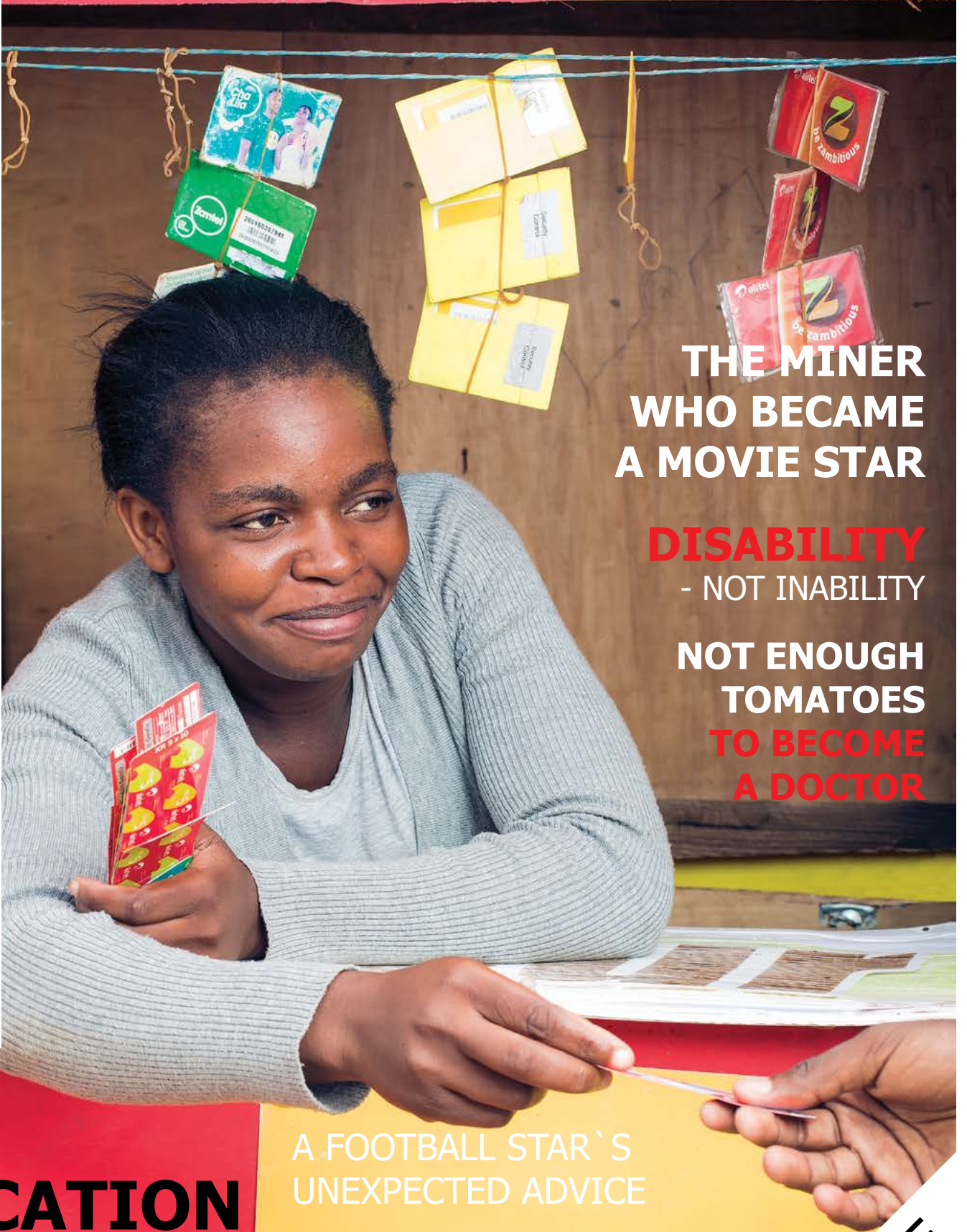


# THE REPORTER JUNIOR

A MAGAZINE PRODUCED BY YOUNG ZAMBIANS



**THE MINER  
WHO BECAME  
A MOVIE STAR**

**DISABILITY**  
- NOT INABILITY

**NOT ENOUGH  
TOMATOES  
TO BECOME  
A DOCTOR**

A FOOTBALL STAR'S  
UNEXPECTED ADVICE

**CHILD  
LABOUR**

- How and Why?

**EDUCATION  
FOR ALL?**

The Minister on  
School Drop-Outs

**THE WORK ISSUE**



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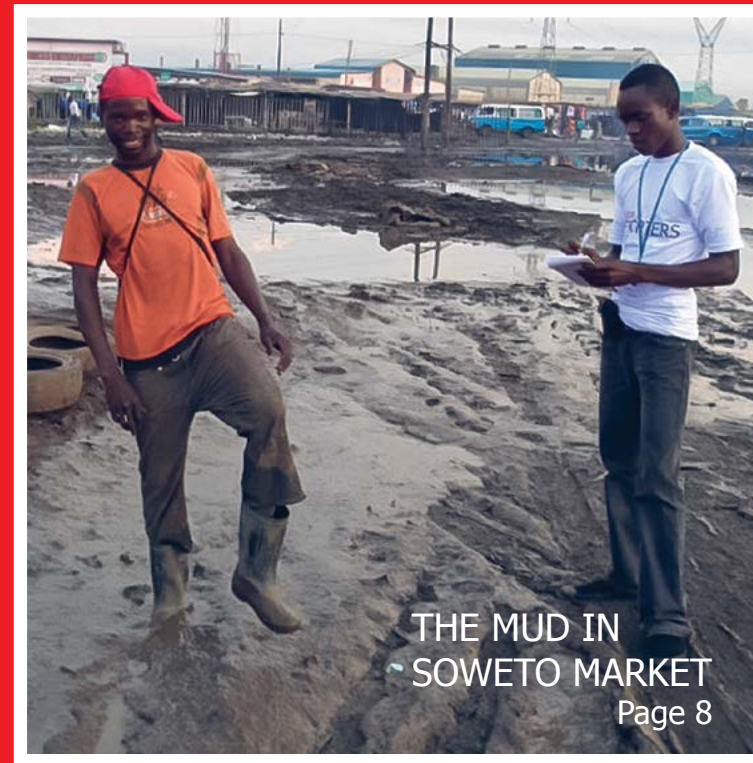
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## JUNIOR REPORTERS

In almost every society in the world young people get fewer opportunities than adults to make their voices heard in the public arena. The 12th article of the UN Convention on the Rights of the Child states that every child has the right to express their opinion and to be heard in all matters that affect him or her. The project "Junior Reporters" aims at giving a voice to Zambian youth, to inspire them

to make a difference to the development of their society and to build their confidence to take part in public debate. The project also aims at raising important issues from a youth perspective in society and to lobby for children's rights.

