



REPUBLIC OF ZAMBIA

REPORT

OF THE

**PARLIAMENTARY SELECT COMMITTEE APPOINTED TO
SCRUTINISE THE PRESIDENTIAL APPOINTMENT OF MRS EMILY
JOY SIKAZWE TO SERVE AS VICE-CHAIRPERSON AND MAJOR-
GENERAL VINCENT MBAULU MUKANDA (RTD) AND MRS NDIYOI
MULIWANA MUTITI TO SERVE AS MEMBERS OF THE ELECTORAL
COMMISSION OF ZAMBIA**

PRINTED BY THE NATIONAL ASSEMBLY OF ZAMBIA

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REPORT OF THE PARLIAMENTARY SELECT COMMITTEE APPOINTED TO SCRUTINISE THE PRESIDENTIAL APPOINTMENT OF MRS EMILY JOY SIKAZWE TO SERVE AS VICE-CHAIRPERSON AND MAJOR-GENERAL VINCENT MBAULU MUKANDA (RTD) AND MRS NDIYOI MULIWANA MUTITI TO SERVE AS MEMBERS OF THE ELECTORAL COMMISSION OF ZAMBIA

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

Sir,

The Parliamentary Select Committee was appointed on 24th June, 2020, to scrutinise the Presidential appointment of Mrs Emily Joy Sikazwe to serve as Vice-Chairperson and Major-General Vincent Mbaulu Mukanda (Rtd) and Mrs Ndiyoi Muliwana Mutiti to serve as Members of the Electoral Commission of Zambia.

The Presidential appointment of the nominees to the Electoral Commission of Zambia was made pursuant to section 5 of the Electoral Commission of Zambia Act No. 25 of 2016, which provides as follows:

“5. (1) The Commission consists of the following full-time members appointed by the President, subject to ratification by the National Assembly:

- (a) the Chairperson;*
- (b) the Vice-Chairperson; and*
- (c) three other members.*

(2) A person is qualified for appointment as a member if that person-

- (a) has a school certificate or its equivalent;*
- (b) holds a degree or an equivalent qualification, which is accredited or recognised and validated by the Zambia Qualification Authority;*
- (c) does not hold a political office; and*
- (d) has proven relevant knowledge and experience in*
 - (i) election administration and management;*
 - (ii) finance;*
 - (iii) governance;*
 - (iv) public administration; or*
 - (v) law.*

(3) A member shall hold office for a term of seven years, and may be re-appointed for a further and final term of seven years.

(4) A member may resign on giving one month’s notice, in writing, to the President.”

TERM OF REFERENCE

2. The Term of Reference of the Committee was to scrutinise the Presidential appointment of Mrs Emily Joy Sikazwe to serve as Vice-Chairperson and Major-General Vincent Mbaulu Mukanda (Rtd) and Mrs Ndiyoi Muliwana Mutiti to serve as Members of the Electoral Commission of Zambia.

MEMBERSHIP

3. The Committee comprised the following Members:

Ms E Kabanshi, MP, Chairperson;
Mr E J Muchima, MP, Vice-Chairperson;
Mr G G Zimba, MP;
Mr C Chali, MP;
Mr S Miti, MP;
Mr C Mweetwa, MP;
Mrs S S Mulyata, MP;
Mr J Chishala, MP;
Mr A Kasandwe, MP; and
Dr M Malama, MP.

MEETINGS OF THE COMMITTEE

4. The Committee held a total of seven (7) meetings during the period 25th June, 2020 to 23rd September, 2020. At its first meeting held on Thursday, 25th June, 2020, the Committee elected Ms E Kabanshi, MP, as Chairperson and Mr E J Muchima, MP, as Vice-Chairperson.

PROCEDURE ADOPTED

5. The Electoral Commission of Zambia (ECZ) is established under Article 229 (1) of the Constitution, Cap. 1 of the Laws of Zambia. It is an integral part of Zambia's democratic dispensation with the key mandate to, *inter alia*, conduct elections, implement the electoral process and register voters in line with the Constitution and the Electoral Process Act No. 35 of 2016. In view of this, the Committee resolved that only competent persons with unquestionable integrity, diligence, eminence and sound character should be appointed as Members of the ECZ. Therefore, the Committee carefully selected the witnesses to assist it scrutinise the suitability of the nominees. The Committee also requested memoranda from relevant State security agencies, professional bodies and other stakeholders and the Appointing Authority. The witnesses also appeared before the Committee to make their oral submissions. Further, the Committee interviewed the nominees and carefully scrutinised their *curricula vitae*.

SUBMISSIONS BY STATE SECURITY AGENCIES

ZAMBIA POLICE SERVICE (ZP)

6. The Deputy Inspector-General of Police in charge of operations 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 ZPs vetting process had revealed that the nominees did not have any adverse record. In view of this, ZP found the nominees suitable to serve in the positions they had been appointed and supported their appointment.

As regards reports that Mrs Emily Joy Sikazwe, was a Malawian national, the Deputy Inspector-General confirmed that the nominee was Zambian. He explained that ZP had consulted a close family member of the nominee, Headman Mwase Mpangwe Chadwamba Kaluli (John Tembo), who confirmed that the nominee was born from Mr Ian Kasambo Munthali and Mrs Elvin Nyapachuma Chisizi Munthali, who were both Zambian citizens but deceased. He, however, explained that the nominee had completed her secondary and tertiary education in Malawi and Russia, respectively.

ANTI-CORRUPTION COMMISSION (ACC)

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

She informed the Committee that the information provided by the ACC related only to allegations of corruption in line with the ACC's mandate under the Anti-Corruption Act No. 3 of 2012. She explained that the ACC responded to the request for background information on the nominees by analysing the information contained in its database. She further explained that the database was a computerised system called the Case Management System, which stored information relating to all investigations or cases that the ACC was handling or had handled in the past. She submitted that the information on the database contained, *inter alia*, details of suspects or accused persons, the nature of the allegation and the outcome or conclusion of the matter.

The Acting Director-General informed the Committee that the ACC had, in the past, investigated one of the nominees, Mrs Emily Joy Sikazwe, but the case was closed because the allegations against her were unsubstantiated. In that regard, she informed the Committee that the ACC's search had not yielded any adverse information against any of the nominees.

DRUG ENFORCEMENT COMMISSION (DEC)

8. The Commissioner of the DEC submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*.

The Commissioner explained that the focus of the DEC was to ascertain whether the nominees had at anytime contravened the Narcotic Drugs and Psychotropic Substances Act, Cap. 96 of the Laws of Zambia, or the Prohibition and Prevention of Money Laundering Act No. 14 of 2001. She informed the Committee that the DEC conducted a record search on the nominees and no adverse records were revealed. Consequently, the DEC supported the appointments.

SUBMISSIONS BY PROFESSIONAL BODIES/STAKEHOLDER INSTITUTIONS

HUMAN RIGHTS COMMISSION (HRC)

9. The Director of the HRC submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*.

The Director informed the Committee that in assessing the suitability of the nominees, the HRC had considered whether the nominees met both the constitutional and statutory requirements. In that regard, the Director referred the Committee to the provisions of Article 240 of the Constitution of Zambia, which provides as follows:

“240. A person qualifies to be appointed as a member of a commission if that person—

- (a) is a citizen;*
- (b) is permanently resident in Zambia;*
- (c) has not, in the immediate preceding five years, served a term of imprisonment of at least three years;*
- (d) declares that person’s assets and liabilities, as prescribed;*
- (e) has paid that person’s taxes or has made arrangements satisfactory to the appropriate tax authority for the payment of the taxes;*
- (f) does not have a mental or physical disability that would make the person incapable of performing the functions of office;*
- (g) is not serving a sentence of imprisonment for an offence under a law; and*
- (h) has other qualifications, as prescribed.”*

The Director further highlighted the qualifications for a member of the ECZ under section 5 (2) of the Electoral Commission of Zambia Act, which provides as follows:

- “5. (2) A person is qualified for appointment as a member if that person—*
- (a) has a school certificate or its equivalent;*
 - (b) holds a degree or an equivalent qualification, which is accredited or recognised and validated by the Zambia Qualification Authority;*
 - (c) does not hold a political office; and*
 - (d) has proven relevant knowledge and experience in—*
 - (i) election administration and management;*
 - (ii) finance;*
 - (iii) governance;*
 - (iv) public administration; or*
 - (v) law.”*

The Director submitted on the suitability of each of the nominees as set out below.

(i) Mrs Emily Joy Sikazwe

The Director submitted that Mrs Emily Joy Sikazwe met both the constitutional and statutory qualifications for appointment as Vice-Chairperson of the ECZ. She informed the Committee that the nominee had been a member of the ECZ from the time she was appointed on 17th

June, 2015, and successfully vetted. The nominee, thus, had vast experience in managing the electoral system of Zambia given the experience she had acquired over the years.

The Director further submitted that the appointment of the nominee, who was female, would add to the diversity of the Board. Additionally, it complied with Article 173 (1) (j) of the Constitution, which promoted equal opportunities for appointments of members of both gender in the Public Service.

The Director informed the Committee that since the appointment of the nominee was more of a promotion, there was need to consider her achievements during her tenure. She explained that in order to place the nominee's achievements in context, it was necessary to highlight the key mandate of the ECZ as set out in Article 229 (2) of the Constitution, which provides as follows:

“229. (2) The Electoral Commission shall—
(a) implement the electoral process;
(b) conduct elections and referenda;
(c) register voters;
(d) settle minor electoral disputes, as prescribed;
(e) regulate the conduct of voters and candidates;
(f) accredit observers and election agents, as prescribed;
(g) delimit electoral boundaries; and
(h) perform such other functions as prescribed.”

