategic plan**
- **Effectively served in various senior management positions such as Archdeacon, Synod Secretary, Training Chaplain and Parish Priest in the Anglican Diocese of Lusaka**
- **Strong ecumenical background going back to my youth days before I was ordained exemplified my taking Inter-Denominational roles such as Vice Chairperson for CCZ Kanyama Youth Local Chapter**
- **Served at the Cathedral of the Holy Cross from which I have gained local and international exposure in management and handling big services and events such the recently held 2016 Anglican Consultative Council whose chaplaincy services I planned and coordinated**
- **Wide experience in faith-based and community-based socio-economic interventions among marginalised persons among which include an International Labour Organisation community program in combating child labour and pioneering awareness raising on human trafficking as well combating malaria through Cross-Border Malaria Initiative funded Isdell Flowers Foundation that I supervised.**
- **I am a good public speaker who effectively engages and networks with the print and electronic media**
- **Wide experience in organising collaborative Government and other ecumenical partners major national events and worship services.**
- **Was regarded by both the print and electronic media as the voice of the local Church and consequently issued CCZ statements on issues of social justice and governance**
- **Facilitated the development of St. Andrews Anglican Church Livingstone into a financially sustainable church through construction and completion of four shops using land that had been idle for over hundred years**

- **Strong belief in holistic preaching and critical solidarity with the government as opposed to having blind loyalty.**

4. ACADEMIC QUALIFICATIONS

2015-2017 Master of Theology (Specialisation)- Justo Mwale University, Lusaka, Zambia is

a Reformed Church in Zambia institution and trains students from Zambia and Southern Africa from denominations such as Uniting Presbyterian Church of Southern Africa, Church of Central Africa Presbyterian, Assorted Pentecostals, Anglicans.

In this course, I majored in Practical Theology with a bias towards Church and development

2004-2005 Bachelor of Theology - Justo Mwale Theological College now Justo Mwale University, Lusaka, Zambia

In this course, I majored in Systematic theology and wrote a thesis entitled 'An Ecological Agenda For Church in Zambia'

1998-2001 Diploma in Theological (Religious Studies) - Cambridge University Through St

John's Anglican Seminary, Kitwe, Zambia, an Anglican Seminary training candidates for the ordained ministry in the Anglican in Zambia.

In this course, I majored in Christian Mission and produced a paper titled Inculturation in Zambia

Advanced Leadership Seminar-Haggai Institute, Hawaii, USA

1985-1989 O-Level School Certificate (Division 1) – Matero Boys Secondary School, Lusaka, Zambia.

I obtained distinction in English, Merit in Principles of Accounts, Religious Education, History and Geography, Credit in Biology and Science and a satisfactory in Mathematics

I also served as school Prefect and Treasurer of debating club.

5. SELECTED SUPPLEMENTARY QUALIFICATION

July 2021 to May 2022 Certificate in Inter-Religious Dialogue, Conflict Transformation and

Mediation-Cardinal Onaiyekan Foundation for Peace (COFP) Courtesy of Veritas University and Nile University of Abuja, Nigeria

2014-2015 Awarded a Transformational Fellow mentorship scholarship by the

2013 Theological	Trinity Episcopal Church, New York that enabled me to be mentored in Church financial sustainability, exposure visits to Kenya, Malawi, Zimbabwe and USA. Certificate awarded by the Anglican Diocese of Harare
8 th to 12 th March 2010	Academy-I was capacity built in the area of modern theological trends and development. Certificate of attendance by National Aids Council and VSO-competence attained was skills in understanding and using the National Training Manual for Care Givers on HIV and AIDS Behaviour Change Communication (BCC) and Sexual Reproductive Health
27 th to 30 th October 2005 skills	Certificate of attendance- Justo Mwale Theological College- acquired included Local perception and practices, missional ecclesiology, mission in multi dimensional key and African Applications, Dynamic missional congregations, leadership and establishing missional congregations.
8 th to 12 th June 1998 Centre-	Certificate- Zambia National Commercial Bank Training acquired supervisory skills
9 th to 13 th January 1995 Centre-	Certificate-Zambia National Commercial Bank Training acquired interbranch accounting internal audit skills

6. PROGRESSIVE WORK EXPERIENCE

August 2017-todate The	Serving as General Secretary Council of Churches in Zambia. General Secretary is the Chief Executive Officer of CCZ mandated to be the vision bearer, spokesperson with a responsibility to superintend over all the affairs of CCZ in its day to day operations
2015 – 2017 Lusaka,	Resident City Canon, Anglican Cathedral of the Holy Cross, Zambia

The Holy Cathedral is a key religious institution in Zambia and usually regarded as the *national shrine*. It is also regarded as the *mother church* of the Anglican churches in Zambia and has significantly contributed to national and church development within and beyond the Anglican Church.