The backbone of the project is the magazine you are holding in your hand - The Junior Reporter. It will be distributed

quarterly through The Bulletin and Record and will also be made available to students and people in power to make an impact on child rights issues.

All text and pictures in The Junior Reporter are produced by teenagers who have gone through basic training in journalism arranged by the non-profit project, Junior Reporters.

## THE PICTURE

By Justine Mushitu

**Name:** Ephany Kapuku

**Age:** 31

**Work place:** Industrial area at a company called BMK.

**Highest level of education:** Grade 12, but I had poor grades

**Future plans:** Go back to school and re-do my grade 12. I'm hoping that with better grades I can change my occupation.





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Opinion

COUNSELING WHO TO WHAT?

Esther is a 17 year old student in grade 12 at Syamuyala Basic School. Her dreams and aspirations: I would like to marry a rich man and move to a nice place.

It seems quite rare to find a person whose future is so dependent on an idealistic goal; however, talking to many students in the school has revealed that this mentality is common place.

So the main question is, who is responsible for giving young people guidance when they are making their future career choices? Do you ever wonder if these people even exist in our country?

According to a circular that was released on July 22, 2012 by the Ministry of Education stating that "all learning institutions should be equipped with qualified people to carry out career activities so as to assist students". However feedback from various sources has indicated otherwise. So who are these people? Where are they? What are they doing to help students in their career options?

It is a job of a counsellor to look at every child individually and give them the information they need in order to be able to succeed in whatever it is they want to do. On a daily basis, school counsellors are supposed to be involved in character education, violence prevention, career planning and much more.

- We don't have enough resources for the school to hire a person for just the purpose of being a guidance master. Usually when help is needed for the students, any teacher can volunteer, says Syamuyala Basic Head Teacher.

From the perspective of members of the grade 12 class at Syamuyala Basic, the guidance masters are not there to help the children with their future

career choices or on how to cope with the world after they graduate.

- These guidance masters only show up to tell us to behave well when there are visitors, or when we have made an offence and have to be disciplined according to the laid down rules, says one student who wishes to remain anonymous.

But who is responsible for hiring career guidance teachers and making sure they are qualified and doing their intended job? Well, when it comes to hiring qualified workers, the school head is responsible, but without the resources and finances needed

it is a task forgotten by the school budget.

Is there any solution for helping our youth get the information they need in order to be successful in their future careers? As youth we must take our future into our own hands and encourage the school to provide a person for guidance

and assistance during the most crucial time before we venture into the world outside of education.

"These guidance masters only show up to tell us to behave well when there are visitors"



Temwani Akapelwa



David Chewe



Chido Chola

THE COVER PICTURE

- By Justine Mushitu

Name: Beatrice Munzaka

Age: 23

Work place: Industrial area - selling air-time

Highest level of education: Grade 12 but I had poor grades

Future plans: I plan to go back to school and improve my grades. But I also want to start a clothing business as a wholesaler.

Children have the right to say what they think should happen, when adults are making decisions that affect them, and to have their opinions taken into account.

UN Convention on the Rights of the Child

Junior Reporters is funded by the Swedish Postcode Lottery



IN BRIEF

YOUTH, RIGHTS & JOBS

ALMOST AS MANY WOMEN AS MEN ARE WORKING

Employment to Population Ratio (EPR) is an indication used in the Millenium Development Goals. In comparison with other countries in Africa, the female EPR in Zambia is relatively high, meaning that almost as many woman as men are in employment. In 2009, 72% of men and 65% of women were in employment.

Source: Decent Work Indicators in Africa, ILO

NO WORK?

31 % of young people between 15 and 24 years old in urban areas do not work or go to school. In rural areas the same figure is 8 %.

Source: ILO

INFORMAL WORK DOMINATES

89% of all the jobs in Zambia are in the informal sector. 94% of all women who works are in the informal sector.

Source: ILO

The plight of the youth has been worsened by their limited access to education, which has constrained their access to formal employment. Zambia's Fifth National Development Plan

HIGHEST IN AFRICA

Although it is difficult to measure, Zambia has a very high level of membership in unions, compared to other African countries. 38% of the workforce are members of a union.

Source: ILO

ALL CHILDREN SHOULD BE PROTECTED

Zambia has signed and ratified the African Charter on the Rights and Welfare of the Child. It states that every child shall be protected from all forms of economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's physical, mental, spiritual, moral or social development. It is also meant to protect children against harmful social and cultural practices.

65%

of the population in Zambia is under the age of 15.

Source: Central Statistics Office

WOMEN EARN LESS THAN MEN

At the national level, women earn 18% less than men. The gender wage gap is partly due to the concentration of high numbers of women in low skilled and low status jobs, due to lower education levels and to the segmentation of the labour market into feminine and masculine occupations. In rural areas women earn 45% less than men.

Source: ILO

ARE YOU DISCRIMINATED AGAINST?

To know your rights in the workplace is important to anyone, but perhaps even more so to young persons with less experience in the job market. Junior Reporters had a chat with Assistant Labour Commissioner Dr. Venus Seti at the Ministry of Labour and Social Security to set the record straight on discrimination.

Dr. Seti describes discrimination as any form of prejudicial, unfair, biased, inequity, bigotry, chauvinist or intolerable treatment based on one's sex, race, tribe, religion, origin or affiliation.

- The Zambian law is not only bound by the International Labour Organisation Convention on Discrimination to protect workers from discrimination but also the country's Industrial and Labour Relations Act restricts any form of it, says Dr. Seti. No employer has the right to terminate the services of an employee or impose any other penalty or disadvantage because of their background or beliefs.

For anyone who feels he or she has been discriminated against, there is help available.

"No employer has the right to terminate an employee because of their background or beliefs"

Dr. Venus Seti

-Any person who has reasonable cause to believe that he or she has been discriminated against, may within 30 days of the occurrence of the discriminatory incident, lodge a formal complaint before the Industrial and Labour Relations Court, says Dr. Seti.