The Director explained that during her tenure as a Member of the ECZ, the nominee had contributed to the successful holding of elections. This included the 2016 General Elections, which were declared free and fair by various election observer groups, including the European Union, African Union and Southern Africa Development Community (SADC). The Director noted the need for the ECZ to do more to address incidences of violence during elections. She expressed confidence that the nominee's expertise would enable her endeavour to develop strategies that would address political violence, particularly against the vulnerable such as women and children.

Additionally, the Director submitted that the nominee chaired the Sub-Committee on Elections, which had the mandate of ensuring the effective implementation of the electoral process. This was by providing policy guidance and ensuring adherence to the laws and regulations. She added that, as a result of that, the nominee had continuously played a key role in guiding the development of key policies, including on risk management and sexual harassment. She added that the nominee had also contributed to the development of election manuals, among other things.

Furthermore, the Director submitted that as part of her learning, the nominee had initiated the process of setting up a Museum of Democracy. She explained that the museum would enable the country document its history and many successes. She stated that this would not only be for educational purposes, but also for showcasing the country's political history in line with the electoral process. She submitted that it was hoped that this would enhance future legislative electoral processes. The Director also submitted that, based on best practices from sister Election Management Bodies (EMBs) on the continent and in the world, the nominee had been instrumental in recommending the setting up of an independent observatory and

advisory body called the Electoral Group of Eminent Persons. The Director added that it was the first time that the ECZ, and the country, had had such a body.

The Director informed the Committee that due to her civil society background, where she had championed the promotion of women's rights, the nominee had been influential in engendering the electoral process. She stated that the nominee had achieved that through engendering the ECZ's policies and electoral regulations handbooks for the implementation of various electoral processes, including voter education.

Further, the Director stated that the nominee had played a key role in providing policy guidelines to ensure structures for stakeholder engagement, such as political parties' liaison committees, were set up and operationalised. The Director stated that she was confident that all those efforts by the nominee had potential to enhance the credibility of the electoral process.

The Director noted stakeholder misgivings regarding the printing of ballot papers for the 2016 elections in Dubai. She apprised the Committee that, as part of conflict resolution and for the sake of building stakeholder confidence, the nominee had led Zambian stakeholders to Dubai to observe the printing of the ballot papers. She explained that that action had resulted in the acceptability and credibility of the electoral process.

She also submitted that following allegations of electoral malpractices in the 2016 General Elections, the nominee facilitated policy guidance aimed at enhancing the verification of results at many levels. She added that the guidelines had resulted in the transformation of streams into polling stations, which would not only reduce the time for casting votes, but also enhance the announcement and management of results.

The Director also informed the Committee that in order to enhance stakeholder confidence in the electoral process, especially among political parties, and to demystify the ECZ Server Room, the nominee had facilitated the conduct of a tour of the Electoral Server Room by all political party representatives and their information communication technology specialists. The purpose of the tour was to ensure political parties familiarised themselves with the process, and to reduce misinformation. The Director concluded her submission on the nominee by stating that those were some of the nominee's achievements that were aimed at ensuring the fulfilment of the mandate of the ECZ, and building the confidence of different stakeholders in the institution.

(ii) Major-General Vincent Mbaulu Mukanda (Rtd)

The Director submitted that the nominee met both the constitutional and statutory requirements for appointment to serve as a Member of the ECZ. She pointed out that his expertise in conflict management at international and national level would assist the ECZ discharge its mandate, particularly in relation to the settlement of minor electoral disputes in line with Article 229 (2) (d) of the Constitution.

The Director further submitted that the nominee had served had participated in the Post-Election Reviews of the ECZ and had demonstrated keen interest in working on elections. She also pointed out that the nominee had conducted trainings in conflict management for ECZ staff. She informed the Committee that the nominee's prior interaction with the ECZ

gave him a fair understanding of the needs of the institution, particularly in areas that could be improved.

The Director informed the Committee that the nominee had developed training materials and modules for the staff of the ECZ in conflict management for both national and sub-national level conflict management committees. Additionally, the Director stated that the nominee currently lectured in conflict management at institutions of higher learning and that he would bring with him both theoretical and practical experience from his academic work.

The Director concluded her submission on the nominee by stating that given the nominee's credentials and work experience, the nominee would contribute to good governance as well as enhance the administration of the ECZ.

(iii) Mrs Ndiyoi Muliwana Mutiti

The Director informed the Committee that the nominee met both the constitutional and statutory requirements to serve as a Member of the ECZ. She pointed out that the nominee had an industrious career in public administration, having obtained a Bachelor of Arts degree in Public Administration from the University of Zambia.

The Director informed the Committee that the nominee's experience in records management and systems, which was her main area of expertise, would contribute positively to the attainment of the mandate of the ECZ. The Director submitted that the importance of managing electoral records by adopting proper data management systems could not be overemphasised. She added that the poor management of the records of an electoral body could potentially result in conflict among different players in the electoral process, thereby undermining the credibility of the electoral process.

The Director submitted that the nominee possessed a Certificate in Human Rights and Humanitarian Law from the Raoul Wallenberg Institute, which was one of the prestigious human rights institutions in the world. She pointed out that because elections bordered on human rights, the HRC hoped that the nominee would assist in guiding the ECZ to adopt a human rights-based approach in discharging its mandate by, among others, ensuring the full participation of vulnerable groups.

The Director concluded her submission by stating that the nominee, being female, would add to the diversity of the ECZ considering that the Chairperson was male. She stated that a balance of the two genders was in line with Article 173 (1) (j) of the Constitution, which promoted equal opportunities in appointments in the Public Service.

FINANCIAL INTELLIGENCE CENTRE (FIC)

10. The Director – Legal and Policy FIC submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*. The Director also submitted on each of the nominees as set out below.

(i) Mrs Emily Joy Sikazwe

The Director – Legal and Policy informed the Committee that FIC had considered the legal provisions relating to the position of Vice-Chairperson of the ECZ. She submitted that a

perusal of the qualifications and professional experience of the nominee revealed that the nominee possessed the requisite qualifications to hold the position.

She further submitted that a perusal of the institutional database and other sources did not reveal any adverse information that would preclude the nominee from being appointed as Vice-Chairperson of the ECZ. She added that there were no pending suspicious transaction reports or criminal records pertaining to the nominee.

(ii) Major-General Vincent Mbaulu Mukanda (Rtd) and Mrs Ndiyoi Muliwana Mutiti

The Director - Legal and Policy submitted that the provisions of section 5 of the Electoral Commission of Zambia Act also applied to the qualifications of Members. She informed the Committee that having noted the relevant legal provisions and the contents of the *curricula vitae* provided to the institution, both nominees possessed the requisite qualifications for appointment as Members of the ECZ.

She informed the Committee that a check in the institutional database did not reveal any record of bankruptcy or conviction in relation to either of the nominees. She further informed the Committee that there was no other adverse information that precluded either of the nominees from being duly appointed as Members of the ECZ. In addition, she stated that there were no pending suspicious transaction reports or criminal records pertaining to either nominee. The Director - Legal and Policy concluded her submission by informing the Committee that neither of the nominees appeared as director, shareholder or beneficial owner in any company. As such, they could not be linked to any company that could be suspected of being involved in money laundering, terrorism or proliferation financing or other financial crimes.

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

11. The Programmes Manager submitted that SACCORD had scrutinised the background information that was availed to it and had undertaken its own research on the nominees. He submitted on the suitability of each of the nominees as set out below.

(i) Mrs Emily Joy Sikazwe

The Programmes Manager submitted that SACCORD appreciated the fact that the nominee was a mature senior Zambian citizen and stable family person. He added that the nominee was a woman of high qualifications and calibre with a clear work track record. He further submitted that in its background search, SACCORD had not come across any adverse information that would affect the nominee's suitability for appointment.

(ii) Major-General Vincent Mbaulu Mukanda (Rtd)

The Programmes Manager submitted that the nominee was a mature senior Zambian citizen and stable family person. He added that the nominee had a clear work track record and that there was no adverse information that would affect his suitability for appointment.

(iii) Mrs Ndiyoi Muliwana Mutiti

The Programmes Manager submitted that SACCORD appreciated that the nominee was a mature Zambian citizen and stable family person. He also submitted that the nominee was a woman of high qualifications and calibre who had a clear work track record. Further, SACCORD stated that in its background search, it had not come across any adverse information that would affect the nominee's suitability for appointment.

The Programmes Manager informed the Committee that SACCORD did not have any basis for not recommending Mrs Emily Joy Sikazwe to be appointed as Vice-Chairperson of the ECZ. He added that SACCORD believed that Mrs Sikazwe possessed all the requisite qualities, and would complement the ECZ Chairperson who was male. He further submitted that since SACCORD had not come across any adverse information against Major-General Vincent Mbaulu Mukanda (Rtd) and Mrs Ndiyoi Muliwana Mutiti, the organisation supported their appointment to serve as Members of the ECZ.

TRANSPARENCY INTERNATIONAL ZAMBIA (TIZ)

12. The Legal Officer TIZ submitted on the educational and professional background of the nominees as stated in their *curricula vitae*. She stated that the positions were cardinal because the ECZ was entrusted with the responsibility of organising and conducting elections in Zambia. Therefore, in line with its standard procedure, TIZ had assessed all the nominees with respect to the legal provisions and other related concerns regarding such appointments.

In that regard, TIZ had assessed the nominees using the following methodology in hierarchical order-

1. Background Check

TIZ contended that the persons to be appointed to the positions ought to have clean backgrounds and their qualifications ought to be authentic in terms of the claims they made about their background. These included their academic qualifications and work experience. In order to ascertain the nominees' educational claims and work experience, TIZ undertook, where it could, verification of the academic qualifications of the nominees. Further, various people who knew the nominees or had worked with them were engaged. The purpose of the exercise was to learn more about the character of the nominees.

2. Legal Requirements

TIZ's position was that presidential and ministerial appointments were provided for in various pieces of legislation. In that regard, TIZ interrogated the relevant pieces of legislation in order to assess the legal eligibility of the nominees to serve in the positions to which they had been appointed. TIZ, thus, analysed the legal provisions with regard to the appointments. That made the hallmark of its final recommendations and conclusions.