City Canon is a senior staff position with the responsibility to enhance the ministry of the Cathedral to the City of Lusaka and the nation at large. Duties include,

- Promoting social outreach programmes of the Cathedral
- Ecumenical liaison person
- Handling pastoral and worship work
- Attending to all civic related matters

- Provide chaplaincy services to the civic authorities
- Focal point person for social outreach
- Coordinate all Cathedral Ministries

2011-Oct 2015: Archdeacon for the Southern Archdeaconry covering Southern province and Western Province. The Archdeacon is a senior Priest appointed by the Bishop to preside over an Archdeaconry which is an administrative zone comprising a number of parishes (not less than five parishes). An Archdeacon is a critical friend and advisor of the Bishop who reports to him on a quarterly basis or as determined by prevailing needs. Main duties included,

- Helping in the management of the Diocese through ensuring that church buildings and property were properly managed and maintained.
- Supervise and provide pastoral care to the Clergy and their families within my jurisdiction.
- Provided critical assessments to the Bishop about Clergy under my charge.

2010-Oct 2015 Parish Priest for Livingstone Anglican Parish and Director of Livingstone

Anglican Children's Project. This was a six years appointment with my main task being to provide administrative and pastoral management of the parish as well as its social outreach project.

My main duties were,

- As Priest, I was a Minister of the word and sacrament to provide pastoral care by conducting all aspects of worship and tending to the spiritual wellbeing of all those committed to my charge in the parish.
- I was also the manager who presided over all the administrative and pastoral oversight in the Parish and the Archdeaconry.
- As Parish Priest, I was the grassroots personnel who articulated, facilitated and implemented Diocesan resolutions and missions activities and therefore as the vision bearer at Parish level and accountable for its rise or fall.
- I also managed the social outreach project of the parish.

Notable achievements:

- Promoted Church financial sustainability through the building of four shops that have assisted the parish to have a diversified and steady source of income.
- Enhanced the church capacity in financial and general management of church affairs through various collaborative training sessions at congregational and Parish level and also establishment of strategic plans for the parish congregation.
- Implementation and successful exit of International Labour Organisation funded project on combating and eliminating child labour through education
- Interacted with the print and electronic media very well to the extent that the voice of the Anglican Church became the voice of the Church in Livingstone.
- Effective networking and collaboration with government, Non-Governmental and corporate organisation on various spiritual and socio-economic matters impacting the community and the nation at large.

- Enhanced the position and participatory role of the church in the local politics and social platforms to facilitate and promote social justice.
- Served as Chairperson for the Access to Information Taskforce Livingstone Chapter
- Preaching during notable national events such as the national mourning for the late President Michael Sata and during the launch of UNWTO preparations

2006-2010 **Parish Priest for Chawama Anglican Parish, Lusaka, Zambia,**

I served in this post for four years. My main duties include,

- As Priest, I was a Minister of the word and sacrament to provide pastoral care by conducting all aspects of worship and tending to the spiritual wellbeing of all those committed to my charge in the parish.
- I also acted as a manager who presided over all the administrative and pastoral functions of his Parish.
- As a Parish Priest, I was the grassroots personnel who articulated, facilitated and implemented Diocesan resolutions and missions activities and therefore as the vision bearer at Parish level and accountable for its rise or fall. I introduced social outreach programs.

Notable achievements:

- Purchase of land for building a parish (clergy) house and facilitated the commencement of the building project.
- Revived a parish that had been declining and made a viable parish
- Reorganised and put in place management and administrative systems and facilitated the acquisition of office equipment.

2008-2010 **Diocesan Training Chaplain** Anglican Diocese of Lusaka, Zambia,
served for

two years.