If the court finds somebody practicing discrimination at a place of work, it determines the matter in favor of the complainant. The culprit may pay damages or compensation to the complainant. In some cases, it may impose a fine on the one who was wrong, either the employer or employee.



Syuko Vwapu





## BUY MY TOMATOES I WANT TO BE A DOCTOR

**- Most of all I would like to go to school, says Elina Kunda Chitambo, a 16 year old orphan from Kabwe. But lack of money has made this dream impossible. Now Elina sells tomatoes by the roadside to earn a living.**

**E**lina Chitambo dreams about being a doctor. However, this dream is far fetched for her, as she is unable to source funds for school tuition. She lost her parents when she was three years old and was raised by her unemployed uncle, who cannot afford to pay her school fees.

- Losing my parents when I was so young hasn't been easy. Money has always been difficult since my uncle doesn't have a job, says Elina Chitambo.

**Elina started her primary school** at the age of seven. She proved to be an intelligent girl when she qualified to junior secondary school at the age of 13. She managed to get sponsorship for her school fees from the church she is going to.

When Elina Chitambo qualified to Grade 8, the sponsorship finished and she started selling tomatoes and scones to raise money for school fees. But when she reached Grade 10, she could not manage to pay the school fees from the income she raised.

- The biggest challenge is school fees, says Mr. Martin Chitambo, Elina's uncle, but in order to get Elina through school we also have to raise money for transport to school, for uniforms and for her lunch every day. My only wish is that God can help me with a job or send a Good Samaritan to sponsor my intelligent niece.

**The Minister of Education,** Science, Vocational Training and Early Childhood Education, Dr. John Phiri, is aware of the prob-

**"The biggest challenge is school fees"**

*Martin Chitambo*

### FACTS!

91 % of male and 94 % of female children attend primary school in Zambia.

When it comes to secondary schools only 38 % of male and 36 % of female children attend.

Source: UNESCO

lem of children not being able to finish school because of lack of money.

- There are thousands of 'Elinas' around the country and it is a big concern. Organizations such as Forum For African Women Educationalists in Zambia who help people like Elina are doing a very important job. This Government has increased the budgetary allocation to help people like Elina, but unfortunately it is not enough.



Catherine Ngulube



Lewis Mushibwe

## The Minister of Education: "We are building new schools"

**Too many children are dropping out of school. To make more children finish their education the Government will build more schools and introduce a vocational choice for secondary school students, says the Minister of Education.**

The Ministry of Education, Vocational Training, and Early Childhood Education says it is concerned with the increase in children dropping out of schools. Minister in charge, Dr. John Phiri, says that many children in Zambia do not have access to education because of the poor system and the lack of sufficient school places. This trend has resulted in many children dropping out of school.

**Dr. Phiri says the biggest problem** is that so many children do not enter secondary school because there are not sufficient places at secondary levels. He adds that only 30,000 out of the 305,000 who enter primary school go on to higher education, like university or college.

- Each year almost 300,000 Zambian children are thrown out of the education system, he explains, it is too focused on the academics. We need to have more training on skills.

**The Ministry is also concerned** with the fact that people graduate

from schools only educated for white collar jobs.

The Ministry of Education is preparing to reform the way the secondary schools are functioning. In the new system all pupils will choose either an academic path or a vocational path.

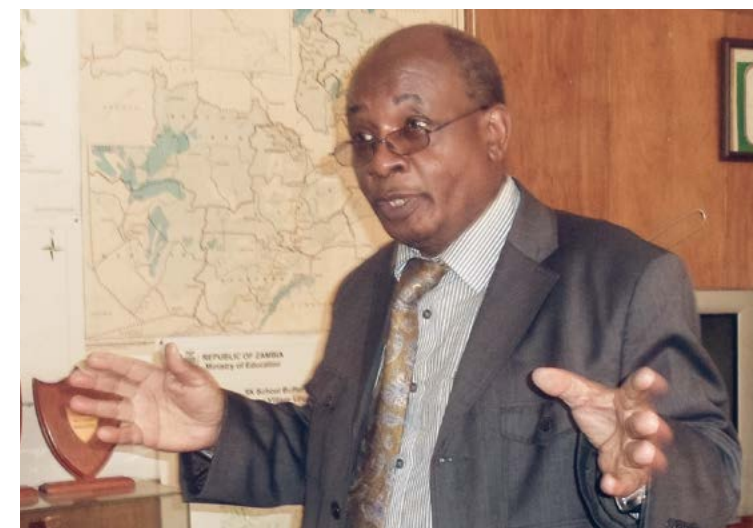
- We need to train people in skills, not everyone can end up with a white collar job.

One problem, according to Dr. Phiri, is that many school children are unable to learn when the teaching language is English and not their local language.

- We will introduce a new reform where local languages will be the learning languages in Grade 1-4. Research shows that pupils are much more likely to learn if they are taught in their local language.

**The Ministry of Education** has focused on building more schools to increase access to education.

- We are building new schools. This is our first focus. As we do that many more will have the opportunity to go to secondary school. This year the government



opened 44 new schools and we will open 74 more by the end of 2014.

**Dr. Phiri says that one of the biggest challenges** is the lack of adequate funding in the education sector. He is optimistic however, that more funding will come in the next budget.

- The aim of this government is still to have free education up to Grade 12, provided that future

budget allocations will support this.



Catherine Ngulube



Lewis Mushibwe

## BIO: THE MINISTER

Born in Lundazi and went to school in Chipata.

Studied history and Civic Education at Nkrumah Teachers College.

Taught Civics and History at several schools.

Bachelor's degree in Education at the University of Zambia, Masters Degree at the University of Hull and then PhD at the University of Zambia. Taught at UNZA until appointed Minister.

Has held several positions in different unions within the academic world.

Joined the Patriotic Front in 2003 and was appointed Chairperson of Education, Science, Technology, Research and Early Education.

Became the Minister in charge of Education, Science, Technology, Research and Early Education when the Patriotic Front came into power in 2011.

## "The Government needs to act now"

**The level of drop-outs in the Zambian school system is alarmingly high according to the Head Master of Chipata Open Community School. If the Government does not act now, there is a risk that pupil performance will continue dropping.**

Mr. Rafael Zulu is the Head Master of Chipata Open Community School. He favours a system of low school fees for vulnerable children to avoid the high drop-out levels the country is experiencing.



**"There is a need to build more schools"**

*Rafael Zulu*

- The high level of drop-outs is not only because of the school fees, Zulu claims, but also because of the long distances that the pupils travel every single day. This is especially common in villages. There is a need to build more schools to curb this problem.