3. Security Vetting

TIZ used various records and sources to assess the security standing of the nominees. The primary interest was to identify public opinions that the nominees had adopted, if any, on matters of public security. The question addressed was whether the

nominee was going to pose a security risk to the country if the nominee was appointed to the position under consideration.

4. Independence /Objectivity Test

This test was, in most cases, TIZ's in-house analysis of data it had obtained. Its focus was on establishing how independent or objective the nominees would be in the positions they were being considered for.

5. Public Integrity and Standing test

Using public and private records, TIZ also assessed the conduct of the nominees, particularly whether the nominees were persons known to be of integrity and good standing in society.

6. Skills Matching

Persons appointed to the positions in question should add value to the ECZ. The value addition included work experience, specialised skills or leadership qualities that would be harnessed for the betterment of the institution. In that regard, TIZ carefully considered the *curricula vitae* of the nominees in order to assess the type of contribution that they would make if ratified by Parliament.

The Legal Officer informed the Committee that, in scrutinising the nominees, TIZ had critically analysed both their academic and legal qualifications. In so doing, TIZ had referred to the legislation relating to the appointment of the Vice-Chairperson and Members of the ECZ. She further highlighted the provisions of section 5 of the Electoral Commission of Zambia Act pertaining to the appointment of Members of the ECZ.

The Legal Officer further submitted that the ECZ drew its mandate from both the Constitution and the Electoral Process Act No 35 of 2016. She highlighted the ECZ's mandate as provided under Article 229 (2) of the Constitution of Zambia. She further submitted that the Electoral Process Act empowered the ECZ to perform the following statutory functions:

- (i) To make regulations providing for the registration of voters and for the manner of conducting elections;
- (ii) to constitute conflict management committees and appoint conflict management officers for purposes of resolving electoral disputes;
- (iii) to administer and enforce the Electoral Process Act and the Electoral Code of Conduct;
- (iv) to correct mistakes committed by electoral officers in the tabulation of results within seven days of the declaration of the results;
- (v) to disqualify a political party or candidate in breach of the Code; and
- (vi) to provide voter education.

The Legal Officer submitted that it was clear from the foregoing that the functions of the ECZ were centred around administering elections, which was a key pillar in a democratic dispensation and, in that regard, it was important that members of the ECZ were persons of high integrity.

The Legal Officer submitted on each of the nominees as set out below.

(i) Mrs Emily Joy Sikazwe

She submitted that TIZ had not come across any information that brought the nominee's integrity into question. She further stated that the nominee had vast experience in election administration and management, governance and public administration, having served as Chief Executive Officer of Women for Change for twenty-one (21) years, and as a Member of the ECZ, among other bodies.

TIZ, therefore, commended the Appointing Authority for identifying another capable woman to replace the former Vice-Chairperson who had served the ECZ with diligence. She submitted that TIZ believed that the nominee would add value to the strategic direction of the ECZ.

(ii) Major-General Vincent Mbaulu Mukanda (Rtd)

The Legal Officer submitted that the nominee held various qualifications, including a Bachelor of Arts degree in Defence and Security studies, which satisfied the requirement for one to possess a degree or its equivalent in order to qualify for appointment as a Member of the ECZ. She informed the Committee that the nominee, thus, satisfied both the academic and other requirements for the position of Member of the ECZ.

The Legal Officer also submitted that it was clear from the nominee's *curriculum vitae* that he had vast knowledge in defence and security, diplomacy, defence management, conflict management and civil military relations. She added that the nominee also had some knowledge on various subject matters in law. Further, she stated that the various senior positions that the nominee had held implied he had wide administrative knowledge and management skills. She informed the Committee that this experience would be beneficial to the ECZ.

(iii) Mrs Ndiyoi Muliwana Mutiti

The Legal Officer submitted that the nominee was a holder of a university degree in public administration which satisfied the academic qualifications for the position. She further submitted that the nominee had vast administrative knowledge and management skills, obtained from the various positions she had held. She, however, highlighted the fact that it was clear from the nominee's *curriculum vitae* that none of the positions she previously held indicated that she had vast knowledge or experience in election administration. She, nonetheless, submitted that the nominee's expertise and vast experience in records management and archives administration would be an added advantage in the execution of the functions of the ECZ. This was with particular reference to the correction of mistakes committed by electoral officers in the tabulation of results as well as the provision of voter education to electoral officers.

The Legal Officer stated that TIZ noted the fact that the nominee was currently serving as an Ambassador, which required one to owe allegiance to the appointing authority. She stated that TIZ was of the view that the position of Member of the ECZ required an independent person who would exercise her duties without external influence. Therefore, she stated that TIZ was concerned that if the nominee continued to serve as Ambassador, her ability to independently perform her functions as a Member of the ECZ would be compromised.

She concluded her submission by stating that the nominee possessed both the requisite qualifications and competencies to serve as a Member of the ECZ. She, however, submitted that TIZ was concerned about the nominee's status as an Ambassador. She reiterated that this was because an Ambassador owed his or her allegiance to the appointing authority while a Member of the ECZ needed to be an independent person who had the interests of the Zambian people at heart. She submitted that TIZ would only support the nominees appointment if she relinquished her position as Ambassador once ratified.

NON-GOVERNMENTAL GENDER ORGANISATIONS' COORDINATING COUNCIL (NGOCC)

13. The Acting Executive Director NGOCC submitted that NGOCC's written submission was intended to furnish the Committee with background information on the suitability of Mrs Emily Joy Sikazwe to serve as Member of the ECZ. She explained that NGOCC had based its recommendation of Mrs Emily Joy Sikazwe on the information gathered through its close working relationship with her and its observation of her professional and public conduct exhibited throughout her career.

The Acting Executive Director submitted that NGOCC had noted that the participation of women in decision-making had remained low over the last fifty (50) plus years of Zambia's independence. She informed the Committee that the situation could be attributed to a number of factors that had disadvantaged women over the years, including the partial-domestication of some international, continental and regional instruments on gender equality. The Organisation, however, wished to acknowledge government's efforts in domesticating the aforementioned instruments through the enactment of the Gender Equity and Equality Act (GEEA).

She stated that NGOCC was glad to note that the Executive had begun to observe and follow the dictates of Article 259 of the Constitution. She explained that that Article 259 expressly provided for the need to ensure gender equality in the appointments of those to serve in such important national institutions. She, however, stated that despite some positive steps that the Government had taken to attain gender parity through appointment of women in various positions in the public sector, NGOCC had noted that the Zambian political landscape remained predominantly male, to the exclusion of women who constituted over fifty (50) percent of the population. NGOCC submitted that despite the country signing a number of international and regional protocols and conventions on gender equity and equality, stakeholders were concerned with the low numbers of women vying and adopted for political office and subsequently elected to political positions as leaders, at local government and parliamentary level.

The Acting Executive Director cited the example of the Judiciary where statistics indicated that female representation of Judges at the Supreme Court stood at 31%, High Court at 56% and Constitutional Court at 56%. She further submitted that at Cabinet and Permanent Secretary level, the statistics were 31% and 25%, respectively. At traditional leaders' level, females represented a paltry 9%, which was the same for female Chief Executives in corporate institutions. She also indicated that the same trend had been registered at Parliamentary and Local Government level, which were at 18.1% and 9%, respectively (ZNWL Gender Audit report, 2018).

She referred the Committee to Article 229. (1) of the Constitution, which established the Electoral Commission of Zambia. She also referred the Committee to the requirements for the appointment of Members as laid down in the Electoral Commission of Zambia Act.

The Acting Executive Director thereafter submitted on the suitability of each of the nominees as set out below.

(i) Mrs Emily Joy Sikazwe

She submitted that after perusing through the *curriculum vitae* of the nominee, NGOCC had noted that she had the requisite qualifications for the position of Vice-Chairperson of the ECZ. The Acting Executive Director stated that the appointment of the nominee as Vice-Chairperson of the ECZ was progressive because she had served at the ECZ as a Member. She explained that this gave her immense experience and understanding of the electoral system in Zambia.

The Acting Executive Director submitted that having worked closely with the nominee while she was the Executive Director for Women for Change and also as Publicity Secretary for the NGOCC Board of Governors, NGOCC was convinced that she understood the challenges facing Zambian women; especially with regard to participation in development at all levels. She added that NGOCC believed that the nominee's passion for the advancement of women in society, would work towards enhancing the credentials of the ECZ, in general, and women's participation, in particular. She further submitted that the nominee had participated in various ECZ electoral processes and, therefore, had adequate experience of the gender implications of the current electoral system, and was in a position to contribute to the smooth running of the ECZ. Accordingly, NGOCC supported her appointment as Vice-Chairperson of the ECZ.

(ii) Mrs Ndiyoi Muliwana Mutiti

The Acting Executive Director stated from the outset that the nominee possessed the requisite qualifications for the position of Member of the ECZ. She added that the nominee had gained experience from serving in various public offices, which gave her an understanding of the electoral system in Zambia.

She informed the Committee that the nominee had once served as a member of a committee of Permanent Secretaries assigned to consider national guidelines on the management of survivors of sexual and gender-based violence. The Committee was also tasked to develop a strategy to engender the Public Service. She explained that the nominee's contribution to that committee was a clear demonstration of her immense support to championing the gender agenda in the country. The Committee was further informed that the nominee's contribution as a member of the Advisory Council at World Vision International, Zambia Office was also a clear demonstration of her role in advocating for the rights of women and children. The Acting Executive Director, thus, informed the Committee that NGOCC believed that the nominee would use her practical experiences to enhance the credentials of the ECZ in general and women's participation in particular.

Accordingly, she submitted that, in accordance with the constitutional provisions and the United Nations Guiding Principles, the nominee qualified to be appointed as a Member of the ECZ. She explained that this was because she had the necessary leadership skills and had

contributed immensely to the development agenda for vulnerable women and children in the country. In view of that, NGOCC supported her appointment.