This was a senior management position and my main duties were

- To coordinate, facilitate and advise on all training and recruitment needs in the Diocese.
- Participate in the rebranding of the Advisory Council on Church missions into the Diocesan Education and Training Advisory Board

2007-2009 **Diocesan Synod Secretary 2007-2009,** Anglican Diocese of Lusaka,
Zambia,

served for two years in this position which an electable position during the Synod which is the supreme policy making body of the Diocese. The secretary shall be either a layperson or an ordained minister.

My main duties among many others included,

- Recording, printing, keeping and timely preparation of all meeting proceedings of the Synod Assembly and Standing Committee.

- I was authorised and empowered in the name of this synod, to attest all instruments which require the same, and which were signed and sealed by the bishop.
- In consultation with the bishop, classified and arranged all important papers and documents and filed them accordingly.

2004-2006 Head of Missions and Evangelism and University Ecumenical Chaplain

for the Council of Churches in Zambia (CCZ), Lusaka, Zambia. I served in this position for three years. It is a management position that anchors the theological and chaplaincy work of the CCZ.

Main duties included,

- Facilitating all the pastoral and chaplaincy of CCZ through providing pastoral care to the students, staff and organising all national ecumenical prayers functions.

Facilitating staff retreats

- Facilitating theological reflections on various national and CCZ needs such as the 60th-CCZ-anniversary pastoral letter and 40th national Independence pastoral letter.
- Provide chaplaincy to the two teacher training colleges for CCZ, particularly pastoral care for staff and students

2001-2003 Deacon, Curate and Assistant Priest at the Anglican Cathedral of the Holy

Cross, Lusaka, Zambia. These are basically formative positions that aimed at helping a Seminarian graduate gain practical experience under the guidance of a Senior Priest.

Main duties:

- I mainly assisted with pastoral work and conducting of church services and attended to any other duty assigned to me by my superiors.

1991-1998 Bank Clerk and Supervisor B category, Zambia National Commercial Bank

Headquarters, Lusaka, Zambia. I worked for ZANACO for nine years in the Finance and Accounting Department initially in the Inter-branch section which was an internal auditing wing of the Bank and later served in the Treasury (Inter Bank Money Markets) section.

Main duties:

- Monitoring all Inter-Branch transactions and ensuring that all branches assigned to me were complying with bank procedures for transacting with each other.
- Following anomalies and ensuring that they were rectified in time
- Preparing the bank financial position on a daily basis and ensuring that management had an accurate position the bank's participation in the Inter-Bank Money Market to either lend or borrow depending on its liquidity.

Notable achievements:

I was promoted to the position of Supervisor category B, the position I held until I resigned to go for training as a Priest.

1990-1991 Switchboard Operator at National Airports Corporation, Kenneth Kaunda

International Airport (Then Lusaka International Airport), Lusaka, Zambia. This was a junior position and was the first line of communication communications department for the airport.

My task was to ensure there was effective and constant communication between the airport and the external world by attending to incoming and outgoing calls.

7. CORPORATE GOVERNANCE AND BOARDS

2022: Elected CSOs representative and consequently elected as Chairperson of the Board on the Joint Country Program (Norwegian Churchaid and Danish Churchaid partnership)

2020 to date Member of the Board of Governors for Program Against Malnutrition (**PAM**)

2021 to date **Member of IBON Africa Board of Trustees**

August 2017

to date Chairperson of the Board of Governors for Mindolo Ecumenical Foundation

2017 to date Board Member of the Hope and Faith Community School based in Ng'ombe compound.

Serving as Chairperson of the Board

August 2017

to date Member of the Zambia Interfaith Networking Group (**ZINGO**)-**serving as member of the**

Finance and Human Resource Committee

August 2017

to date Christian Churches Monitoring Group (**CCMG**) **Steering Committee (Board)**- **serving as Chairperson**

8. OTHER ECUMENICAL EXPERIENCE

1990-1996 Served as Christian Council of Zambia Vice Youth Chairperson in Kanyama.

The primary task was to mobilise the youth in various denominations under CCZ and promote interdenominational programs through music festival and sports events

2008-2015 Served on the Chawama CCZ local Chapter and the Livingstone CCZ Local Chapter as Committee member and Vice Secretary.

Our task was to liaise with the CCZ Secretariat and facilitate the implementation of its activities at grass roots levels.