According to Zulu there is also a large problem with the lack of qualified teachers, especially in villages.

- Most teachers prefer to be in towns and cities hence shunning the villages. But the introduction

of rural hardship allowances to teachers is helping to improve the settling of teachers in rural areas.



Anthony K Lupeke



Mary Phiri



Regina Njovu





# These boots are made for walking

- in the mud of Soweto Market

**There is a awful lot of mud in Soweto Market. Far too much. Fortunately there is a solution. You can hire a pair of gumboots – and get your business done. These boots are made for walking.**

**M**r. David Zulu is an 18-year-old salesperson at the Old Soweto Market. He is disappointed with how the insufficient drainage has been a hindrance for good trading conditions for years.

- Business at Old Soweto Market has dropped due to the mud that covers the streets all over the market.

Zulu says that the local government must do a little more to change the face of the market, and improve its service delivery in this case, not only for the matter of business.

- This problem of inadequate infrastructure is also contributing to the poor sanitation and environmental conditions at the market.

**Another young entrepreneur is** 19 years old Ms. Chileshe Kasonde who used to own a small shop, selling all different kinds of products, everything from food to clothes. She stopped operating from the market because of the lack of customers.

- People have stopped coming to Soweto Market because of the mud, she says.

Kasonde wonders why the Old Soweto Market was left out when the new market was renovated, and she thinks that the needs and demands of the citizens of Zambia, especially the people working from Soweto Market must be addressed.

**Turning to Lusaka City Council (LCC)** with the concerns raised by the young Soweto Market salespersons, Mr. Habeenzu Mulunda, Assistant Public Relations Manager, explains that the situation is a bit difficult when it comes to the Old Soweto Market, since this market, from the City's standpoint is illegal and the City Council does not collect any revenue there, it may be difficult for LCC to provide facilities to prevent the mud.

- When it comes to the New Soweto Market, the LCC is aware of the difficulties people

**“For customers and others who want to reach the market without getting wet or soiled, there is now a gumboots rental business”**

have in accessing the market due to the mud which accumulates during the rainy season. Plans have been there to try and put a concrete walkway for people to pass on their way into the market, but finances have been a big challenge, Mulunda explains. We are aware of the poor drainage and plans are underway through the Millennium Challenge Project to include such places - in fact the project will cater for most parts of Lusaka where the

drainage is poor.

**Back at Soweto Market,** although many salespersons struggle with the mud and its effect on their business, there are also those who find a new demand for service and thereby new opportunities to earn money.

Customers and others who want to reach the market without getting wet or soiled are now offered a gumboots rental service. For between 1 and 4 Kwacha, you can temporarily exchange your shoes for a pair of rubber boots, before entering the muddy areas of the market. This has proved to be a lucrative business for the marketeers who make between 100 and 200 Kwacha daily. In addition to this business of hiring out the boots, these marketeers also give business to fellow marketeers whose job it is to wash the boots at 50 Ngwee a time.



Chilombo Kalenga



Dale Chimuka



# WORD ON THE STREET

Junior Reporters hit the streets to ask young people about their aspirations.

By Regina Njovu, Mary Phiri, and Anthony K Lupeke



Mary Mwale, 10

I want to become a nurse because I want to help other people.



Charles Sunkuto, 17

My ambition is to become an accountant. I need to study hard and talk to other accountants to reach my goal.



Musunda Mwamba, 18

I want to become a businessman. My business would be to sell talktime.



Jane Mulenga, 15

I want to work hard and hope to be able to have money to finish school. When I finish school I want to become a lawyer.



Bridget Banda, 9

I want to be a nurse, because my parents want me to.



David Chimba, 11

I want to become a pilot. If I fail with that I want to be a garden boy.



## VOLUNTARY UNEMPLOYMENT – CAN YOU AFFORD TO SAY NO TO A JOB?

**Olivia Kavanagh would like to have a job, but not just any job. When many young Zambians are jobless she wants something with a good salary.**

**M**s Olivia Kavanagh graduated with distinction from Rosebank Secondary School in 2011. She won't settle for "just a job", she wants a job where she is treated like a professional.

Kavanagh was one of the fastest runners in her school and also managed to be a prefect, debate chairperson and JETS vice-chairperson. Because of her good grades, many people suggested that she study medicine but she stood by her decision to enter into the school of humanities.

**There is a high level** of youth-unemployment in Zambia but at the same time, many jobs that could be done by youths remain vacant. It seems that many young people trained for skilled labour are reluctant to take non-skilled jobs. They don't want to do work that could be done by someone with a lesser education and therefore choose to remain unemployed. Kavanagh tells more about this phenomenon.

*Junior Reporters:* What are you currently doing?  
*Olivia Kavanagh:* I'm currently doing nothing

apart from waiting for the University of Zambia entry list.

*Junior Reporters:* How old are you?

*Olivia Kavanagh:* I am 20 years old.

*Junior Reporters:* What interests did you pursue in and out of school?

*Olivia Kavanagh:* I love reading and writing, I am a jack-of-all-trades but I have not fully discovered my talent.

**"Any job that pays well qualifies for me; a job should pay well if it is not helping the community"**

*Olivia Kavanagh*

**A few weeks after** graduation Kavanagh managed to get a well paid job as a receptionist at a company that deals in electronic voucher machines. She worked there for four months and then quit because she didn't like some of the conditions; after receiving her first salary the company started delaying payment of her

wages by at least a week, not uncommon in Zambia. She was paid less than the agreed salary because of tax, which angered her and she also had a problem with the older employees who imposed additional duties on her because she was the youngest staff member. She has tried to do other jobs since then but she seems unable to find anything that meets her standards.

**- I love working and I hate sitting around,** Kavanagh says and continues, I have tried finding other jobs but so far there's nothing that seems reasonably good.



Justine Mushitu



Paul Ngosa Mboshya III





# THE STONE CRUSHER

**John Mwansa is only 16 years old and is already used to working hard. For him, the working day starts early and does not finish until the sun sets. Every day, he spends hours crushing stones – a job that is physically hard and that sometimes causes injuries.**

**M**r. John Mwansa is not the first in his family to work as a stone crusher, his grandfather is engaged in the same business.

- I am crushing stones because there is nothing else I can do. Since my aunt is a busy person and I am the only child at home, I need to help her.

