



The Lawyer's Insight

A LAZ NEWSLETTER • SPECIAL WOMEN'S MONTH EDITION, ISSUE 10, MARCH 2026

CELEBRATING WOMEN LAWYERS IN ALL SECTORS

#forallwomenandgirls



**BREAKING BARRIERS, BUILDING
FUTURES: PROFILING DR. ANNIE
KANGWA CHEWE, DEAN OF THE
SCHOOL OF LAW, UNZA**

5

**CELEBRATING WOMEN
IN CORPORATE LAW: THE
INTENTIONAL JOURNEY OF
LEYA MTONGA NGOMA**

8

**FROM LEGAL PRACTICE
TO INDUSTRY BUILDER:
A CONVERSATION WITH
MONICA MUSONDA**

11

THE EDITOR'S INSIGHT

In this Special Women's Month Edition of *The Lawyer's Insight*, we do more than celebrate, **we reflect**. We reflect on progress made, on barriers broken, and on the evolving responsibilities that come with being a woman.

This edition brings together a powerful array of voices. Women who are not only participating in the legal profession, but actively shaping its direction. From academia to corporate leadership, from legal practice to enterprise building, the stories captured in these pages affirm a central truth: ***the law is not static; it is continually redefined by those bold enough to lead and challenge the status quo.***



We are honoured to feature remarkable journeys of distinguished senior counsel, including Dr. Annie Kangwa Chewe, whose path speaks to resilience, purpose, and transformation in legal education. Equally compelling is the story of Mrs Leya Mtonga Ngoma, whose career reflects intentional growth, balance, and leadership at the highest levels of corporate practice. In conversation with Ms. Monica Musonda, we are reminded that legal training is not an endpoint, but a powerful foundation for innovation, enterprise, and national impact.

Beyond these individual narratives, this edition engages with deeper and necessary questions. What does it truly mean to "have it all"? How do women navigate ambition alongside identity and leadership alongside lived realities? The insights shared challenge us to move beyond inherited definitions of success and toward ones that are consciously and personally defined.

This edition also draws attention to meaningful shifts within our legal and national landscape, including legislative developments aimed at enhancing representation for women, youth, and persons with disabilities. Readers are reminded that these are not merely reforms. Rather, they are invitations to participate, to lead, and to ensure that representation translates into tangible impact.

As the Law Association of Zambia continues to champion a progressive and inclusive profession, this edition celebrates, reflects and importantly, calls us to action. It is a reminder that presence must be matched with purpose, and that progress must be sustained through intention.

To every reader, may this edition inspire thoughtful reflection, meaningful dialogue, and a renewed commitment to growth; within the legal profession and beyond!

Happy Women's Month!



IBA ANNUAL CONFERENCE 2026 IS CALLING!

Big news for the Zambian lawyers - you can now attend the International Bar Association (IBA) Annual Conference 2026 at a **40% discounted delegate rate!**

Taking place in **Copenhagen, Denmark** from **4-9 October 2026**, this is your chance to step onto the global legal stage without the usual price barrier. And yes, **registration is officially open.**

Think of it as more than just a conference. This is where the world's legal minds meet, ideas are challenged, deals are sparked, and careers are elevated. With the reduced fee, it's never been easier to be part of that energy.

Expect:

- Dynamic discussions on global legal trends
- Meaningful, face-to-face connections with practitioners from around the world
- Opportunities to grow your network beyond borders
- And the chance to experience the charm and culture of Copenhagen

Whether you're looking to expand your practice, build international relationships, or simply immerse yourself in the global legal community, this is your moment.

Register here:

<https://www.ibanet.org/login/checkout>

FROM THE PRESIDENT'S DESK

Greetings to the Membership,

This Special Women's Month Edition of *The Lawyer's Insight* provides a timely opportunity to celebrate, reflect, and reaffirm our commitment to advancing equality within the legal profession and beyond. It is a moment to recognise the invaluable contributions of women who continue to shape the law, strengthen our institutions, and drive meaningful change across all sectors of society.

The stories and insights featured in this edition are a powerful testament to the resilience, leadership, and excellence demonstrated by women in our profession. From academia to corporate leadership, from private practice to entrepreneurship, to plausible strides in the military, women are not only occupying spaces, they are transforming them. Their journeys remind us that progress is not merely measured by presence, but by impact.

As an Association entrusted with upholding the rule of law, we remain steadfast in our mandate to promote access to justice for all. This necessarily includes ensuring that women and girls are empowered, protected, and afforded equal opportunity to participate and lead. It is encouraging to witness the growing presence of women within our profession, particularly in leadership and decision-making spaces, as this strengthens both representation and the quality of our collective voice.

As we celebrate these achievements, we also look ahead to an important milestone for our Association, the upcoming Law Conference, Annual General Meeting and elections for the next leadership term. This period represents both continuity and renewal. I wish to commend the increased participation of women contesting for key positions within the Association. This is a positive and necessary reflection of the inclusive direction we continue to pursue.

To all esteemed candidates, I extend my best wishes. Your willingness to serve is a testament to your commitment to the profession and to the continued growth of the Association. I urge all members to participate meaningfully in the elections, as the strength of our Association lies in the collective voice and involvement of its membership.

As I prepare to conclude my tenure, having had the honour of serving the prescribed two terms as President, I do so with a deep sense of gratitude. It has been a privilege to serve alongside a dedicated Council and Secretariat, and to lead a membership committed to upholding the highest standards of

the legal profession.