LAW ASSOCIATION OF ZAMBIA (LAZ)

14. The President of LAZ submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*.

He informed the Committee that the ECZ was a body established under Article 229 of the Constitution of Zambia with the constitutional mandate to implement the electoral process. LAZ referred the Committee to Article 229 (2) of the Constitution, which sets out the mandate and functions of the ECZ.

He added that section 4 of the Electoral Commission of Zambia Act gave the ECZ detailed functions as follows:

“4. (1) Subject to the Constitution, the Commission shall direct, supervise and control elections in a fair and impartial manner.

(2) Without prejudice to the generality of subsection (1) the functions of the Commission are to-

(a) apply the principles in the electoral system and process under the Electoral Process Act, 2016;

(b) conduct the registration of voters for the purposes of an election;

(c) prepare, publicise and maintain a register of voters;

(d) determine the names and boundaries of constituencies and wards;

(e) resolve disputes that are of an administrative nature, which may arise from the organization, administration or conduct of an election;

(f) conduct education and information programmes to promote public awareness of electoral matters;

(g) provide information and advice to State organs on electoral matters;

(h) conduct and promote research into electoral matters and other matters that relate to its functions; and

(i) establish and maintain liaison and cooperation with political parties.”

The President of LAZ submitted that, under Section 5 (1) of the Electoral Commission of Zambia Act, the power to appoint members of the ECZ was vested in the Republican President. He explained that the Act stipulated that the ECZ should consist of full-time members appointed by the President, subject to ratification by the National Assembly. He added that the Act further defined “*member*” as a person *appointed as a member of the ECZ* under section 5.

He further submitted that LAZ had deliberated over the suitability of the nominees and highlighted the qualifications for appointment as a Member of the ECZ as contained in section 5(2) of the Electoral Commission of Zambia Act.

He explained that for a person to be appointed as Vice-Chairperson or Member of the ECZ, the person had to have a school certificate or its equivalent and a degree or an equivalent qualification, which was accredited or recognised and validated by the Zambia Qualification Authority. In addition, the person must have relevant knowledge and experience in election administration and management, finance, governance, public administration or law.

The President of LAZ informed the Committee that LAZ was of the considered view that the three (3) nominees had participated in many activities related to the prerequisite qualifications outlined in section 5(2) of the Electoral Commission of Zambia Act.

The President of LAZ submitted on each of the nominees as set out below.

(i) Mrs Emily Joy Sikazwe

The President of LAZ submitted that a perusal of the nominee's *curriculum vitae* showed that she had the requisite experience from the many professional bodies she belonged to. The President further submitted that the award of a Doctor of laws Degree by St. Francis Xavier University was a mark of esteem and a clear indication that she had the relevant knowledge and experience in law.

(ii) Major-General Vincent Mbaulu Mukanda (Rtd) and Mrs. Ndiyoi Muliwana Mutiti

The President of LAZ stated that a perusal of Major-General Mukanda (Rtd)'s *curriculum vitae* showed that he had a military background with a Master of Arts in Defence Studies with specialisation in governance, security and international law.

Mrs Mutiti held a Bachelor of Arts degree in Public Administration and Economics from the University of Zambia and a Masters degree in Records Management and Archives Administration.

The President of LAZ concluded his submission by stating that LAZ had no objections to the appointment of all the three (3) nominees.

ELECTORAL COMMISSION OF ZAMBIA (ECZ)

15. The Chief Electoral Officer of the ECZ submitted on the personal, educational and professional background of the nominees as stated in their *curricula vitae*. He submitted on each of the nominees as set out below.

(i) Mrs Emily Joy Sikazwe

The Chief Electoral Officer submitted that the nominee was an academician and gender activist qualified to be appointed as Vice-Chairperson of the ECZ in accordance with section 5 of the Electoral Commission of Zambia Act. He added that the nominee had been involved in gender activities since 1993 and had served as Chief Executive Officer for Women for Change for twenty-one (21) years.

He submitted that Members were the policy makers of the ECZ and, as such, should be persons who were able to provide guidance and direction to ECZ's administration for the execution of its critical mandate of managing the electoral process. He added that the renowned International Institute for Democracy and Electoral Assistance (IDEA) had prescribed guiding principles for Election Management Bodies as "independence, impartiality, integrity, transparency and service mindedness".

The Chief Electoral Officer added that the principles and guidelines on the independence of EMBs in the SADC region stated that Members of the EMBs should be “highly respected persons who subscribed to the principles of credible, free and fair elections and good governance”.

He informed the Committee that the nominee commanded respect in the country and had a proven record of advocacy in gender matters, democracy and good governance. He added that since the nominee’s appointment as a Member of the ECZ in May 2015, she had made a remarkable contribution in advocating for the participation of women in the electoral process. Further, she had also made immense contribution towards the fulfilment of ECZ’s constitutional mandate through, among other things, the engendering of the electoral process and enhanced voter education.

He added that the nominee was currently the Chairperson of the Elections and Logistics subcommittee, whose mandate was to increase quality aspects and cost efficiencies of the entire electoral cycle by continuously infusing lessons learnt from previous processes conducted. Additionally, the subcommittee served as a strategic and technical advisory committee that provided the ECZ with realistic current, and forecast performance measures by taking into consideration both the impact of the political and national environment on the electoral cycle. The Chief Electoral Officer added that the nominee had successfully presided over the committee.

The Chief Electoral Officer submitted that following the demise of the last Vice-Chairperson, Mrs Annette Nhekairo, and the retirement of the Hon Justice Mr Christopher Mushabati, the nominee was the longest serving member of the ECZ besides the Chairperson. He added that her appointment as Vice-Chairperson would contribute to institutional memory, particularly since the other member was relatively new.

In conclusion, the Chief Electoral Officer submitted that the ECZ was not aware of any adverse reports on the nominee or of her having any political affiliation. He further submitted that the nominee was a professional, who had personal integrity and would be committed to serving as Vice-Chairperson of the ECZ and, therefore, ECZ supported her appointment.

(ii) Major-General Vincent Mbaulu Mukanda (Rtd)

The Chief Electoral Officer submitted that the nominee was an accomplished military officer with thirty-seven (37) years of dedicated service to the Republic of Zambia. He explained that the nominee joined the Zambia Army in 1975 and retired as Deputy Army Commander and Chief of Staff.

He further highlighted the provisions of section 5 of the Electoral Commission of Zambia Act pertaining to the appointment of Members of the ECZ.

The Chief Electoral Officer added that besides the nominee’s extensive experience in the military profession, he had since January 2013 served as a research fellow and lecturer in Peace and Conflict Studies at the Copperbelt University (CBU). He informed the Committee that given the nominee’s academic credentials and evident extensive knowledge and experience in governance and public administration, the ECZ had no hesitation to recommend him as a fit and proper person for appointment as a Member.

(iii) Mrs Ndiyoi Muliwana Mutiti

The Chief Electoral Officer submitted that given the sound academic credentials and extensive experience of the nominee in governance and public administration, the ECZ fully supported her appointment as a Member of the ECZ.

SUBMISSION BY THE NOMINEES

Mrs Emily Joy Sikazwe

16. The nominee submitted on her personal, educational and professional background as contained in her *curriculum vitae*. She apprised the Committee of her vast experience as a gender and women's rights specialist and activist. She also stated that she was trained in agronomy, advocacy, research and citizen engagement. She further informed the Committee that she was passionate about democracy, poverty eradication and gender equality.

As regards how she would help address the problem of political violence during elections, the nominee informed the Committee that the ECZ was equally concerned about the problem. She explained that since the ECZ was not a law enforcement agency, it relied on law enforcement agencies, such as ZP, to ensure that political violence was curbed.

On the measures she would put in place to ensure that voters adhered to the Coronavirus (Covid-19) health guidelines, the nominee submitted that the ECZ had put in place measures to ensure that voters in all polling centres adhered to the health guidelines provided by the Ministry of Health. She explained that in the recent by-elections, the ECZ had ensured that there were provisions for hand washing, sanitising and that some staff were specifically assigned to ensure that the voters observed social distancing.

With regard to how best she would address the perceived discrimination by the public media in the coverage of political parties, the nominee stated that the public media was not discriminatory in its coverage of political parties. She added that, instead, it was the political parties that had the tendency of shunning some media houses. She explained that the ECZ had, on several occasions, booked for coverage of members of certain political parties by some media houses, but the offers had been turned down by the political parties.

Major-General Vincent Mbaulu Mukanda (Rtd)

17. The nominee submitted on his personal, educational and professional background as stated in his *curriculum vitae*. He pointed out that his professional skills included builder of leaders and teams, governance, peace mediation, conflict prevention and early warning conflict analysis, scenario building and training support to mediation and dialogues. He also informed the Committee that he had migrated from conflict resolution studies to peace studies and, as such, was trained to handle both.

With regard to his impartiality as a Member being an appointee of the Head of State who was also the head of a political party and the Commander-in-Chief of the Armed Forces, the nominee stated that impartiality had been a requirement in his career, which dealt with human life. He added that in his dispensation of military justice he had always ensured that he took an impartial approach whenever he dealt with his superiors as well as his juniors. He also

submitted that the legal framework for elections in Zambia was quite elaborate and sticking to it would be ideal.

Mrs Ndiyoi Muliwana Mutiti

18. The nominee informed the Committee about her personal, academic and professional background as contained in her *curriculum vitae*. She further apprised the Committee of her vast work experience ranging from working as Director at the National Archives to being appointed as Permanent Secretary in the Ministry of Home Affairs before being transferred to the diplomatic service as Ambassador, a status she currently enjoyed.

As regards how she would help the ECZ curb electoral violence, the nominee stated that she would ensure compliance to the law.