Mwansa takes big size chunks of rock and beats them into powder. In a good week he can make enough powder to fill a bag. His aunt sells each bag for 10 Kwacha. A normal day he wakes up around seven and takes a half hour walk to the quarry.

- I wake up early in the morning to crush some stones before the sun rises to high. For breakfast I take tea, but sometimes I don't eat, he says.

After three hours, he walks to Garden Community School, which is located far away from his home. The school has 1,000 pupils

and about 200 of them work in the quarry, just like Mwansa.

**Mr. Emmanuel Zulu** is one of the teachers at the school.

- Most of the children who work at the quarry are orphans, Zulu says.

After school, Mwansa returns to the quarry where he attacks his pile of rocks for four more hours, until the sun sets. The stone crushing work is both hard and hazardous. Some of the stone crushers complain of broken fingers or "heavy chest", which may be

**"I am crushing stones because there is nothing else I can do"**

*John Mwansa*

an early sign of lung disease. But Mwansa says that he has never suffered any serious injuries

beyond some smashed fingers.

- It's a hard job, he says, I hurt myself sometimes.

Mwansa lives with his aunt in a two bedroom house without electricity, ever since his parents died in 2004. Water is hauled in from a community tap. The bags of rock powder that Mwansa can produce in a month bring in almost enough to pay the 50 Kwacha per month for rent and access to the community water tap.



Henry Banda



Shola Zulu

## FACTS!

### CHILD LABOUR IN ZAMBIA

John Mwansa's situation is not unique. Although child labour is prohibited in Zambia, hundreds of thousands of Zambian children work or are exposed to hazardous conditions of work, according to the International Labour Organization (ILO) report, Decent Work Country Profile Zambia. High levels of poverty and the HIV/AIDS pandemic are two reasons why children are compelled to work to supplement family incomes or to make their own livelihood.

Zambia has enacted various laws and regulations to combat child labour. The Constitution and the Employment Act set the minimum age for employment at 15 years. It is also prohibited for children younger than 18 years old to be engaged in hazardous labour.

According to the definition used by ILO and others, child labour means any work that is given to a child under the age of 15, which harms them physically, emotionally, or that affects their education or harms

their well-being. Children between 15 and 18 years old, are allowed to do light work, for example in the domestic sector.

Zambia has ratified the ILO Convention 138 and 182, stipulating that minimum age for employment shall not be less than the age of completion of compulsory primary schooling, and combating the worst forms of child labour such as child slavery, child prostitution or use of children for debt bondage.

*Source: ILO*





## WANTED: MORE YOUNG ENTREPRENEURS

High levels of unemployment makes many young Zambians start their own businesses. But many of them lack training in business and entrepreneurship skills. Without those skills it is very difficult to run a profitable business that will grow.

Small alleys in the bustling marketplace of Kabwata lead to 19 year old Mr. Jefferson Bundai's cell-phone repair shop. A big sign on the front of his two square meter shop says "Nkosi Phone Repairs". He has been working here since 2009, mainly to raise money to get him through school.

- I have no formal business training, I have learnt how to run my business from doing it, Bundai says. It's not easy, I can't keep any stock and I can't afford the equipment I would like to have.

**High levels of unemployment** make many young Zambians start their own businesses. A lot of them lack training in business and entrepreneurship skills. Without those skills it is very difficult to run a profitable business that will grow.

Bundai would like to expand his business, but lacks the access

to capital to do so.

- I don't know how to apply for a loan, and I don't know if I would qualify for one. But I would like to expand and to get training in computer programming.

Bundai is just one of many young Zambians who have ventured in to self-employment, without any training. According to the International Labour Organisation's (ILO) the high unemployment rate has created an environment in which many young people are self-employed, many times in an informal way without registering their business. As many as 90% of the youth-run businesses in Zambia are informal. At the same time young people seem to lack formal business training to start and run a business.

**Mr. John Banda** is the National Project Coordinator of the ILO's

project for Youth Employment.

- Many youths do not know where to get help when starting their businesses. There is a need for schools to teach how to start and run a business, so students are prepared when they finish school, says Banda. The school curriculum caters for how to get employed, but not on how to employ yourself or others. Both of these are needed.

**Mr. Simunza Muyangana** is one of the founders of BongoHive, an organization that helps people with skills in technology to expand their ideas into profitable businesses.

- We help people who have an idea and IT-skills to turn that idea into a business. We provide them offices with Internet access and skills on how to run a business, through for example, workshops and training.

Muyangana says there are



"Lack of capital, mentorship and education on business skills are the largest hurdles to get businesses up and running"

*Simunza Muyangana*

plenty of good ideas out there; the problem young people often face is how to turn them into businesses.

**For young people who** would like to start a business, Muyangana offers the following advice.

- Think your idea through, do proper market analysis to make sure there is a market for your idea. Also try to get mentorship from someone with experience to help you out. And don't stop because you don't have money, there are ways around that for good ideas.



**Elsie Samboko**



**Suwlanji Bwalya**



*Towani Clark (left) and some of her creations*



## TOWANI, THE DESIGNER: MY MOTHER INSPIRED ME

She was a manager at a law firm, but gave it all up. - My dream was to become a fashion designer, says Ms. Towani Clark, owner of Kutowa Fashion.

Clark has undertaken a career that most people find hard to venture into in Zambia. She is a fashion designer, a challenging career for anyone who dreams of designing clothes in the country. - I have faced a few problems, like the acquiring of the fabric which can be very expensive and the marketing of the chitenge material. There is also a lack of trained tailors who when available are often unprofessional.

Despite this, Clark, a mother of two is taking African and Zambian fashion by storm.

- I have dressed many Zambian celebrities including singer Scarlet, TV personality Lulu Haangala

and musician Maureen Lilanda.

She is also famous for her tupendo (bottle top) collection, a recycling initiative aimed at keeping Zambia clean. Bottle tops which are carelessly disposed off are collected and covered with very expensive fabric and are used to decorate sophisticated traditional outfits.

Clark hosted the Amaka fashion show in 2011 showcasing some of her designs.

- I also took part in the 2011 Zambia Fashion Week, where I won the most creative designer award and I have been in shows in Niger, Tanzania, Botswana and London.

- I was inspired by the beauti-

"Develop your own style and stay true to yourself."

*Towani Clark*

ful pieces of fabric my mother purchased from countries like Tanzania and Botswana. She would buy me bad outfits and I did not want to wear the chitenge so I used it to create an outfit that was modern and urban.