While leadership transitions, our shared purpose remains constant. I am confident that the incoming leadership will build on the progress made and continue to advance the interests of the profession and the society we serve.

Allow me to sincerely thank the entire membership, our stakeholders and general citizenry for the trust, support, and collaboration throughout my tenure. It has been an honour to serve you my fellow members and the citizens of this great Republic as LAZ 1.

To all our women lawyers, we celebrate your continued impact and leadership. To the membership at large, I thank you and encourage you to remain engaged as we usher in the next chapter of our Association.

Happy International Women's Day, and I wish you all a successful Annual General Meeting.

See you soon in Livingstone!

Lungisani Zulu
President
Law Association of Zambia



TAILORED EMPLOYEE BENEFITS

TO POWER YOUR LAW FIRM

As a trusted partner to gratuity, retirement funds and employers of all sizes, Prudential Pensions Management Zambia, part of Prudential Plc leverages more than 175 years of experience and insight to facilitate meaningful conversations that lead to tailored solutions. We believe that through open and informed dialogue, we can guide better choices, protect what matters most, and help our clients and their employees navigate the complexities of business, work and life.

By partnering with us, you gain an ally in creating a workplace that truly supports your employees' diverse needs. We help partners manage their employees' benefits while the partners concentrate on doing what they know best. Together, we can foster an environment where financial well-being, mental health and professional growth go hand in hand, empowering your workforce to thrive in all aspects of their lives.



We also have

**SOLUTIONS TO HELP
YOU CREATE WEALTH
FOR YOU AND YOUR FAMILY**

Contact Us:

-  ppmz@prudential.co.zm
-  752
-  +260 96 9170610
-  www.prudentialpensions.co.zm
-  Prudential Support Office, Plot F377/9H/2, Kabulonga Road, Kabulonga

Our reason is *you*

BREAKING BARRIERS, BUILDING FUTURES: PROFILING DR. ANNIE KANGWA CHEWE, DEAN OF THE SCHOOL OF LAW, UNZA

By **Rose Tembo**

The University of Zambia (UNZA) School of Law continues to stand out as a centre of excellence, with a growing number of women leading the way in legal academia. The school currently has eight female lecturers with Doctorates in Law and continues to support more women to pursue advanced studies, reflecting a strong commitment to both academic excellence and gender equality.

At the helm of this progress is **Dr. Annie Kangwa Chewe**, Dean of the School of Law, a seasoned legal practitioner of 28 years and a proud mother of two daughters.

As LAZ commemorates women who are shaping the legal landscape, few stories capture resilience, purpose, and transformation quite like that of Dr. Chewe.

Her journey into law was not a straight path, but one shaped by curiosity, guidance, and defining life moments. *"I remember being in Grade Nine," she recalls, "when my grandfather, the late Mr. Malama Sokoni, who was a politician, asked what I wanted to become. I didn't really have an answer."*

She recounts that her grandfather went on to explain to her that there were many career paths to choose from. When mentioning law, he referred to well-known figures like the Shamwanas and the Mwanawasas. *"Those were big names," she says. Adding that, "That conversation stayed with me and planted a seed."*

Years later, Dr. Chewe's path took a different turn. After completing Grade 12, she began working for Barclays Bank (now ABSA) at Mutaba House Branch on Cairo Road. *"That uniform just made sense!!!! Blue and white," she said with a smile. She further explained that the structured environment and international exposure which included*



receiving instructions from Lombard Street in London, shifted her inspiration towards pursuing economics and building a career in banking.

At the same time, she also found herself drawn to other professions, including medicine, reflecting a natural curiosity and a broad range of interests and a reminder that it is both natural and enriching to hold multiple career interests while discovering one's true path.



It was only after enrolling at UNZA and encountering challenges with mathematics that she paused to reconsider her direction and whether banking was the right one.

"I remembered what my grandfather had said about law," she explains. "I asked friends if there was any mathematics involved in law school and I was told no, there was no mathematics, it was all about reading. That's when I made the decision. That M160 was something: statistics, calculus, I said No! I am going. I applied for law at the end of first year because then we had to compete from the school of humanities and social sciences to be admitted into the school of law at second year."

After her first year in the School of Humanities and Social Sciences, she was accepted into the School of Law. She recalls that on the list there were three names with the same computer number. The names were Annie Chewe, Annie Kangwa and Annie Chewe Kangwa all with the same computer number. She recalls visiting the school of law and discussing with a madam she later came to know as Dr. Tukiya Kankasa Mabula, a luminary in Zambia's legal world, who served as Assistant Dean (Undergraduate) at the time. That moment would prove pivotal in shaping her future. She recalls Dr Mabula looking at the list of accepted students and confirming that the three listed were one and

the same person except the names had to read as Annie Kangwa Chewe.

After graduating with a Merit from UNZA and later being admitted to the Bar, Dr. Chewe began her legal career in private practice before joining the National Legal Aid Clinic for Women on 2nd May, 1999, where she spent over a decade, eventually rising to the position of Executive Director.

It was here that her understanding of justice fundamentally evolved.

"You begin to see that justice is not just about going to court," she explains. "It's about reaching people at their point of need."