SUBMISSION BY THE APPOINTING AUTHORITY

19. The Hon Minister of Justice appeared on behalf of the Appointing Authority. He highlighted the provisions of section 5 of the Electoral Commission of Zambia Act pertaining to the appointment of Commissioners of the ECZ.

The Hon Minister of Justice submitted on each of the nominees as set out below.

(i) Mrs Emily Joy Sikazwe

The Hon Minister of Justice submitted that the nominee was born on 10th September, 1954. He stated that she held a Masters Degree obtained from the Kishinev Agricultural Institute, Moldavia, USSR. She also held a Master of Arts Degree in Adult Education obtained from St Francis Xavier University, Nova Scotia, Canada. The Hon Minister of Justice added that in her thirty-five (35) year long career, the nominee served as agronomist at Lint Company of Zambia from 1985 to 1992. He added that from 1993 to 2014, the nominee served as Chief Executive Officer for Women for Change, where she was actively involved in gender and women's rights activism and empowering rural men and women. The Committee was also informed that the nominee supported gender sensitivity and human rights activism at community, institutional and national levels.

The Hon Minister of Justice further submitted that the nominee advocated for policies and practices that were gender-sensitive, just, effective and responsive to the plight of the poor. The Committee learnt that the nominee had initiated and enhanced the overall child and youth development interventions in all Women for Change operation areas. The Hon Minister of Justice explained that the nominee had documented and communicated Women for Change experiences in its core activities; enhanced its organisational capacity, mobilised community response to rural development and mobilised traditional leaders in Zambia. The Committee also learnt that, in the course of her career, the nominee had served as Commissioner for the Zambia Legal and Justice Reform Commission.

The Hon Minister of Justice further explained that the nominee served on several Boards, among them, the Canadian University Services Overseas (CUSO), Non-Governmental Organisations Coordinating Committee, Empowerment and Action Research Council Nigeria and Gender Act Network USA. The Committee was also informed that the nominee served as

Chairperson of the Kenneth Kaunda Children of Africa Foundation as well as Chairperson of the Women in Law and Development in Africa.

The Hon Minister of Justice informed the Committee that the nominee had demonstrated great attributes in political advisory, women's rights, gender equality, advocacy, adult education, participatory monitoring, evaluation and learning participatory development and community mobilisation.

The Committee learnt that the nominee had received recognition for her works from various organisations. In 2003, she was awarded the Fight against Human Rights Defender award by the United National Independence Party Women's League. In 2005, she received the Katherin Fleming International Award from the Coady International Institute. In 2006, she received the NGOCC Recognition of Leadership and Outstanding Contribution to Community Based Development award. In the same year, she received the John Dobson Award for Academic Excellence from St Francis Xavier University. In 2011, she was honoured with a Doctorate degree in law *Honoris Causa*, from St Francis Xavier University.

Additionally, the Hon Minister of Justice stated that the nominee had attended high level conferences such as the 4th world Conference on Women in Beijing, China in 1995, United Nations Commission on the Status of Women in New York, USA, between 1998 and 2014, the World Social Forum in Nairobi, Kenya in 2007, the Africa-EU Strategic Partnership in Brussels, Belgium in 2010, the CIVICUS World Assembly in Montreal, Canada in 2010 and the Global Assembly Open Forum for CSO Development and Effectiveness in Istanbul, Turkey in 2011.

The Hon Minister concluded his submission on the nominee by stating that she was highly qualified and experienced and suitable for appointment as Vice-Chairperson of the ECZ and Government fully supported her appointment.

(ii) Major General Vincent Mbaulu Mukanda (Rtd)

The Hon Minister of Justice submitted that the nominee held a Master of Arts Degree in Defence Studies from National Defence College, from the University of Nairobi, Kenya, a Diploma in Diplomatic and International Relations from the University of Nairobi, Kenya, a Post Graduate Diploma in Defence Diplomatic, Defence Academy of the United Kingdom, a Bachelor of Arts Degree in Defence and Security Studies, Baluchistan University, Quetta in Pakistan and Certificates in Defence Management obtained from the University of Namibia and the Defence Services Command and Staff College, in Lusaka, Zambia.

The Hon Minister of Justice further stated that during his thirty-six (36) year long military career, the nominee was commissioned in the Corps Infantry 1st Battalion Zambia Regiment, Infantry Company and Infantry Battalion in-country from 1975 to 1988. The Hon Minister of Justice submitted that the nominee had commanded a battalion in peacekeeping operations in Angola from 1995 to 1997. He had also participated in an observer mission of the United Nations Iran-Iraq Military Observer Group (UNIIMOG) from 1988 to 1991 in Baghdad, Iraq. The Hon Minister of Justice added that the nominee had served as Brigade Major of an Infantry Brigade Group and as General Staff Officer Grade 1 Operations at Army Headquarters. The Committee further learnt that from 1987 to 2008, the nominee had served as Directing Staff under staff training and thereafter rose to the position of Chief Instructor (Coordinator of Training) at the Defence Services Command and Staff College. The Hon

Minister of Justice explained that the nominee was transferred to the Military Establishment of Zambia (MILTEZ) as Deputy Commandant and Chief Instructor in 2008 where he was promoted to the rank of Major-General in 2010. The Hon Minister of Justice further submitted that in 2011, the nominee was appointed as Deputy Army Commander and Chief of Staff, a position he held until he retired in the same year. He was currently a Research Fellow in the graduate programme in Peace and Conflict Studies at the Copperbelt University and served as the manager of the Lusaka Office of the university.

The Hon Minister of Justice further submitted that, in the course of his career, the nominee demonstrated great attributes and undertook the following courses: War Studies, International Relations, International Conflict Management and Resolution, International Law, International Political Economy, Security Studies, Diplomacy, Research Project, Leadership, Management and Professionalism, Governance, Statesmanship and Diplomacy, Peace Mediation, International Organisations, Conflict Prevention and Early Warning, Conflict Analysis and Scenario Building, as well as training in Mediation and Dialogue.

The Hon Minister of Justice stated that the nominee also attended training in Charter Leadership at the African Centre for Strategic Studies in Washington DC in 2016, the ICGLR High Level Peace Ambassador training in Peace Mediation in Nairobi, Kenya and Risk management in Kuala Lumpur in 2013.

The Hon Minister of Justice concluded his submission by stating that the nominee was highly qualified, experienced and suitable for appointment as a Member of the ECZ and Government fully supported his appointment.

(iii) Mrs Ndiyoi Muliwana Mutiti

The Hon Minister of Justice submitted that the nominee was born on 25th March, 1961 and she held a Master's Degree in Public Administration and Economics from the University of Zambia and also a Master of Arts in Records Management and Archives Administration from the University College in London, a certificate of participation in Human Rights and Humanitarian Law from Raoul Wallenberg Institute, a certificate in Management Skills Development from Management Services Board in Lusaka and a certificate in Management Development from the University of Witwatersrand.

The Hon Minister of Justice informed the Committee that during her thirty-seven (37) year long career in the Civil Service, the nominee had served as an Assistant Archivist from 1983 and rose to the position of Archivist in 1990. From 1991 to 1994, the nominee served as Assistant Director and acting Assistant Secretary at the Ministry of Home Affairs where she was promoted to the position of Director, a position she served in from 1994 to 2002.

The Committee learnt that from 1998 to 2002, the nominee served as a resource person in Archives and Information Management at various workshops and seminars. In 1995, she undertook a survey on problems and practices with regard to Archives and Legislation facing the Eastern and Southern Africa Regional branch. Additionally, from 1995 to 1997 she served as a member of the Committee on Teacher's Records under the Zambia Education Rehabilitation Project. In 1997, she served as a resource person on the Information Resource Management Programme. The Hon Minister of Justice added that, in 1999, the nominee undertook a survey on Technological Infrastructure and Needs in the East and Southern

Regional branch of the International Council of Archives (ESARBICA) with regard to Electronic Access to Archives and Creation of Electronic Repositories.

The Hon Minister of Justice further submitted that the nominee had selected publications such as The Challenges of Managing Electronic Records in the ESARBICA Region published in the ESARBICA Journal Vol. 20, The Management of Record Centres in Zambia, The use of Public Archives a paper presented at the Proceedings of Bilateral General Conference of ESARBICA in 1995 and The Problems and Practices with regard to Archive and Legislation facing the Eastern and Southern Africa Regional Branch of the International Council on Archives.

The Hon Minister of Justice stated that the nominee had served as a member of various committees such as the Committee of the Permanent Secretaries appointed to review the Draft Public Service records Management Policy, the Committee of Permanent Secretaries appointed to review the Terms and Conditions of Service for the Public Service Classified Employees, the Committee of Permanent Secretaries appointed to consider National Guidelines on Management of Survivors of Sexual and Gender Based Violence, the North-South Corridor Steering Committee and also a member of the Committee of Permanent Secretaries constituted to validate the revised Cabinet Handbook and the National Policy Documents, including Cabinet Memoranda, the Committee of Permanent Secretaries appointed to develop the Strategy of Engendering the Public Service, the Committee of Permanent Secretaries constituted to prepare Government's position on the Pay Policy and the Zambia National Service Advisory Committee.

The Committee also learnt that the nominee had served on various Boards such as the Road Transport and Safety Agency, the Zambia National Tourist Board, the Zambia Information and Communications Technology Authority Board, and had also served as Secretary of the Citizenship Board.

The Hon Minister of Justice concluded his submission on the nominee by stating that she also served as Permanent Secretary in the Ministry responsible for Home Affairs and Ambassador of the Republic of Zambia in Zimbabwe. The nominee was, therefore, highly qualified, experienced and suitable for appointment as a Member of the ECZ and Government fully supported her appointment.

With regard to her current position as Ambassador of the Republic of Zambia to Japan, the Hon Minister of Justice clarified that once ratified, the nominee would cease to be ambassador and continue to serve the country as a Member of the ECZ.