Clark has a Bachelor Degree in Agriculture and a Masters in Business Administration.

She advises young people who want to venture into fashion or business to first go to college, work hard, and avoid short cuts.

- Develop your own style and stay true to yourself.



**Wanzyanji Mulwanda**



# “BIG BIRDS FLY THROUGH, SMALL BIRDS GET CAUGHT”

Although prohibited by law and Governmental measures in place to fight it, irregularities, fraud and corruption keeps occurring in Zambia. But there are also many in Zambia who react against it. Junior Reporters have met three different people who all give examples of how individuals could contribute to the fight against corruption.

**M**r. Dennis Chibisha is a 33 year old businessman who runs his own shop in Kaunda Square in Lusaka. He sometimes comes across corruption in his daily work. Chibisha explains which situations he, as a businessman, faces irregularities:

- I experience corruption, usually when I want to acquire or access commodities for my shop.

He says that it puts him at a disadvantage when he does not offer bribes.

- Even though I have money to get what I want, I will be denied and that hurts me. It also brings about theft in the community and the nation, and thereby increases the corruption rate.

**Chibisha thinks that it is important** that leaders set an example not to engage themselves in corrupt acts. He thinks that leaders are more exposed to corruption because they have access to opportunities from other countries who want to invest and do business in the country. He believes that parts of the Government may also be corrupt. Chibishi does not think it pays in the long run though.

- **When you build your house through corruption, one day you will lose everything.**

The Government is not the only one that can fight corruption, says Chibishi. It also requires the involvement of non-governmental and community-based organizations and other elements of the civil society. But also youths can join the fight against corruption by being responsible and by educating others about the dangers of corruption, Chibishi says.

**Mr. Mwansa Mungela is an example** of a young person who works against corruption. He is 23 years old, Executive Director of Zambian Universities and Colleges Anti-Corruption Movement (ZUCAMO). He says corruption

and nepotism takes place both in the private and public sector, for example when someone is about to be employed.

- Ignorance leads to corruption, says Mungela. Government should provide basic services in order to reduce corruption; it has to educate the public on the effects of corruption. Sometimes



**“When you build your house through corruption, one day you will lose everything”**

*Dennis Chibisha*

the work against corruption tends to be a net whereby big birds fly through while small birds are caught. This brings about disrespect for the law.

**Mulenga formed ZUCAMO** as a result of the corruption he observed and he wants to help society to avoid the problems related to it.

- The best cure against corruption is when the public report on corrupt cases, vote out corrupt politicians, refuse bribes and discuss corruption.

Another person who dedicates her work to fighting corruption, is the Acting Spokesperson of the Anti-Corruption Commission, Ms. Queen Chibwe, 35 years old.

**Just like Mungela, Chibwe** thinks that corruption is caused by ignorance or lack of information.

- The reasons for corruption could be many, such as complicated procedures when accessing a service, unregulated official discretion, unethical leadership or lack of publicity of services, Chibwe explains. There could also be greed and dishonest behaviour. But everyone can help to stop it.

- First and foremost to desist from its practices, but you can also discourage others from engaging in corrupt activities.



**“The public should report on corrupt cases, vote out corrupt politicians, refuse bribes and discuss corruption”**

*Mwansa Mungela*

Perhaps you could even join an Anti-Corruption Club at your school.



*Mapalo Chisi*

## FACTS!

According to Transparency International, a global organization working against corruption, Zambia is ranked 88 out of 176 countries in their 2012 Corruption Perception Index. This index ranks countries based on how corrupt their public sector is perceived to be.

On a scale of 0 – 100, indicating a country’s perceived level of public sector corruption where 0 means that a country is perceived as highly corrupt and 100 means it is perceived as very clean, Zambia scores 37.

*Source: Transparency International*

According to the recently launched Zambia Bribe Payers Index 2012 Zambia’s overall index is 9,8%. For 2009 the number was 14%.

The percentage indicates how often a Zambian is asked to pay a bribe to access public services. The lower the percentage, the less corrupt the society.

The Zambia Bribe Payers Index is a cooperation between Transparency International Zambia and Zambia Anti-Corruption Commission.

*Source: Transparency International Zambia and Zambia Anti-Corruption Commission*



# CHASING A BALL FOR A LIVING

-Football is like life. It requires perseverance, self-denial, hard work, sacrifice, dedication and respect for authority. But with education you never go wrong, says Noel Mwandila, a football midfielder in Chipolopolo and the Green Buffalos.

THE MINER WHO BECAME AN ACTOR:

## “IT TOOK CARE OF MY UNIVERSITY STUDIES”

Mr. Charles Chizya Simusokwe, 28 years old, has a Bachelors Degree in Mineral Engineering. So why is it we find him on the movie screen or the theatre stage?

Even if I have this degree, I am not practicing engineering as a source of livelihood. I am a victim of a wrong career choice and though I am not using my education qualification, I am doing very well financially. There are so many opportunities out there, it just matters how you nurture your talents, because it is something close to your heart.

Simuokwe also strongly speaks out about the lack of career guidance for young people while in schools.

-Because every teacher out there just looks forward to pupils passing the subjects they teach and the pupils are given so many of them to take. We tend to like everything and when we are thrown into society, we don't really know what career to pursue and therefore become victims of wrong career choices.

Simuokwe developed his passion for acting in his second year of study at the University of Zambia.

-I went to watch a play entitled 'Kojo Comes To Campus', a traditional edutainment performed



**“It is up to you to make it happen, both those who have been to school and those who haven't.”**

*Charles Chizya Simusokwe*

annually to first year students at UNZA.

After watching the play, he went to audition for acting and was picked for a major role in the same play which he then held for three years.

From his small roles in UNZA plays Simuokwe moved on to acting in big movies.

-I acted in big screen movies and some of them premiered at Freshview Cinemas right here in Lusaka. For example Vanguard, The Lawyer, Justice At Stake, Rhythm In The Falls, just to mention a few.

**Some movies require him** to play minor roles just to push the upcoming actors and actresses and other actors play the major roles.

- I had to make use of these opportunities because I was taking care of 75% of my university fees after the passing of my father in 2007.

Simuokwe says he is an enthusiastic person who believes that everything is possible.

He points out that, the moment you are born, you are given

a lot of opportunities.

-It is up to you to make it happen, both those who have been to school and those who haven't.

-Acting in 'The Lawyer' made my dream stronger since I got to act with people I looked up to like Owas Ray Mwape, Viola, Mainza Chipenzi and especially the late Augustine Lungu.