Working with vulnerable women facing marital disputes, inheritance disputes, abuse, and systemic disadvantage, she embraced a holistic and deeply human approach to justice. The cases were often emotionally charged, requiring more than legal expertise. At the Clinic, she worked alongside a priest, Father David Njovu of the Cathedral of the Holy Cross and a police officer, creating a multidisciplinary support system for clients.

"We realized that as lawyers, we could not do it alone," she

reflects. *"Clients needed emotional, spiritual, and physical protection. It was about stabilizing the clients and the situation before resolving it."*

Her work often required collaboration beyond the courtroom. In some instances, engagement with government leadership proved critical. She recalls how the office of the then Vice President, Mr. Enock Kavindele, was instrumental in resolving certain matters. *"His office was open and provided guidance on a number of cases,"* she notes, underscoring the importance of responsive leadership in advancing justice.

These experiences reinforced her belief that justice is not always adversarial. *"Not every case needs a fight. Sometimes, the best outcome comes from dialogue, mediation, and understanding."*

Her transition into academia was equally intentional. While practicing, she began teaching part-time, using it as a way to balance the emotional demands of legal aid work. Over time, her passion for teaching and research deepened, leading her to pursue a doctorate and join academia full-time. *"What drew me in was the desire to understand how law interacts with society,"* she says. *"Teaching allows me to shape the next generation of lawyers, not just in knowledge, but in values."*

Today, as Dean, Dr. Chewe leads a School of Law that is evolving to meet contemporary challenges. Notably, the School now boasts of eight women lawyers with PhDs, a remarkable milestone in a field historically dominated by men. Even more encouraging, additional staff are currently being supported to pursue doctoral studies, signaling a strong pipeline of women scholars

and leaders. She was quick to echo the fact that men are not left behind, we take them along!

For Dr. Chewe, legal education must remain grounded in reality. *"Law does not operate in a vacuum,"* she emphasizes. *"It must respond to societal needs."*

This philosophy is reflected in curriculum reforms that integrate social sciences into legal training, ensuring that students understand the broader context within which law operates. She points to legislation such as the Anti-Gender-Based Violence Act as an example of how law evolves to address pressing social issues.

To students and young lawyers, her message is clear:

"Work hard. Pay attention to detail. Do not cut corners. Law is not

"Women have long been marginalized, but we are now seeing more women in leadership in law, banking, engineering, academia etc. It's encouraging,"

about shortcuts it's about discipline, integrity, and continuous learning."

She also cautions against over-reliance on emerging tools like artificial intelligence without critical thinking. *"AI is like a textbook, you must extract what is relevant. A lawyer's strength lies in analysis and judgment."*

Beyond technical competence, she urges young practitioners to seek mentorship and remain open to learning from experienced lawyers, especially in an increasingly competitive profession.

Reflecting on this year's International Women's Day theme "Rights, Justice, and Action for All Women and Girls" Dr. Chewe sees both progress and responsibility.

"Women have long been marginalized, but we are now seeing more women in leadership in law, banking, engineering, academia etc. It's encouraging," she says. *"But this is also a call to action. We must support one another, uplift our communities, and ensure that justice is truly accessible to all."*

Her leadership stands as a testament to what is possible when determination meets purpose. From a young girl uncertain about her future, to a banker, to an almost medical doctor, to a legal practitioner, and now a renowned Dean shaping Zambia's legal minds, Dr. Chewe's story is not just inspiring, it is transformative.

As LAZ celebrates women in law, her journey reminds us that the law is not only about statutes and courts but about people, impact, and the courage to lead.

CELEBRATING WOMEN IN CORPORATE LAW: THE INTENTIONAL JOURNEY OF LEYA MTONGA NGOMA

By Nsatusile Mgone

Leya Mtonga Ngoma learned early that curiosity could be a compass. As a child, she would watch courtroom dramas on television, captivated not just by the storylines and plot twists but by the precision, strategy, and quiet courage of those who displayed legal craft with admirable flair. What began as fascination gradually took on deeper meaning. For her, the law was never just a career path, it became a way of understanding the world, shaping outcomes, and engaging with complexity in a purposeful way.

Today, Senior Counsel Leya is a distinguished corporate counsel, governance expert, thought leader, mentor, and author of a must-read book for Zambian corporate governance professionals, *"Encounters with the intimacy of Corporate Governance practice"*. She balances a high-level career with family life as a wife and an intentionally present mother of three. She has also distinguished herself as an innovator and tech savvy leader, having developed her own AI-powered Coaching platform and Knowledge Center-tools she uses to deepen insight, enhance efficiency, and drive continuous learning. Her work reflects not only technical excellence, but a commitment to mentorship, inclusive leadership, and building high-performing teams.

I had the distinct honour of sitting down with Senior Counsel Leya for what we can both agree was a good conversation about her journey in law, leadership, and life. From the outset, Senior Counsel



Leya impressed on me an aura that was both grounding and inspiring. There was a quiet confidence in the way she spoke, a warmth in her presence, and a depth of knowledge that revealed itself not in grand declarations, but in thoughtful reflection.

It is rare to encounter someone whose achievements are matched so effortlessly by grace. I left that conversation not only informed, but genuinely inspired and certain that her story is one worth telling, as I do now.

Where Potential Found Its Voice

As a little girl, Senior Counsel Leya progressed into her secondary school years with early curiosity which began to crystallize into direction. She gravitated naturally towards English, literature, and writing. These subjects allowed her to think critically, articulate ideas, and develop her voice. Teachers who recognised her potential encouraged her to lean into these strengths, nurturing a confidence that would prove

foundational in the years ahead.