8. INTERNATIONAL AND MEDIA EXPOSURE

2017 Consultation on Migration in Nairobi, Kenya. The consultation dealt with the New Face of Migration in the context of terrorism and Climate change and how the interplay contributes to an escalation in

human and smuggling trafficking as the brain drain.

I was selected to be part of a steering committee to spearhead the engagement of FBOs on this and related matters. Networked with the media and effectively commented on various local and national matters. Participate on a number of occasions in Saturday Morning Live ZNBC programs and live radio discussions on Zambezi Fm and Mosi Otunya radio stations.

- | | |
|------|---|
| 2016 | Conference on human trafficking and modern-day slavery in Cape Town, South Africa. The focus of the conference was to mobilise Churches to actively participate in raising awareness and transit facilities for victims of human trafficking. |
| 2012 | Safe Church conference in Canada 2012. The focus of the conference was to proactively engage the Church and FBOs in creating safe churches for all particularly women and children. |
| 2003 | ALPHA evangelism conference in London, United Kingdom. The focus of the conference was to promote and introduce an effective evangelistic tool for modern evangelism especially among the youth and in prison. |

Notable outcome: Facilitated introduction of the ALPHA for prisons that is widespread in almost prisons (correctional facilities) in Zambia

10. CHURCH FINANCIAL SUSTAINABILITY EXPERIENCE

- | | |
|-----------|---|
| 2007-2009 | Managed the process of repossessing, restructuring and making a school income generating project viable at St Francis Anglican Church in Chawama. |
|-----------|---|

The fundraising school project has since become a vital contributor to the Church income.

- | | |
|-----------|---|
| 2013-2015 | Guided and facilitated the vision and building of shops to diversify and improve parish income at St Andrew's in Livingstone. |
|-----------|---|

This project has significantly improved the locally raised income of the parish.

11. MEMBERSHIP AND EXTRA CURRICULA ACTIVITIES:

- | | |
|------------------------|--|
| 2016- to date | Boys and Girls Brigade District Chaplain |
| 2017
Ng'ombe | Board Member of the Hope and Faith Community School based in compound. |
| 2014-2015
models in | Transformation Fellow- one of the three Zambians nominated as role models in the area of Church financial sustainability |
| 2007-2009
Magazine | Article contributor to the International Anglican Family Network Magazine |
| 2006
Practitioners | Member of the Zambia Network for Environmental Educators and Practitioners (ZANEEP) |
| 2004-2006 | Member of the Zambia Prison Fellowship Board |

1998-2001 Students Representative –Anglican Seminary in Kitwe
1991-1998 Treasurer of the Anglican Diocese of Lusaka Youth Movement
1989-1996 Youth Chairperson, Choir Chairperson, Congregation Secretary at St.
Mary’s
Anglican Church in Kanyama

11. HOBBIES:

Travelling and networking, Gardening, watching football, playing chess, watching movies based on true life events and reading motivational and biographical books.

12. REFEREES

A) Academic Referees

Rev. Dr Devison Telen Banda-
Justo Mwale University, Lusaka, Zambia,
Email: dtmbanda@gmail.com
Mobile no. +260977803740 & +260953761959

Dr Rian Venter- University of Free State
(Research Supervisor, Justo Mwale University, Chamba Valley, Lusaka),
Bloemfontein, South Africa. Email: rianventer@mweb.co.za

B) Professional & Character Referees

The Very Rev. Canon Charley Thomas – Vicar General
Anglican Diocese of Lusaka, Box 30183.
Email: revcanonthomas@yahoo.com
Tel: +260211256179
Mobile Nos: +260966967391

Rev. Canon John Kaoma Kafwanka –
PARISH PRIEST the Vicarage,
St Augustine Church Hospital Bridge Road
Whitton, Twickenham TW2 6DE Tel: +44020 8894 0848
Mobile +447469245577
Email: vicarofstaugustinewhitton@aol.com and jkafwan@yahoo.co.uk

CIRRICULUM VITAE

PERSONAL DATA

FULL NAMES : Tom Trevor Shamakamba
GENDER : Male
DATE OF BIRTH : 31st July 1968
PLACE OF BIRTH : Kabwe
MARITAL STATUS : Married with three (3) Children
ADDRESS : House No. 50 Kagona Road, Norhtrise, Ndola
TELEPHONE NO : 02-614423 Tel/Fax: 02-610507
CELL PHONE NO : 0955 414190/0966809054
EMAIL ADDRESS : shamakambat1968@gmail.com
NATIONALITY : Zambian

PROFILE

A detail oriented and organized litigator who possesses 27+ years of experience in law practice. Proven ability to litigate criminal and civil matters as well as experience in contractual negotiations. A criminal defense lawyer responsible for the daily operations of the firm. This includes but is not limited to managing and scheduling court matters, clients' obligations and public relations.