As regards the appointments reflecting regional balancing, the Hon Minister of Justice stated that based on their names, he was satisfied that the appointments reflected the regional diversity of the country.

On whether the ECZ would be gender balanced if the nominees were ratified, the Hon Minister of Justice confirmed that it would although the representation of one gender would be higher by one (1).

Regarding whether the nominees would be able to address the problem of electoral violence, the Hon Minister of Justice expressed confidence that they would deliver according to the mandate of the ECZ. He added that the nominees had the necessary competencies to address

political violence. The Hon Minister of Justice emphasised that there was, however, another body responsible for maintaining law and order in the country and that that institution would work with the ECZ to address the vice.

OBSERVATIONS AND RECOMMENDATIONS

20. The Committee notes that Article 259 of the Constitution requires a person making an appointment to a public office to, where possible, ensure, among others, fifty percent representation of each gender and representation of the youth and persons with disabilities. The Committee would like to commend the Appointing Authority for complying with Article 259, insofar as gender is concerned. The Committee also observes that the appointment of the nominees speaks to Article 173 of the Constitution which promotes equal opportunities for appointments of members of both gender. The Committee would, in this regard, like to commend the Appointing Authority for appointing a female Vice-Chairperson considering that the Chairperson is male. The Committee, however, urges the Appointing Authority to consider the youth and persons with disabilities in future appointments.

The Committee further observes that the nominees present diversity in terms of skill, qualifications and the experience that they will take to the ECZ. The Committee notes, with satisfaction, that all the nominees possess suitable skills and experience and are of impeccable integrity in society, which sits well with public confidence. This is extremely important for persons being appointed as members of the ECZ.

The Committee also made the following specific observations regarding each of the nominees.

(i) Mrs Emily Joy Sikazwe

The Committee notes that during the course of her long career as an academician and gender activist, the nominee has contributed immensely in advocating for gender matters, democracy and good governance. The Committee further notes that since her appointment as Member of the ECZ, the nominee has made remarkable contribution in advocating for the participation of women in the electoral process and the fulfilment of the constitutional mandate of the ECZ. She is also the second longest serving member of the ECZ. The Committee observes that the nominee is very professional, experienced, mature and a woman of high integrity.

In this regard, the Committee is satisfied that the nominee possesses the requisite qualifications, experience and skills to competently discharge her duties as Vice-Chairperson of the ECZ.

(ii) Major-General Vincent Mbaulu Mukanda (Rtd)

The Committee observes that the nominee is an accomplished military person with thirty-seven (37) years of service to the country having joined the Zambia Army in 1975 and retiring as Deputy Army Commander and Chief of Staff in 2011. The Committee also observes that the nominee's vast knowledge and experience in conflict management at international and national level will assist the ECZ in discharging its mandate, particularly relating to the settlement of minor electoral disputes in line with Article 229 (2) (d) of the Constitution.

The Committee notes that the nominee has interacted with the ECZ through training programmes and observes that this prior interaction gives him a fair understanding of the needs of the institution, particularly in areas that could be improved.

In this regard, the Committee is satisfied that the nominee possesses the requisite qualifications, experience and skills to competently discharge his duties as a Member of the ECZ.

(iii) **Mrs Ndiyoi Muliwana Mutiti**

The Committee observes that the nominee has vast experience in the public sector having worked as Chief Archivist, Chief Immigration Officer and Permanent Secretary before being transferred into the diplomatic service. The Committee also observes that the nominee has vast knowledge and experience in records management and systems, governance and public administration, which will contribute positively to the attainment of the mandate of the ECZ.

In this regard, the Committee is satisfied that the nominee possesses the requisite qualifications, experience and skills to competently discharge her duties as a Member of the ECZ.

The Committee after due and thorough evaluation of the written and oral evidence presented by the witnesses and the interviews with the nominees is of the view that the nominees are suitably qualified to serve in the positions to which they have been appointed.

The Committee, therefore, recommends that this House ratifies the Presidential appointment of Mrs Emily Joy Sikazwe to serve as Vice-Chairperson and Major-General Vincent Mbaulu Mukanda (Rtd) and Mrs Ndiyoi Muliwana Mutiti to serve as Members of the Electoral Commission of Zambia.

CONCLUSION

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

We have the honour to be, Sir, the Parliamentary Select Committee appointed to scrutinise the Presidential appointments of Mrs Emily Joy Sikazwe to serve as Vice-Chairperson, Major-General Vincent Mbaulu Mukanda (Rtd) and Mrs Ndiyoi Muliwana Mutiti to serve as Members of the Electoral Commission of Zambia.

Ms E Kabanshi, MP,
(**Chairperson**)

Mr E J Muchima, MP,
(**Vice-Chairperson**)

Mr G G Zimba, MP
(**Member**)

Mr C Chali, MP
(Member)

Mr S Miti, MP
(Member)

Mr C Mweetwa, MP
(Member)

Mr A Kasandwe, MP
(Member)

Mr J Chishala, MP
(Member)

Mrs S S Mulyata, MP
(Member)

Dr M Malama, MP
(Member)

APPENDIX I – OFFICERS OF THE NATIONAL ASSEMBLY

Mrs D N Kapumba, Parliamentary Legal Counsel
Mr J N Sianyabo, Deputy Parliamentary Legal Counsel
Mr D Mwinamo, Senior Legal Officer
Mrs S C Sakala, Legal Officer
Ms M Kaoma, Legal Officer
Ms C Mtonga, Personal Secretary II
Mr L Kabwata, Legal Assistant
Mrs N N Chiluba, Legal Assistant

APPENDIX II – THE WITNESSES

ZAMBIA POLICE (ZP)

Mr B Kapeso, Deputy Inspector-General (Operations)

ANTI-CORRUPTION COMMISSION (ACC)

Mrs R N Khuzwayo, Acting Director-General

DRUG ENFORCEMENT COMMISSION (DEC)

Ms A Mbahwe, Commissioner

HUMAN RIGHTS COMMISSION (HRC)

Ms F Chibwasha, Director

FINANCIAL INTELLIGENCE CENTRE (FIC)

Mr C Kapalu, Acting Director- General

Mrs L Tembo, Director Legal and Policy

Ms C Kalemba, Manager Legal and Policy

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

Mr A Muyunda, Programmes Manager

Mr E Daka, Provincial Coordinator

TRANSPARENCY INTERNATIONAL ZAMBIA (TIZ)

Ms B Samulela, Legal Officer

NON-GOVERNMENTAL GENDER ORGANISATIONS' COORDINATING COUNCIL (NGOCC)

Mrs C C Siwale, Acting Executive Director

LAW ASSOCIATION OF ZAMBIA (LAZ)

Mr A J Shonga, President

Mr M Sikaulu, Member

Ms S Patel, Member

ELECTORAL COMMISSION OF ZAMBIA (ECZ)

Mr K P Nshindano, Chief Electoral Officer

APPOINTING AUTHORITY

Hon G Lubinda, Minister of Justice

Mrs T D Oteng, Permanent Secretary (Administration)

APPENDIX III – THE NOMINEES

Mrs Emily Joy Sikazwe

Mrs Ndiyoi Muliwana Mutiti

Major-General Vincent Mbaulu Mukanda (Rtd)

APPENDIX IV – CURRICULA VITAE OF THE NOMINEES

PERSONAL INFORMATION

Name : Emily Joy Sikazwe
Marital Status : Married
Date of Birth : September 10, 1954
Address : 25B Twin Palm Rd, Lusaka
emilysikazwe@gmail.com

SUMMARY

Gender and women's rights specialist and activist. Trained in agronomy, advocacy, research and citizen engagement. Passionate about democracy, poverty eradication and gender equality.

ACADEMIC QUALIFICATIONS

1979 – 1985 : MSc. Agronomy, Kishinev Agricultural Institute, Moldavia, USSR
2004 – 2006 : MA. Adult Education, St. Francis Xavier University, Nova Scotia, Canada

WORK EXPERIENCE

2005 - Present : Associate, Coady International Institute of St. Francis Xavier University, Nova Scotia, Canada

- Teach courses in diploma programs at internationally recognised Canadian Development Institute
- Facilitate course in Gender Analysis for Policy and Planning
- Co-facilitate course in Advocacy and Citizen Engagement
- Co-facilitate course in Community Development Leadership by Women

1993 - 2014 : Chief Executive Officer, Women for Change, Lusaka, Zambia

Core responsibilities:

- The Empowerment of rural Women & Men
- Promote and support gender sensitivity and human rights activism at community, institutional and national levels
- Promoting women and children's rights at household, community and institutional and national levels
- Build the livelihood capacities of rural communities in a gender- balanced manner
- Advocate for policies and practices that are gender-sensitive, just, and effectively respond to the plight of the poor
- Initiate and enhance overall child and youth development interventions in all WFC operational areas

- Document and communicate WFC's experiences in its core activities
- Enhance the organisational capacity of WFC
- Establishing income generating ventures for rural communities
- Strategic positioning of WFC
- Mobilizing community response to rural development
- Mobilizing traditional leaders in Zambia and in the region
- Exposed to working in Africa, North America, South America, Asia, Australasia & Europe

1985 – 1992 : Agronomist, Lint Company of Zambia, Lusaka, Zambia

Responsibilities

- Boost cotton production through application of appropriate and latest research methodologies
- The coordination of seminars and on-farm trials for farmers
- The selection and propagation of different varieties of cotton
- Supervision of four hundred work colleagues of the extension department
- Technical advisor on agronomic practices
- Adaptation of traditional agronomic practices with developing technologies

Skills

- MS Word, Excel & PowerPoint
- Research and data analysis
- Lecturing & Facilitating
- Debating/ Public Speaking/Political Analysis
- Electoral Monitoring
- Voluntary work
- Social Mobilisation
- Mentoring
- Motivational Speaking
- Coaching- Social and Political cooperative inquiry

Competencies

- Political Advisory
- Women's rights
- Gender equality
- Advocacy
- Adult education
- Participatory Monitoring, Evaluation and Learning
- Participatory Development
- Community Mobilisation

AWARDS

St. Francis Xavier University- 2011

Dr. of Laws (Honoris Causa)

The Non Governmental Coordinating Council (NGOCC) - 2006

Recognition of leadership and outstanding contribution to community based development.