It was during this time that she began to test herself beyond the classroom. In 11th Grade, she entered a national essay competition, immersing herself in the discipline of competitive writing and refining expression. Emerging first nationally and second internationally was a defining moment, not simply for the recognition it brought, but for what it confirmed: that her abilities, when sharpened with focus and effort, could easily stand on a global stage.

"I consider myself fortunate. I knew early what I wanted to become, and I had teachers and parents who encouraged me to pursue it."

Senior Counsel Leya also recounted how her parents played an equally important role in shaping her outlook. They instilled in her an appreciation for balance. Ensuring that academic pursuit was complemented by creativity and recreation. Music was a constant presence, inspired by her father's love for it, while sports such as swimming and squash cultivated discipline and resilience. These early experiences would later form the foundation of a philosophy she continues to live by: that a meaningful life is one lived in balance.

The Discipline of Balance

That sense of balance would become increasingly important as Senior Counsel Leya stepped into adulthood and the many roles she now carries. As a lawyer, a leader, a wife, a mother, a mentor and an entrepreneur, she has learned that excellence is not about doing everything, it is about doing the right things well.

"Being multi-talented can sometimes create the risk of spreading yourself too thin. I have learned to evaluate what truly matters and give my best to those commitments."

Her approach is grounded in intentionality. Each commitment is considered, each responsibility weighed, with an understanding that time and energy are finite resources. Central to this balance is a strong support system comprising of family and trusted voices who offer both encouragement and honest perspective.

At the same time, her pursuit of excellence has required introspection. Senior Counsel Leya speaks candidly about perfectionism, how it has driven her to succeed, but also how it has required her to grow. Over time, she has come to understand that leadership is not defined solely by standards, but by people.

"Leadership requires understanding the human side of people. Listening attentively to their viewpoints has been transformative for me."

Foundations in Practice, Strengthened by Mentorship

Senior Counsel Leya's professional journey began in private practice, where she completed her attachments and gained early exposure to litigation and advisory work. It was a formative period, not least because of the mentorship she received from State Counsel Shonga, whose influence and mentorship left a

lasting mark on her career.

Rather than shaping her into a replica of himself, he encouraged her to discover her own voice as a lawyer and to develop a style that was authentic, confident, and distinctly hers. That guidance, coupled with opportunities to work on complex and high-profile matters, laid a strong foundation for her professional growth.

"He believed there was something unique about my potential and gave me the space to grow."

The Transition into Corporate Practice
Like many in private practice, Senior Counsel Leya initially viewed in-house roles with some hesitation, concerned that the shift might limit her exposure or stunt her growth. Yet as her personal priorities evolved, so too did her perspective.

What she discovered in corporate practice was not a narrowing of scope, but an expansion of it. The role demanded not only legal expertise, but strategic thinking, commercial awareness, and the ability to align legal advice with business objectives.

"In-house practice requires more than



legal knowledge. You must understand the business in order to serve it effectively."

Her work has since spanned sectors including aviation, telecommunications, investments, and so much more. Each requiring her to deepen her understanding beyond the law. By engaging with financial and operational frameworks, she has cultivated a multidisciplinary approach that strengthens both her counsel and her leadership.

A Commitment to Growth and Innovation

A defining feature of Senior Counsel Leya's journey is her commitment to continuous learning and personal development. After dedicating time to raising her children, she returned to academia with renewed purpose, earning a Master's Degree in International Commercial Law with Distinction, followed by a Postgraduate Diploma in Risk Management.

Her curiosity also extended into the evolving space of legal technology. By completing a program in Legal Tech in the Digital Era at MIT, she embraced the reality that the future of law lies at the intersection of knowledge and innovation. This mindset is further reflected in her wide use of technology platforms as she harnesses her personal brand, her development of an AI-powered Coach and Knowledge Center tools, all of which demonstrate her proactive approach to learning, efficiency, and forward-thinking practice.

"Knowledge is an investment. The more you understand, the more effective you become."

Leading Through Others

Mentorship sits at the heart of Senior Counsel Leya's professional philosophy.



Over the years, she has guided many young professionals, approaching mentorship not as a one-way transfer of knowledge, but as a shared journey of growth.

Her leadership style reflects this belief. When asked, she described her leadership style as protective yet empowering. She creates environments where people feel supported, heard, and accountable. She leads with intention; fostering open communication, encouraging development, and ensuring that her teams are equipped to succeed.

Gender Perspective in Professional Space

Navigating professional spaces has required Senior Counsel Leya to confront and adapt to gender dynamics. Raised in a home where equality was a given, she was initially struck by the realities of bias in the workplace. Rather than allowing these experiences to define her, she developed a measured and strategic approach, one rooted in composure, clarity, and confidence.

"Gender alone does not earn you a seat at the table. Competence, intelligence, and integrity must accompany it."

She holds a firm and considered view that leadership should never be filtered through a gendered lens. In her perspective, using gender as a basis whether consciously or unconsciously to disqualify individuals undermines both fairness and progress. Leadership, she believes, must be anchored in competence, integrity, and the ability to influence and deliver results. To her, the conversation is not about diminishing the importance of gender equity, but about ensuring that it does not become a limiting frame through which capability is judged. True progress lies in creating environments where merit is recognised without bias, and where individuals are afforded equal opportunity to lead, contribute, and excel on the strength of their abilities.