EDUCATIONAL AND PROFESSIONAL QUALIFICATIONS

1986 to 1988 : ST RAPAHIEL'S SECONDARY SCHOOL – LIVINGSTONE
Full Grade 12 GCE 'O' Level Certificate

1989 to 1994 : UNIVERSITY OF ZAMBIA – LUSAKA
Bachelor of Laws Degree (CREDIT)
I was a member of Amnesty International and founded the
Amnesty International Branch at the University of Zambia.

1994 to 1995 : LAW PRACTICE INSTITUTE (Now Called ZIALE) –
Zambia
Post Graduate Diploma in Law Practice
2nd Best Student with Distinctions in Professional Conduct and
Ethics, Book
Keeping and Domestic Relations.

1995 : Admitted to the Zambian Bar as a Legal Practitioner

WORK EXPERIENCE

a) 1994 to 1995 : JITESH NAIK & ADVOCATES – Lusaka – Legal Intern
b) 1995 to 1996 : ELLIS & COMPANY - Ndola – Legal Practitioner Civil
litigation,
Negotiations and Company Law.
c) 1996 to 2001 : NORTEC COLLEGE – Ndola – Business Law Lecturer
Taught Contract Law, Law of Tort and Company Law
d) 1996 to 2001 : ZAMTEL COMPANY LIMITED – Ndola – In-House-Counsel

In charge of litigation for the Company and advising on various matters and agreements
ZAMTEL COLLEGE – Ndola – Law Lecturer
Taught Contract Law, Law of Tort and Company Law
e) 2001 to date : SHAMAKAMBA & ASSOCIATES – Ndola – Managing Partner

My areas of expertise include Criminal litigation of which I have a vast experience, civil litigation and contractual negotiations. Conveyancing, Employment law and General Litigation

COMPETENCIES

- Represented clients in court or before government agencies
- Prepared correspondence and drafting a variety of legal documents
- Advised clients concerning and drafting a variety of legal documents
- Performed administrative and management functions related to the practice of law
- Developed strategies and arguments in preparation for presentation of cases
- Needed superior research, analytical, communication and writing skills to be successful
- Interpreted laws, rulings and regulations for individuals and business. Performed work on civil cases and criminal cases
- Practiced areas include Personal Injury, Family Law, Contracts, Will and Estates Criminal Law and General Litigation

MEMBERSHIP TO PROFESSIONAL BODIES

1995 to date : Member of the Law Association of Zambia
Served as LAZ Council Member (period of 8 years)

REFERENCES

Judge Mary Mulanda

High Court Judge
NDOLA
260977672431

Mr Mulilo Kabesha

Attorney General
Attorney General Chambers
LUSAKA
260977780511

Mr Lawrence Matibini

Managing Partner
Matibini and Company
Buteko Avenue
NDOLA
260977799058

CURRICULUM VITAE

Name : Laura-Mary Miti
Address : Clo Alliance for Community Action N0 3. Danny Kanengoki Road,
PHI, Lusaka
Telephone : +260962331919
Email : laura.miti@acazambia.org mitilaura@gmail.com

PROFESSIONAL EXPERIENCE

EXECUTIVE DIRECTOR – ALLIANCE FOR COMMUNITY ACTION

2016 to date : After working for 25 years in civic society in Zambia and South Africa, I conceptualised and sought seed funding for the Ask Project, which is the flag ship programme for the Alliance for Community Action (ACA). The Ask Project aims to empower and facilitate every day Zambians to, first, understand the quality of services they access as a direct function of budgetary choices made by power holders, and then from an informed position, to routinely and robustly demand accountability. Have trained more than 10,000 everyday citizens, civic actors, media practitioners, councillors and students in the rights based approach to accountability and service delivery.