St. Francis Xavier University- 2006

John Dobson Award for Academic Excellence

Coady International Institute- 2005

Katherine Fleming International Award

United National Independence Party Women's League- 2003

Fight against poverty and human rights Defender Award.

MEMBERSHIP TO PROFESSIONAL BODIES

- Zambia Legal and Justice Reform Commission – Commissioner
- Canadian University Services Overseas (CUSO) - Board Member
- Non-Governmental Organisations Co-coordinating Committee (NGOCC)- Board Member
- Empowerment and Action Research Council Nigeria (EMPARC) - Board Member
- Securities and Exchange Commission- Commissioner
- Kenneth Kaunda Children of Africa Foundation – Chairperson
- Women in Law and development in Africa (WILDAF)-Chairperson
- Social Watch International - Co-Chair Coordinating Council
- Gender Action Network USA - Board Member
- New Economic Partnerships for Africa's Development (NEPAD) - Gender Task Force
- Nyapachuma Memorial Foundation- Founder

CONFERENCES

- | | | |
|-------------|---|--|
| 1998 – 2014 | : | Human UN Commission on the Status of Women- New York, US |
| 2010 | : | Africa- EU Strategic Partnership, Brussels, Belgium |
| 2011 | : | Global Assembly Open Forum for CSO Development Effectiveness, Istanbul, Turkey |
| 2010 | : | CIVCUS World Assembly, Montreal, Canada |
| 2007 | : | World Social Forum, Nairobi, Kenya |
| 1995 | : | The 4 th World Conference on Women, Beijing, China |

REFERENCES

1. Tanya Dawkins
Co-Chair of Social Watch
E-mail: dawkinst@mindspring.com
2. Adetoun Ilumoka
Prof. of Women's Studies & Law
Email: ailumoka@uwo.ca
3. Dr. John Simwinga
Special Advisor-Culture & Public relations
Embassy of Japan
P.O. Box 34190
Lusaka, Zambia
Mobile: 0978 289969
E-mail: simwinga@hotmail.com
4. Dr. Judith Lungu
Current Board Chairperson-Women for Change
Dean- School of Agriculture
University of Zambia
Mobile: 0977 861574
Email: judithlungu@yahoo.com

PERSONAL INFORMATION

Name : Major-General Vincent Mbaulu Mukanda (Rtd)
Gender : Male
Nationality : Zambian
Marital status : Divorced

Address : Dag Hammarskjöld Institute for Peace and Conflict Studies
Copperbelt University, P O Box 21692, Kitwe

Residential address : Plot 90A, P O Box 350304, Longridge, Chilanga, Lusaka
Cell : +260 977 600093/ +260 978 778979

Email : vmukanda@gmail.com/ vmukanda@yahoo.com/
vmukanda@cbu.ac.zm

PERSONAL INTRODUCTION

Major-General Vincent M Mukanda (Rtd) was Deputy Army Commander and Chief of Staff until 2011 when he retired. Currently, he is a Research Fellow on the graduate programme in Peace and Conflict Studies at the Dag Hammarskjöld Institute for Peace and Conflict Studies, Copperbelt University. He is also Manager Copperbelt University, Lusaka Office.

He is the current President of the Zambian Chapter of the internationally renowned Washington based Think Tank the “the Africa Centre for Strategic Studies” (ACSS). His expertise is in Defence and Security Studies, Defence Diplomacy, Defence Management, Conflict Management and Civil Military Relations. He holds a BA in Defence and Security Studies, Baluchistan University, Quetta, Pakistan: Post Graduate Diploma Defence Diplomacy – Managing Defence within a Wilder Security Context from Defence Academy, Cranfield University, United Kingdom : Diploma in Diplomacy and International Relations and Masters in Defence Studies (NDC), University of Nairobi.

Motivation

Specialised and very passionate about War Studies, International Relations, International Conflict Management and Resolution, International Law, International Political Economy, Security Studies, Diplomacy, Research Project, Leadership, Management and Professionalism, Governance, Security and Decision Making.

ACADEMIC QUALIFICATIONS

1969 to 1973 : Form V School Certificate (Grade 12), St John’s Secondary School Mongu

BA in Defence and Security Studies, Baluchistan University, Quetta, Pakistan

Relevant Courses

- **Professional Studies:** Warfare Foundation Studies – evolution of warfare, military history, operations at higher level and nature of future war. Foundation Studies – conceptual aspects

of defensive and offensive operations. Staff duties – operational and peace time duties at division and brigade levels including routine staff work. Operations. Spectrum of military operations both conventional and unconventional including Low Intensity Conflict and impact of Information Technology on the warfare: Joint Warfare: Training; Human Resources Management: War Games

- **Development Studies:** Strategic Studies, Analysis Papers and Seminars
- **Research Studies** - Research Methodology: Individual Research Paper (IRP) and Group Research Paper (GRP)
- **Individual Research Paper Theme:** “*Evaluate the Air Defence Organisations and Concepts of the USA, Germany, India and Egypt. Make Suitable Recommendations for adoption by the Pakistani Army*”.

Post Graduate Diploma – Defence Diplomacy, Defence Academy of the United Kingdom, Cranfield University, Shrievenham, Swindon

- **Leadership, Management and Professionalism:** Strategic analysis and planning, human resource management organizational behavior, organisational finance, logistics acquisition and project management, change and performance management
- **Governance:** Security policy formulation, implementation and review, accountability and transparency, law, civil military relations, and risk analysis
- **Security;** Security issues by examining the nature of armed conflict, environmental security, crisis and disaster management, border security

Diploma: Diplomacy and International Relations, University of Nairobi, Kenya

- Specialisation: International Relations, International Conflict, International Law, International Political Economy, Security Studies, Diplomacy, Research Project

Master of Arts Defence Studies, National Defence College, Karen – University of Nairobi, Kenya. Study emphasis: International Relations, International Law, International Trade and Finance, Strategy, Policy Formulation, Conflict Management and Resolution, Defence Resource Management, Research Methodology, Socio-Political, Economic, Security Studies

- Master’s thesis: “The Geopolitics of Shared Water Resources: The Zambezi River Basin.”
- Supervisor: Professor Patricia Kameri-Mbote
- Final Grade: B

Responsibilities

- Perform teaching duties, including tutorials and seminars; supervise theses, dissertations, practical work and placements; counsel on projects and other academic activities such as invigilation of examinations
- Assess students on a continuous basis, set and mark tests and examination papers, theses and dissertations within established time-frames
- Undertake original individual and collaborative research leading to significant advances in the field of specialisation and its publication in national or international refereed Journals and books
- Design and organise courses and produce course notes, modules, learning outcomes and other materials in area of specialisation
- Participate in a collegial manner and attend all meetings, on academic development related issues and perform administrative assignments, when required, at departmental, school and university level
- Involved in community and national development issues particularly in areas of specialisation, independent of duties as an employee of the university
- Participate in consultancies and other fundraising initiatives or cost reduction and process improvement activities in the university
- Personal development through short courses, conference attendance in area of specialisation

2009 to 2011 : Deputy Army Commander and Chief of Staff, Ministry of Defence- Zambia Army, Lusaka

Positions of responsibility/Achievements

A seasoned military professional with vast strategic leadership, managerial skills and practical experience in conducting both academic and military training in the defence sector, both at home and abroad. He has a combined 37 years of demonstrated in-depth understanding of:

- **Leadership:** Strong managerial/leadership skills; demonstrated flexibility in leadership and overseeing the analysis of complex human resources; financial or administrative management policy and programme issues; proven record of building and managing teams and creating an enabling environment, including the ability to effectively lead, supervise, mentor, develop and evaluate staff and design training /skills enhancement in initiatives to ensure effective transfer of knowledge/skills. Tact in negotiating skills, good judgment and decision making skills.

- **Judgment/Decision Making:** Mature judgment and initiative; imagination, resourcefulness, energy and tact; proven ability to provide strategic direction and ensure an effective work structure to maximise productivity and achieve goals
- **Management performance :** Ability to establish priorities and to plan, coordinate and monitor work of others; ability to make timely decisions; ability to coach/train, mentor, motivate and develop local staff and in the region, and encourage good performance. Lectured, conducted tutorials and supervised student thesis for research in conjunction with University of Zambia for eleven (11) years at the Defence Services Command and Staff College, Kamwala, Lusaka
- **Mediation, Conflict Resolution and Peacekeeping Operations:** Demonstrated practical ability to provide guidance and support to United Nations led mediation and negotiations in Iraq and Angola and the Sudan, strong analytical skills combined with good judgment; proven ability to review and edit the work of others; diplomacy and tact, including demonstrated ability to interact with senior government officials and agencies
- **Managing Diversity:** Ability to manage personnel from cultural diverse backgrounds; demonstrated commitment and sensitivity to promoting women's rights and gender equality in the context of post conflict transitions
- **Building trust:** Reputation for dealing honestly and openly with issues and staff, recognised and highly respected by peers, clients and staff.

ARMY CAREER

I was commissioned in the Corps of Infantry 1st Battalion Zambian Regiment in 1975. Throughout my career I worked in command, staff and training jobs. I commanded an infantry platoon, Infantry Company and Infantry Battalion in-country along the border during the liberation wars in Southern Africa between 1975 and 1988, and commanded a battalion in Peacekeeping Operations in Angola from 1995 to 1997. I participated in an observer mission United Nations Iran-Iraqi Military Observer Group (UNIIMOG) from 1988 to 1991 in Baghdad, Iraq. I served as Brigade Major of an Infantry Brigade group and as General Staff Officer Grade 1 Operations at Army Headquarters. Thereafter, I was assigned a staff training and education job as Directing staff (Teaching) and rose up to Chief Instructor (Coordinator of training) at the Defence Services Command and Staff College Kamwala from 1987 to 2008. Later in 2008, I was moved to the Military Establishment of Zambia (MILTEZ) as Deputy Commandant and Chief Instructor, after which I was promoted to Major-General on 7th April, 2010 and appointed as Deputy Army Commander and Chief of Staff at Army Headquarters till 6th October, 2011.