Advice to Young Lawyers

Her advice to young lawyers reflects both realism and optimism. She encourages young lawyers to embrace moments of uncertainty, viewing them not as setbacks, but as opportunities to choose direction with intention.

"Growth takes time. Keep learning. Keep growing. Keep going."

A Legacy of Intention

Leya Mtonga Ngoma's journey is a powerful reminder that success is rarely accidental. It is the result of thoughtful choices, continuous learning, strong mentorship, and a commitment to growth that extends beyond professional achievement into personal purpose.

She exemplifies what it means to live and work with intention. Her story is not only one of accomplishment, but of possibility of what can be achieved when purpose is pursued with clarity, discipline, and grace.

Some select pictures for featuring

FROM LEGAL PRACTICE TO INDUSTRY BUILDER: A CONVERSATION WITH MONICA MUSONDA

By Gloria Mumba-Kalambo – LAZ Communications Officer

When I was tasked with interviewing **Ms. Monica Musonda**, Founder of Java Foods, I approached the engagement with a degree of uncertainty. Her distinguished career marked by a transition from a successful corporate legal practice to building and leading a prominent Zambian food-processing enterprise as well as chairing a number of listed company boards naturally set high expectations.

Given her extensive achievements, one might reasonably anticipate a reserved or formidable personality, shaped by years of operating at the highest levels of business and leadership. That assumption, however, was quickly dispelled.

Ms. Musonda presented as grounded, engaging, and generous with her insights. She demonstrated a level of openness that challenged prevailing stereotypes about women in leadership and created space for a candid and substantive exchange. Her willingness to reflect on both successes and setbacks set a clear tone for the conversation that followed. Following that first impression, it became evident that there was much to unpack. What followed was an engaging and insightful discussion.

“Can you briefly walk us through your journey, from law into business?”

Ms. Musonda's response was both reflective and expansive. She traced her legal beginnings to the University of Zambia, where she was part of a highly competitive cohort often referred to



as, **“the Class of 1995”**, one that has since produced exceptional judges, senior lawyers, and professionals.

“I loved law. It was my first love,” she noted, recalling her early ambition to become Zambia's first female Attorney General.

Her passion for commercial law was shaped during Zambia's privatization era, a period that exposed her to complex legal and economic reforms as well as corporate transactions. After graduating and completing her training at the Zambia Institute of

Advanced Legal Education (ZIALE), she joined the Attorney General's Chambers, where she gained valuable experience working on high-level commercial matters alongside international counsel.

“What influenced your transition from legal practice to business?”

Her response reflected a deliberate shift in perspective: “I didn't want to wait for transactions to come to me. I wanted to be part of creating them.” After postgraduate studies in London, where she also worked with an

international law firm, Ms. Musonda qualified as a solicitor of England and Wales and later joined Edward Nathan Sonnenbergs (Edward Nathan at the time) in South Africa. There, she advised major corporates, including but not limited to the MTN Group, Sasol, Kenya Generation Plc to name a few on cross-border transactions and financing.

Her move to the International Finance Corporation in Washington, D.C., introduced her to development finance. It was during this time, while working on a landmark cement financing transaction, that she encountered Aliko Dangote, a moment that would prove pivotal.

"Africa needs you. Why are you here?" Dangote asked.

Shortly thereafter, she joined the Dangote Group in Nigeria, a move she describes as transformative.

"That was my first real transition out of law. I began to understand that business is not just about contracts it's about understanding the entire ecosystem."

"At what point did you decide to leave legal practice entirely?"

Her return to Zambia in 2012 marked a decisive turning point. With a clear intention to contribute meaningfully to national development, she chose to step away from legal practice and venture into entrepreneurship.

"I realised that if we want things to change in our country, we have to get involved. We can't just sit back and wait."

This thinking led to the establishment of Java Foods, now widely recognised for its flagship product, eeZee Noodles.

"We wanted to build something Zambian something people could identify with and be proud of."

Beyond Java Foods, she has since invested in multiple sectors, including

fintech, mining services, and power trading, often in collaboration with partners.

"What challenges have you faced in building your businesses?"

Ms. Musonda pointed to credibility and access as early hurdles: "Being taken seriously, especially as a woman, was one of the biggest challenges." She also highlighted the difficulty of securing financing and navigating a constrained economic environment. "The early years were about proving that we could stay, that we could build something sustainable."

Today, Java Foods has grown into a stable enterprise with over 100 employees and a structured management team; an indication of both resilience and strategic execution. She stepped away from day to day management of Java Foods in 2025, entrusting the management team she had built to run the operations. She believes that this gives her bandwidth to be more strategic but also allows her to now invest in other ventures.

She also underscored the value of her legal training as her analytical rigor, attention to detail, and problem-solving approach which was cultivated during her legal practice translated directly into her effectiveness as an entrepreneur. Once a lawyer, always a lawyer. You read everything twice, you question, you structure and restructure but most importantly you get things done!

"What lessons have shaped your approach to business?"

Her response was direct and instructive:

"Don't do it alone."

"You must continuously innovate, innovate or die."

"Invest in people."

She emphasised that strong teams, continuous learning, and adaptability are essential to sustaining growth.

When asked about her proudest achievement, her answer was

immediate, "Building a brand." A brand that resonates locally and demonstrates the capacity of Zambian enterprises to compete and succeed.