ZAMBIA LEAD –PUBLIC SERVICE ACCOUNTABILITY MONITOR, RHODES UNIVERSITY, GRAHAMSTOWN, SOUTH AFRICA.

2010-2016 : Responsible for training Members of Parliament, civic society and media actors from Sub-Sahara Africa in a rights-based approach to public resources monitoring. In this position, was responsible for developing content Fora University Certificate course on right-based advocacy and contributing to routine updating of a university public resource management university course. Contributed to training more than 400 participants in public finance monitoring.

PROGRAMME COORDINATOR PARLIAMENTARY LIAISON PROGRAMME, CARITAS ZAMBIA.

2001-2004 : Head hunted to set up and manage a new programme aimed at facilitating civil society and public engagement with governance institutions and systems. Introduced to Zambia the concept of townhall meeting in which members of the public could meet electoral candidates as well as Members of Parliament. In this position, represented Caritas Zambia on the Oasis Forum. Was responsible for developing and implementing the Forum's media campaign demanding constitutional review.

EDUCATION

2009 : Masters of Arts in History, University of Fort Hare, South Africa

1991 : Bachelor of Arts in Education (English), University of Zambia, Zambia.

SIGNIFICANT CIVIL SOCIETY ACTIVIST WORK

- Utilise social media to influence public thought on matters of democracy, human rights and service delivery especially for the less privileged.
- Led the Yellow Card Movement against bad governance.
- Contributed to CSO advocacy against the Bill 10- a retrogressive attempt at constitutional amendment.
- Work with other civic actors to mobilise and capacitate citizens to informed voters.

AWARDS

2021 Southern African Human Rights Defender of the year- awarded by the Southern African Human Rights Defenders network.

2019 Scottish Human Rights Defender Fellow.

2017 Women's Awards "Activist of the Year".

2016 MISA-most influential social media activist award.

2010 Columnist of the Year Eastern Cape South Africa.

VOLUNTARY WORK

Founder and chairperson of the Kwela Trust. Kwela works to identify and support Academically gifted secondary school children who come from homes, so financially Constrained, that they will drop out of school without support. Kwela is also regularly requested to manage once-off funds for various benefactors of charitable causes. For the last 8 years Kwela has also hosted an annual Christmas lunch for 200 children in under privileged areas of Lusaka. The charity is funded by contributions from the public.

CIRRICULUM VITAE

NAME : Chama Christine
ADDRESS : Kabwe, Zambia
MOBILE : 260 973531286
EMAIL : chamachristine@gmail.com

Social Welfare Expert | Board Member | Development Practitioner
(Bachelor of Arts Degree in Development Studies - University of Zambia)

PROFESSIONAL SUMMARY

- With +5 years' work Experience | Social Welfare Expert | Board Member | Development Practitioner
- With a Bachelor of Arts Degree in Development Studies from the University of Zambia
- Expert Social Welfare Expert | Board Member, with strong analytical background in social welfare development and evaluation having worked with Social Welfare Department District Office
- With highly effective leadership skills, contributed in training other staff members on Social Welfare practices
- Very Hard-working person. I believe in producing tangible results, able to work under stressful conditions with minimum supervision and achieve targeted, I am sociable and possess ability to adapt to the demands of the working environment and respond to very tight deadlines.
- I am a first-class team worker, forward thinking with excellent communication, negotiation and influencing abilities compounded by solid analytical and organizational skills
- I am deeply Passionate for development and planning, I seek to be part of any organisation, this will enable the organisation draw benefit from my knowledge, skills, and abilities in Development planning and Research work as a high performer who is focused on results and consistently demonstrates initiative

EDUCATION

- University of Zambia | Bachelor of Arts Degree in Development Studies | 2020
- Evelyn Hone College | Diploma in Social Work | 2012

KEY SKILLS

- Communication skills, both written and verbal
- Programme management Skill
- Talent Development | Capacity building.
- Excellent report writing skills & Data Analysis
- Services excellence and dedication Negotiation and motivating skills
- Ability to manage and execute Projects
- Training and Development
- Resilient – able to work well under pressure and take responsibility
- Engagement and motivation skills
- Digital transformation project skills.
- Negotiation Skills | Planning Skills
- Professional and Resilient, Cross cultural awareness.
- Highly adaptable, managing change and ambiguity with ease