ACHIEVEMENTS AND NOTABLE PROJECTS

2013	-	Introduction of the Copperbelt University in Lusaka
Ongoing	-	Developed concept of the Zambia Peace Support Operations Centre, Lusaka
Ongoing	-	Developing concept of Strategic Study Group for Dag Hammarskjöld Institute for Peace and Conflict Studies think tank
2014	-	Developed concepts for Africa Centre for Strategic Studies Symposium

- | | | |
|---------|---|--|
| | | 1. African Union Peace and Security Architecture: Emerging Insecurity in SADC Region |
| | | 2. Security Sector Reforms: Collaboration between Military and Police |
| | | 3. National Security and Sector Reforms |
| Ongoing | - | Developing Defence and Strategic Management Course for Copperbelt University |
| Ongoing | - | Developing Masters Course Diplomacy and Strategic Studies Course for Copperbelt University |
| 2002 | - | Accreditation for Zambian Defence Services Command and Staff College to University of Zambia |
| | - | Commissioned the Zambia Chapter Africa Centre for Strategic Studies |

OTHER LOCAL/INTERNATIONAL ASSIGNMENTS AND CONSULTANCIES

- Current member of the review panel for the Post Graduate Diploma and Master of Science and Strategic Studies (Level 8 and 9) Windhoek, Namibian National Council of Higher Education, since 16th February, 2017
- Member of the Post-election Reviews on ECZ Conflict Management, Lusaka. 13th to 14 February, 2017
- Developed ECZ training materials and modules in Conflict Management Committees in conflict analysis and management, 2017
- Member of the Dag Hammarskjöld Institute for Peace and Conflict Studies Group which trained ECZ provincial Conflict Management Committees, July, 2016
- Appointed “Head of Mission” on three occasions during the SADC Peace Support Operations Exercise “UHURU” and operated at the South African National Defence Force War College, Pretoria - 2017, 2018 and 2019

REFEREES

On request.

PERSONAL INFORMATION

Name : Ndiyoi Muliwana Mutiti
Sex : Female
Date of Birth : 25th March 1961
Nationality : Zambian
NRC : 150461/71/1
Marital status : Married with two children
Address : Ministry of Foreign Affairs
P O Box 50069
LUSAKA

E-mail : mutitindiyoi@gmail.com

ACADEMIC QUALIFICATIONS

1974 – 1978 : Form Five (5) Certificate, Njase Girls Secondary School, Choma

1979 – 1983 : B.A. in Public Administration and Economics, University of Zambia

1987 – 1988 : M.A. in Records Management and Archives Administration University College London

OTHER COURSES

1994 : Certificate of Participation in Human Rights Law and Humanitarian Raoul Wallenberg Institute in Conjunction with the University of Zambia

1997 : Certificate in Management Skills Development Management Services Board, Lusaka

2003 : A certificate in International Migration Policy & Management, University of Witwatersrand

2004 : Refugee Law Course International Institute of Humanitarian Law and UNHCR, Sanremo, Italy

2004 : Certificate in Basic Document Inspection and Passenger Southern Africa Immigration Liaison (SAIL), Lusaka

2005 : A certificate in Police Executive Role in Combating Terrorism, International Law Enforcement Academy (ILEA), Gaborone

2007 : Executive Development Programme for African Countries Local Government Officials Development Institute: Seoul; Korea

LANGUAGE SKILLS

Fluent in both written and spoken English

WORK EXPERIENCE

With the Zambia Embassy in Japan

August, 2015 to date : Ambassador, Ambassador of the Republic of Zambia to Japan

With the Zambia Embassy in Zimbabwe

2012 – 2015 : Ambassador, Ambassador of the Republic of Zambia to Zimbabwe

With the Ministry of Home Affairs

January, 2009 – 2011 : Permanent Secretary
Chief Executive Officer of the Ministry of Home Affairs responsible for providing administrative support and co-ordination of all activities relating to the various security agencies in the Ministry such as Police, Drug Enforcement, Prisons, Immigration, National Registration, Passport and Citizenship, Societies, Archives and Refugee matters.

With Department of Immigration

July, 2002 – Jan, 2009: Chief Immigration Officer
Responsible for regulating the entry into and the remaining within Zambia of immigrants and visitors; facilitating the removal from Zambia of illegal immigrants and other specified persons and the day to day management of the Department of Immigration.

With National Archives of Zambia

Nov, 1994 – June 2002: Director
Head of Department responsible for developing and managing archives and records management systems and library and conservation programmes. Also managed staff and other resources of the department.

16th Nov. - 15th Dec, 1995: Acted as Assistant Secretary, Ministry of Home Affairs

Jan, 1991 – Oct, 1994 : Assistant Director
Supervising staff in the Archives, Library, Conservation and Records Management Sections. Attending to human resource issues of all officers at head office and all the Provincial Centers

Nov, 1988 – Dec, 1990 Archivist
Developing and implementing standards for accessioning, arrangement and description of archival materials. Conducting

records surveys and appraisals and coordinating the processing of semi-current records.

Oct, 1983 – Nov, 1988

Assistant Archivist

Preparing guides and indexes to facilitate access to information.

CONSULTANCIES UNDERTAKEN

1. 1999 Undertook a survey of Technological Infrastructure and Needs in the East and Southern African Regional Branch of the International Council on Archives (ESARBICA) with Regard to Electronic Access to Archives and Creation of Electronic Repositories.
2. 1997 Served as a Resource person on the Information Resource Management Programme. The Course was undertaken by the University of Zambia under the Educational Administration and Policy Studies Department.
3. 1995 – 1997 Member of the Committee on teacher's Records under the Zambia Education Rehabilitation Project. It involved a re-organisation of the Records Management operations and production of a Records Management Manual.
4. 1995 Undertook a survey on Problems and Practices with Regard to Archives and Legislation facing ESARBICA.
5. 1988 – 2002 Served as a resource person in Archives and Information Management at various workshops and seminars.

SELECTED PUBLICATIONS

- “The Challenges of Managing Electronic Records in the ESARBICA Region”. In ESARBICA Journal Vol. 20, 2001.
- “The Management of Record Centres in Zambia”. A Theses in partial fulfillment of the award of the M.A. in Records Management and Archives Administration. London, 1988.
- “The Use of Public Archives”. In the Proceedings of the 14th Biennial General Conference of ESARBICA, 1995.
- Problems and practices with Regard to Archives and legislation Facing the Eastern and Southern Africa Regional Branch of the International Council on Archives (ESARBICA). In the Proceedings of the 13th Biennial General Conference of ESARBICA, 1995.

OTHER ACTIVITIES

1. 2011 Sept.) Member of the Committee of Permanent Secretaries appointed to Review the Draft Public Service Records Management Policy

2. 2011 (May) Member of the Committee of Permanent Secretaries appointed to Review Terms and conditions of Service for the Public Service and Classified Employees
3. 2010 (June) Member of the Committee of Permanent Secretaries appointed to Consider National Guidelines on Management of Survivors of Sexual and Gender Based Violence
4. 2009 -2011 Board Member: Zambia Information and Communication Technology Authority
5. 2009 -2011 Secretary: Citizenship Board
6. 2009 (Mar) Appointed as a member of the North-South Corridor Steering Committee
7. 2009 (Mar.) Member of the Committee of Permanent Secretaries Constituted to validate the revised Cabinet Handbook and the guide to writing National Policy Documents and Cabinet Memoranda
8. 2009 (July) Member of the Committee of Permanent Secretaries appointed to Develop the Strategy of Engendering the Public Service
9. 2009 (July) Member of the Committee of Permanent Secretaries constituted to Prepare Government's position on the Pay Policy
10. 2009 (Feb) Member: Zambia National Service Advisory Committee
11. 2009 -2011 Board Member: Road Transport and Safety Agency
12. 2007-2009 Member: Zambia National Tourist Board
13. 2005-2008 Member: Public Sector Development Programme Working Group on Immigration
14. 2005-2007 Core-member: Committee on Streamlining Government Procedures
15. 2005-2007 Member: Zambia National Tourist Board Technical Committee
16. 2004-2007 Member: National Museums Board
17. 2001 to-date Member: Advisory Council of World Vision International: Zambia Office.
18. 2000 – 2002 Vice President: International Conference of the Round Table on Archives (CITRA)
19. 2000 – 2002 Chairperson: Association of Commonwealth Archivists and Records Managers (ACARM)

20. 1998 – 2000 Counselor: Bureau of the International Conference of the Round Table on Archives (CITRA)
21. 1998 Participated in the formation of the National Committee On Preservation in Zambia. Also served as Interim Chairperson
22. 1996 – 2000 Member: International Council on archives (ICA) Executive Committee representing Africa and the Arab Regions.
23. 1995 – 1999 Secretary General: Eastern and Southern Africa Regional Branch of the international Council on Archives (ESARBICA).
24. 1994 – 2002 Chairperson: National Archives Advisory Council
25. 1994 – 1997 Secretary: Archives and Records Management Association of Zambia

(ARMAZ). Responsible for the development of programs and day to day Administration of the Association. Also presented numerous papers on Archives and information Management at the Association's various seminars and workshops.
26. 1993 – 1997 Part time Lecturer in Archives and Information Studies: Evelyn Hone College of Applied Arts in Lusaka Zambia.

HOBBIES

- Reading
- Playing Golf
- Music
- Watching different sporting activities