"What advice would you give to women in legal practice who want to venture into business?"

Ms. Musonda insightfully reframed the premise:

"Law is already a business. If you run a practice, you are running a business." She encouraged practitioners to leverage the transferable skills inherent in legal training: "A law degree equips you to be an excellent entrepreneur, you are analytical, detail-oriented, and able to connect ideas." Her advice was also pragmatic: "Don't wait for opportunities. Sometimes you have to create them. The world is changing vastly – AI, ESG, Impact Investing, Financing growth through Streaming....so equip yourself or risk being left behind."

A consistent theme throughout her reflections was the advancement of women. At Java Foods, this commitment is evident, with women forming a significant portion of the workforce. "When you support women and give them the right environment, the results speak for themselves."

Ms. Musonda's career reflects a broader evolution in the role of legal professionals. Her transition from the courtroom to the boardroom, to industry and beyond illustrates how legal training can extend beyond traditional practice into enterprise building and economic participation. Her journey offers both a framework and a challenge particularly to women in law to engage actively, think beyond established pathways, and contribute meaningfully to building industries and institutions.

In her trajectory, the law is not an endpoint; it is a foundation.



**GENERAL ALLIANCE
INSURANCE (Z) LTD**

Your Insurance Ally!



PROTECT YOUR LEGAL PRACTICE

PROFESSIONAL INDEMNITY INSURANCE

FOR LAWYERS

- Safeguard against claims of professional negligence.
- Coverage tailored specifically for legal professionals.
- Ensure peace of mind with comprehensive legal protection.



Why Risk Your Reputation?

SECURE YOUR PROFESSIONAL FUTURE TODAY!

☎ 0976 144488 ✉ info@generalalliance.co.zm

🌐 www.generalalliancezambia.com

BREAKING BARRIERS: REDEFINING WHAT IT MEANS TO SERVE AS A WOMAN LAWYER IN UNIFORM

By **Melody Nyendwa Mayaka** – Chief Compliance Officer – First National Bank Zambia Limited

The legal profession has long been associated with predictable career paths, private practice, courtrooms, and corporate boardrooms. Yet, some lawyers redefine the boundaries of the profession through courage, service, and an unwavering sense of purpose. **Brigadier General Mwizukanji Namwawa** is one such trailblazer. A distinguished legal practitioner and senior officer in the Zambia Army, her journey, from the creative arts to legal practice, and ultimately to military leadership, offers a compelling reflection on identity, resilience, and what it truly means to serve as a woman lawyer in uniform.

Choosing Purpose Over Noise

Early in her career, the challenge was not merely professional but personal. Having been visible in the creative arts before pursuing law, she found herself managing perception. The transition from a highly public artistic platform into the solemnity of courtrooms was not seamless. The attention, expectations, and labels proved distracting at a time when she was determined to establish credibility as a legal practitioner.

Her solution was deliberate reinvention. She chose to step away entirely from the public glare, focusing instead on learning, discipline, and professional growth. That decision underscored a recurring theme in her journey: clarity of purpose. For women in law, especially those navigating



multiple identities, the courage to choose to focus over familiarity is often the first act of leadership.

Entering a Space Not Designed for Women

Joining the military introduced a new

layer of complexity. The armed forces, by their nature, are hierarchical, positional, and traditionally male-dominated. As a junior officer and a lawyer, she quickly learned that professional seniority outside the institution did not automatically translate into authority within it.

Rank mattered, and respect had to be earned through competence and consistency.

Beyond hierarchy, gender presented its own challenges. Like many women professionals, she encountered subtle expectations, being seen first as a woman, sometimes reduced to appearances rather than expertise. Her response was intentional: to assert presence through substance. Knowing the law, understanding the system, and delivering excellence became the tools through which she claimed her seat at the table. Her experience reflects a broader reality for women in uniform: the system was not originally built with them in mind. Progress, therefore, often requires adaptation without apology and persistence without bitterness.

The Dual Identity: Soldier First, Lawyer Always

One of the most demanding aspects of military legal service is reconciling professional identity. For lawyers entering the armed forces, there can be an initial resistance to the non-legal demands of military life: training, drills, and operational duties. Yet, through rigorous training both locally and abroad, she came to fully embrace a defining principle: in uniform, one is a soldier first.

That realisation was transformative. Legal expertise does not exist in isolation; it complements service. Whether advising commanders, supporting operations, or ensuring adherence to the rule of law, military lawyers carry a responsibility that extends far beyond individual cases. It is service in the truest sense, sometimes under conditions far removed from comfort or predictability.

A Defining Moment of Leadership

Her appointment as Director of Army



Legal Services marked a pivotal milestone, not only personally, but symbolically. The role came with immense responsibility, oversight, and visibility. Initial feelings of doubt were quickly replaced by a deeper understanding of impact. The appointment was not just recognition of individual competence, but a signal to other women that leadership in uniform is attainable. That moment cemented an important truth: *"representation matters. Progress for women in law is rarely individual; it is collective. Every barrier broken expands the horizon for those who follow."*

Expanding the Boundaries of Legal Practice

One of the strongest messages emerging from her journey is the versatility of a legal career. The military legal environment encompasses constitutional, administrative, commercial, procurement, employment, international law, litigation, and human rights, often within the same role. It challenges the notion that fulfilment in law is limited to private practice.