- Research Skills
- Policy development Skills
- Problem-solving Skills
- Report writing Skills
- Presentation and facilitation Skills
- Monitoring and evaluation Skills
- Innovation and knowledge management

KEY ATTRIBUTES

- Leadership skills
- Effective time manager
- Excellent oral and written communication skills
- Hard working
- Dedicated team player
- Creative

LANGUAGES

- English
- Bemba
- Nyanja

TECHNOLOGY

- MS Office
- Internet

APPOINTMENTS

- Appointed as Executive Member on the Women & girls with Disabilities Rights Zambia National Executive Committee | 2021
- Board Member | CBM Christoffel-Blindenmission Christian Blind Mission | 2022

CBM is governed by Board Members in line with its registration status under the NGO Board of Zambia Act No 16 of 2009 certificate number RNGO/101/0067/2013 Board Members govern and oversee the operations of the Organization through acting as fiduciaries. The Members are legally, financially and morally responsible for the Organization.

AREAS OF EXPERTISE

- The Principle of social work values: Social work profession rests on values like equality, social justice, and empowerment. These values also form the base upon which service delivery system of social work administration is based.
- The Principle of community and client needs: The interventions carried out by the social welfare/development agencies are based on the felt needs of the community people or the target group. This is important for the acceptability of the programme.
- The Principle of agency purpose: The agency should have clearly defined, formulated goals and purposes and should work in that direction only.
- The Principle of cultural setting: The administrator needs to understand the socio-cultural setting of the community as it greatly influences the service acceptance and in fact success or failure of the services.
- The Principle of purposeful relationship: Effective purposeful working relationship must be established between the administrator with all the stakeholders - the staff, other agencies, and the community people.

- Policies and processes for articulating corporate commitments to human rights and integrating human rights into core business functions
- Tools to monitor and communicate performance and progress in advancing human rights
- Multistakeholder processes and community engagements to better understand root causes and collective solutions
- Expert knowledge on Social challenges and strategic planning

WORK BACKGROUND

Assistant Social Welfare Officer | Social Welfare Department District Office, Kabwe | Currently

Principal Accountabilities (Main Duties)

Public Welfare Assistance Scheme

Administers effectively the Public welfare assistance Scheme in order to facilitate timely provision of immediate basic needs to vulnerable persons.

Monitoring and Evaluation

Participates effectively in the Monitoring and evaluation of statutory and non-statutory services in order to provide appropriate intervention measures.

Juvenile Justice

Facilitates effectively in the dispensation of juvenile justice in the District in order to promote and protect the rights of Juveniles in conflict with the law.

Probation Services

Provides timely community probation services to Juvenile offenders in order to appropriately modify the behaviour.

Child placement

Prepares timely committal orders in order to ensure safety of children in need of care

Street Children Programmes (OVCS)

Facilitates effectively the provision of rehabilitation services to street children in order to timely reintegrate them into the community.

Advisory Board Member | Vilole Images Productions | 2020 – PRESENT

- Approve the budget
- Review, sign and assure submission of annual reports
- Review and authorize personnel policies relevant to hiring
- Promotion, dismissal, compensation
- Meet annually and as needed, even if only electronically
- Review and approve plans for reorganization, growth and contraction
- Review and approve major plans for major assets sales and Acquisition
- Review and approve major gifts, including the terms of the gifts

Students Living with Disabilities Representative | University of Zambia | 2019 September to 2020 November

- Organising platforms for students living with disabilities

- Conducting disability advocacy
- Ensuring that views and concerns for students living with disabilities are taken into consideration by the University Management Linking students living with

OTHER RESEARCH WORK EXPERIENCE

Participated in the Youth Leadership Conference organized National Youth Development Council | 2019 March

Attended Launch of a study focusing on: Assessment of the production, Profitability and Revenue | 2019 May

REFERENCES

Ms.Musenge Mumba Musonda
District Social Welfare Officer
Kabwe
0977788081

Ms.Musola Kaseketi Vilole Images Productions
Livingstone
0977370233

Mr.Mulonda
Lecturer
University of Zambia
Development Studies Department Lusaka
0973644715