**Simuokwe says he faces** a lot of challenges in his acting career.

- The movie industry in Zambia is in the developmental stage. One can't expect a very good salary from acting in some movies. But the movie industry is headed for greatness and I want to be an example to show that in life, people need school but school is not everything.



Albert Changwe



Mwenya Mwamba



Mr. Noel Mwandila recalls how his dream of playing professional football became reality.

- I started playing football when I was in secondary school at Lusaka's Kabulonga Boys and I was also the sports prefect in my last grade.

- I have been playing football for the past twelve years.

He encourages young people to develop their talents and despite not going to college or university after secondary school himself, he stresses the importance of education in the life of a footballer and for any young person that wants to have a bright future.

- Though playing football as a career is a source of livelihood, I do not rely on it entirely for my survival. I have made other investments that I can fall back on if something went wrong in football. For example, other than playing football I own two estates and a small transportation firm. I believe this will help support me when I retire from active football.

**Mwandila reveals that** Zambian and African football in general faces a lot of challenges, not least a lack of high quality infrastructure. However, he still remains confident that this is will soon be a thing of the past.

- The construction of the School of Excellency will help to develop football talent from a tender age and give young people the best education they need at the same time. The School of Excellency is being built in Luan-

shya town on the Copperbelt.

Mwandila made his debut as a national team player in 2004 when Zambia played Mozambique and he scored two goals that saw the Chipolopolo picking up a 4-2 victory.



**“I do not rely on football entirely for my survival”**

*Noel Mwandila*

**- I appeal to Government** to allocate more funds if the sport is to collect medals and develop young people's talent in football in the country.

Mwandila who is also a soldier in the Zambia Army urges the youth to be proactive and engage themselves in other supportive things in order to develop the sport in the country.



Albert Changwe





# DISABILITY - NOT INABILITY

Finding a job and earning a living is a challenge for anyone. If you are lame, blind or deaf, it may seem even more difficult. However some people defeat the odds, and manage to develop skills and get a job.



**M**r. Stanley Mulenga is 23 years old. He is both lame and unable to properly use his hands, but still he owns and manages a business. Mulenga makes a living by selling sweets, pens, calculators, office devices and stationery. He rents a house in the compound Mandevu, a few kilometers outside Lusaka City.

- Life in the compound is hard, but ok.

Mulenga's day starts very early. He takes the bus outside the compound and arrives at his place of work at eight in the morning. But this also seems to pay.

- I have a lot of customers, I make between 70 and 100 Kwacha per day, he says.

**For the money that** he earns, he manages to rent a house, buy clothes and food for himself. Despite completing high school and having lots of opportunities to pursue higher education, Mulenga does not want to go back to school since he thinks he has succeeded anyway.

But there are also many challenges in his daily life, being disabled and running his own retail business. When he was six years old he got a disease which he does not know the name of. As a result he has difficulty walking and his hands and body shake. For example, it is a struggle for him to carry the goods he buys to his business center.

- Life has not been easy, says Mulenga.

People with disabilities face a lot of challenges coping with everyday life at home, school or around friends and the work place seems to be no exception. For example, other people's negative attitudes can be a problem, but Mulenga has his own strategy to handle this.

- When discouraging comments are passed I just don't pay attention.

**Someone who has his own** personal experience of feeling

discriminated against and mistreated because of his disability is Mr. Katolo Mungandi. He is a blind beggar along Cha Cha Cha Road in Lusaka who was once self-employed. Mungandi worked at one point for the council as a cleaner, but he says that because of his disability, it has been hard for him to get a job although he has been qualified.

- I am both a farmer and a craftsman but I have never been employed in any of these fields. Since I cannot find a job in the fields I am skilled in, I have resorted to begging. I don't want to stay at home doing nothing; that's why I decided to beg on the streets as a way of surviving, says Mungandi.

Mungandi lives in Misisi compound and is led by his grandchildren to the central business district every day. He still hopes that the Government or a well-wisher will step in and provide start-up capital that would enable him to do crafts work and farming.

**As much as the** disabled may struggle, some make it in life. One such example is Mr. Isaac Muhanga who is the Assistant Director at the Central Bank of Zambia.

- I am one of the few privileged disabled persons in Zambia, he says, but I understand the problems the disabled go through.

**Mr. Thomas Mtonga, who** is also visually impaired, is the Chairperson for the Programme on Health and Disability and Social Education. He thinks there are many reasons for unemployment among disabled persons.

- Lack of education amongst the disabled is one of the impeding factors. Most are unable to access education at all and if they do, they only reach Grade 12.

Mtonga also highlights the role of politics and legislation as well as society's attitudes in relation to the rights of persons with disabilities.

**"When discouraging comments are passed I just don't pay attention"**

*Stanley Mulenga*

## FACTS!

Around 0.8% of Zambia's population are disabled, and a majority of these are youths.

52% of the disabled population are in self-employment and only 12.8% are employed or employers.

Zambia ratified the UN Convention on the Rights of People with Disabilities in February 2010.

The Persons with Disabilities Act prohibits discrimination in employment based on disability. The National Policy on Disability aims at providing persons with disabilities equal opportunities.

When ILO's report Decent Work Country Profile ZAMBIA, 2012 was produced, there was no data available for the employment situations of workers with disabilities to enable measurement of discrimination by disability.

(Sources: ILO, Zambia Central Statistical Office)

- **The policies and legislation** that support the employment of persons with disabilities are insufficient. Most organizations and companies have a negative attitude towards people with disabilities and insist that they cannot perform if hired, claims Mtonga.

He thinks it would be good if the Government looked into the issues of policies, education and other forms of legislation that affect persons with disabilities. He wishes to see the newly enacted People's Disability Act put into effect, since it aims at looking into the welfare of the disabled including employment issues.

- There is a need for political will from Government if the betterment of the disabled is to be achieved.

**The attitudes in society** and among employers is also brought forward by Disacare's Director Mr. Stanely Lupobe as a key to understanding unemployment among disabled persons. Disacare is an organization that strives to provide the disabled with cheap and affordable machines that can compensate for their disability.

Lupobe says that the reason why most young disabled people have no decent jobs isn't because they are not capable but because there are insufficient jobs that support the disabled in Zambia.

- Employers think twice about hiring the disabled, with the fear of additional costs. Society also has a high degree of pity for the disabled. If there were a lot of disabled people in top positions others would be inspired by their achievement instead.