For young lawyers, especially women, this serves as a reminder that the

profession offers far more pathways than are commonly imagined. Where institutions exist, law follows and so do opportunities to serve, influence policy, and shape systems.

A Message to Women in Law

To women already in uniform and those considering less traditional legal paths, her message is clear: *there is no forbidden space. qualification, competence, and conviction matter more than gender. While progress may be incremental, it is real, and it is accelerating.*

Women bring distinct and valuable skills into leadership spaces: emotional intelligence, negotiation, diplomacy, and the ability to de-escalate conflict. These are not weaknesses to be apologised for, but strengths the profession increasingly needs.

As we celebrate Women's Month, stories like this remind us that the future of the legal profession is not confined to precedent, it is shaped by those willing to step boldly into new terrain, guided by purpose, professionalism, and the courage to serve.

"BILL 7" IS NOW LAW! WHAT IS IN IT FOR WOMEN, YOUTH AND PERSONS WITH DISABILITIES?

By **Daniel S. Libati**, Esq. LLB, LLM (UNZA), AHCZ
Assisted by **Ms. Grace Kaunda**, LLB (UNZA)

1.0 Introduction

On the 18th of December 2025, the Republican President of Zambia, Mr. Hakainde Hichilema gave presidential assent to what is now called the Constitution of Zambia (Amendment) Act No. 13 of 2025. Prior to its enactment, a lot had been said about the proposed law. This piece will not delve into the arguments that characterised the passing of this law. Rather, what it will do is seek to arrive at a determination of what this new law has in store for the Women, Youth and Persons with Disabilities.

2.0 What were we told?

2.1 The Minister of Justice

Before the law was enacted, it went through the various stages of law making by the National Assembly. To this end, on the 15th of December 2025, the Constitution of Zambia (Amendment) Bill No. 7 of 2025 was read in the National Assembly for the second time. Introducing the objects of the Bill, Minister of Justice Hon. Ms. Princess Kasune, MP, informed the House that among other objects, the Bill sought to revise the electoral system for election to the National Assembly to provide for a mixed-member proportional representation



electoral system to guarantee the representation of Women, Youths and Persons with Disabilities.¹

2.2 The Chairperson of Parliamentary Select Committee

As you might be aware, one of the stages that the law went through on its way to being enacted was the Committee stage, where the Bill, at the time, was subjected to stakeholder

consultations led by a Select Committee of the National Assembly. Once it was done with the said stakeholder consultations, the Select Committee's Report was presented to the National Assembly. Presenting the Report of the Select Committee appointed on Wednesday, 25th June 2025, Hon. Imanga Wamunyima, MP, who chaired the Select Committee informed the House that the Committee made had a number of observations

¹ Record of the Second Reading of the Constitution of Zambia (Amendment) Bill No. 7 of 2025. National Assembly Website viewed at <https://www.parliament.gov.zm/node/12784> on 5th March 2026

and recommendations, which were highlighted in its Report. He noted that Clause 2 of the Bill sought to amend Article 47 of the Constitution, to which it was observed that the provision lacked clarity on the mechanisms that would be implemented to ensure equitable representation. To that end, the Committee recommended that the enforcement mechanism for political parties to nominate Women, Youth and Persons with Disabilities for both constituency and proportional representative seats needed to be clearly outlined in an Act of Parliament.²

2.3 Support of the Bill from a Female Member of Parliament

It is worth noting that during the process of law making in the National Assembly, quite particularly the Second Reading of a Bill, an opportunity is availed to Members of the House who wish to either support or not support the Bill. So much so that, in supporting the Bill, the Hon. Member of Parliament for Kafue, Hon. Mirriam Chonya, MP, had the following to say:

Madam Speaker, ... We have cried for thirty years since the Beijing Declaration. The House now has a grand opportunity to change the picture in the way women will be represented. ... I looked at the statistics before I stood to debate. Zambia ... has been at 15 per cent in terms of female gender representation ... falling behind our neighbouring countries, such as Zimbabwe, which is already at 30 per cent. South Africa is at 37 per cent. ... Rwanda, which is a global example. It has 63 per cent women's representation. ... So, if that is not done, Zambia will continue to carry the

shame of being a nation that does not seem to respect the status of women when it comes to representation.

According to the statistics from the 2022 census report, 15 per cent of people live with disabilities in Zambia. The nation has 15 per cent of people living with disabilities, but we cannot legislate to allow, at least, one, two, three or four of them to be in this House. What kind of injustice is that?

The youths, indeed, constitute the majority of our population today and it is long overdue that they find their space in this House.³

3.0 What can the Women, Youth and Persons with Disabilities look forward to in the new law?

Within that new system there is a proportional representation system that specifically caters for Women, Youth and Persons with Disabilities.

Previously, our electoral system provided for a combination of a majoritarian system for elections to the office of President, and a First Past the Post system for elections to the office of Member of Parliament and Councilor. However, with the passing of the new law, there has been an amendment to the election to the offices of Member of Parliament and Councilor. So much so that now Article 47(2) and (3) of the Constitution of Zambia, as amended, in so far as Women, Youth and Persons with Disabilities are concerned provides for electoral systems, to those offices, in the following manner:⁴

(2) Elections to the National Assembly shall be conducted under a mixed-member proportional representation electoral system, as follows:

(b) proportional representation electoral system for women, youths and persons with disabilities, as prescribed.; and

(3) Elections to councils shall be conducted under a mixed-member proportional representation electoral system, as follows:

(c) proportional representation electoral system for a specified number of women, youths and persons with disabilities, as prescribed.