Taonga Janet Hara



Wilson Musonda Jr



# BEHIND THE SCENES

## THE MAKING OF THE WORK ISSUE



Janne talking about journalism



Planning for articles in the first issue



Catherine and Lewis interviewing the Minister of Education



Magdalena coaching reporters



The Crew!



Paul finishing his story



Mentor Brenda giving advice to reporters

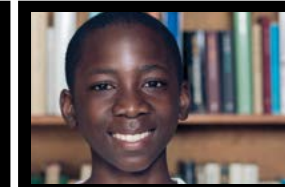


Mapalo performing an interview

# THE REPORTERS



**Albert Changwe, 19**  
Always endeavor to tell the truth of the story. Let the entire nation know what the aspirations of young people are.



**Anthony K Lupeke, 14**  
I want to learn more about reporting.



**Catherine Ngulube, 18**  
I love journalism because it is fun and I get to express myself. It's great to speak and write on behalf of my fellow youths.



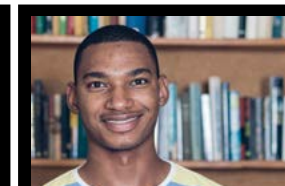
**Chido Chola, 17**  
Our generation is the future, journalism is one of the first steps to making our mark on the world.



**Chilombo Kalenga, 18**  
When I was growing up my dream was to become a reporter. Now my dream has come and I am so happy.



**Dale Chimuka, 18**  
After my final exams this year, I want to study journalism, because I want to become the best Reporter in Zambia.



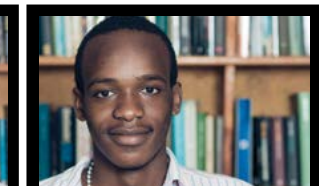
**David Chewe, 17**  
The truth must be told and who better to do it, but me. Reporting is fun interesting and informative.



**Elsie Samboko, 18**  
Being part of the Junior Reporters has been an unregretting experience. I have learnt so much. I love Junior Reporters!



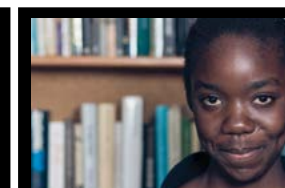
**Henry Banda, 19**  
Taking part in Junior Reporters was great and a wonderful opportunity. I want to give a voice on behalf of the voiceless.



**Justine Mushitu, 18**  
I want to improve my writing and photo skills.



**Lewis Mushibwe, 18**  
I love journalism because I want the truth to be told.



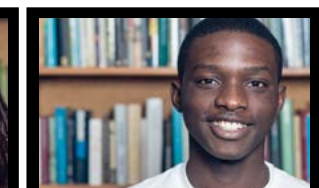
**Mapalo Chisi, 16**  
I love journalism and I enjoy listening to people talk about their problems.



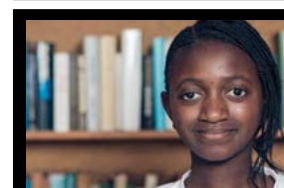
**Mary Phiri, 14**  
I want to give a voice to young people of the nation.



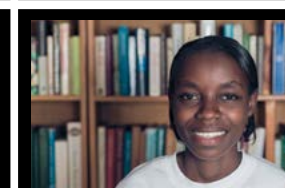
**Mwenya Mwamba, 16**  
My personality is focused on versatility because I love learning a lot and writing. My articles are worth reading!



**Paul Ngosa Mboshya III, 18**  
I am working for Junior Reporters because I believe that there is a story which needs to be told.



**Regina Njovu, 14**  
This gives me the opportunity to give a voice to the people out there.



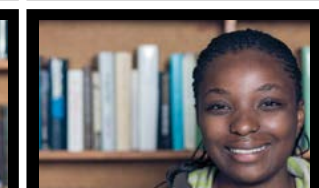
**Shola Zulu, 19**  
I like to take part of this project because I like writing but mostly because I would like to help my fellow youth



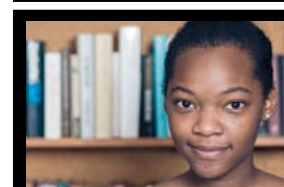
**Suwlanji Bwalya, 19**  
This is a good opportunity to meet new people who are experienced in journalism, so that I can improve.



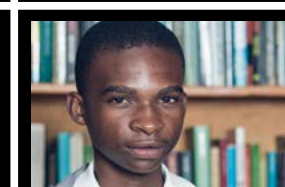
**Syuko Vwapu, 17**  
My interest is to let the people know what is going on and how it affects us, but mostly making a story out of it.



**Taonga Janet Hara, 17**  
Journalism for me is one way in which I get to express myself as I love to write and tell stories.



**Temwani Akapelwa, 17**  
I like to know the truth; I might as well be responsible for telling it. Also it opens up opportunities to meet new people.



**Wanzyanji Mulwanda, 16**  
I want people to know fashion and I want to expose the people who make it possible for us to wear good clothes.



**Wilson Musonda Jr, 18**  
I have a passion for writing and the dream of one day publishing my own youth magazine.

Every issue of The Junior Reporter is produced by a new group of teenagers.

These are the reporters who have produced the Work Issue.





## Cooperating partner for the Work Issue **International Labour Organization**

This issue of The Junior Reporter has been produced in collaboration with Youth Employment project of the ILO.

The Youth Employment project is working closely with the Ministry of Youth and Sport and the Ministry of Finance to develop and implement responsive and sustainable youth employment interventions.

The Youth Employment project has an overall objective of enhancing employment and self-employment opportunities for young people through access to skills development. This will be done by supporting the review of the National Plan of Action of the National Youth Policy focusing on economic empowerment of young women and men through skills development.

The project was developed as a response to the youth employment challenges faced by youth employment actors in creating decent work opportunities as well as the challenges cited among young women and men themselves.

The project seeks to increase access to business development services and access to finance by young men and women. The project also seeks to increase awareness and knowledge on youth employment challenges and show-case good practices by key stakeholders, including Government, young women and men, youth associations, ILO social partners i.e. Employers and Workers Organizations, civil society, academia, donors and the general public.

 **JUNIOR**  
**REPORTERS**

The logo for Junior Reporters features a red pencil icon on the left. To its right, the word 'JUNIOR' is written in red, and 'REPORTERS' is written in a larger, bold black font below it.

**FOLLOW US AS THE NEXT ISSUE TAKES SHAPE!**

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