Put simply, in terms of the country's electoral system, the law now provides for a mixed-member proportional electoral system for both National Assembly and Elections to Councils. Within that new system there is a proportional representation system that specifically caters for Women, Youth and Persons with Disabilities.

² Ibid

³ Ibid

⁴ Article 47 (2) and (3) of the Constitution of Zambia as amended by Act No. 13 of 2025

According to the Constitution, the distribution of such seats is linked to the total valid votes received by a presidential candidate. To this end, Article 47(4) of the Constitution provides as follows:

(4) The seats under the proportional representation electoral system, referred to in clause (2) (b) and (3) (c), shall be distributed, as prescribed, after a general election, by the Electoral Commission, to political parties, in proportion to the total number of valid votes received by a presidential candidate.⁵

Further, as far as the composition of Members of Parliament is concerned, Article 68 of the Constitution provides, in part, for such composition, which includes those under the new proportional representation system for Women, Youth and Persons with Disabilities as follows:⁶

68. (1) Subject to Article 82 (5), the National Assembly shall consist of —

(b) forty Members of Parliament holding seats under the proportional representation electoral system in accordance with Article 47 (2) (b) as follows:

- (i) twenty women;*
- (ii) fifteen youths; and*
- (iii) five persons with disabilities*

Put simply, the law now provides for a guaranteed number of women (20), youth (15) and persons with disabilities (5) in the National Assembly. In terms of nominations to the National Assembly, the law now provides that Women, Youth and Persons with Disabilities under the proportional electoral system will not be required to be supported by at least fifteen persons registered as voters in the constituency in which the candidate will contest. They will only be required to pay the prescribed election fee to the Electoral Commission of Zambia.⁷

4.0 What is the way forward?

Now that it is clear that the law provides for targeted seats in the National Assembly and Councils specifically dedicated for the Women, Youth and Persons with Disabilities, it is left for those sections of our society to take advantage of the opportunity presented to them. How that will be done will entirely depend on those that will actually make efforts to exploit the opportunity at their disposal.

Happy Women's Day and Happy Youth Day to the wonderful women and young members of our profession and country at large. Be blessed, always!



Put simply, the law now provides for a guaranteed number of women (20), youth (15) and persons with disabilities (5) in the National Assembly.

⁵ Article 47(4) of the Constitution as amended by Act No. 13 of 2025

⁶ Article 68 (1)(b) of the Constitution as amended by Act No. 13 of 2025

⁷ Article 71 (1) and (2) of the Constitution as amended by Act No. 13 of 2025



Stanbic Bank

KEEP THE POWER ON.

You can now get solar power and inverters through the Stanbic Asset Finance with our listed accredited suppliers. Pay slow and enjoy flexible payments of up to **36 months** while using the asset.

Call **8888** to find out more.



Approved Suppliers

Agilis Capital Holdings Limited	Saro Agro Industrial Limited	Muhanya Solar Limited	Sunray Power Company Limited
Joshua +260 977 832 903	Nicholas +260 975 143 669	Geoffrey +260 975 998 340	Mateo +260 977 589 751 +260 978 151 715

CLIMBING THE CORPORATE LADDER VS. PERSONAL ASPIRATIONS: IS THERE A BALANCE?

By **Precious Mwansa-Chisha**, **Janet Namukoko** and **Faith Mulumbwa**, B&M Legal Practitioners

Can women pursue ambitious careers without sacrificing the personal lives and identities that matter to them? For many decades, women have been told they can “have it all”: a successful career, a fulfilling family, financial independence, personal contentment and so much more.

This promise is undeniably alluring; a declaration of possibility, progress and empowerment. It suggests that the barriers that once confined women have fallen away and that ambition no longer needs to compete with identity. Yet, the phrase itself is rarely interrogated with the seriousness it deserves. What, precisely, does “all” actually mean? Is it defined by titles and income? By professional recognition and leadership? By family life and personal contentment? And perhaps more critically, who holds the authority to define its boundaries?

For many women in the legal profession, whether in private practice, corporate counsel roles, academia or public service, this question is not theoretical. It is lived every day.

Women in the Profession: Excellence Across Diverse Paths

Women continue to shape and strengthen the profession in powerful ways. In private practice, they lead firms, manage complex litigation,



and advise high stakes transactions. In corporate settings, they serve as trusted advisors, guiding companies through regulatory landscapes. In academia, they mentor and train the next generation of lawyers and contribute scholarship that influences reform. On the bench and in public service, they shape jurisprudence.

Their achievements are undeniable. Yet the structures within which they operate were not originally designed with their

lived realities in mind. Performance is often measured in billable hours, visibility, and uninterrupted career trajectories. Present day leadership models may still reflect outdated assumptions about authority and availability. In some places, women find themselves having to repeatedly earn credibility.. These pressures are not a reflection of women's capabilities. They are, however, features of institutional systems that are still evolving.

Leadership, Identity and Structural Challenges

It is a relatable fact that, women's ambition is usually celebrated until it clashes with someone else's idea of what a woman "should" prioritize. The conflict is thus not only between profession and family, but also between external notions of success and a woman's internal compass, between climbing existing ladders and creating a life based on personal values.

Institutional conceptions of success tend to privilege quantifiable accomplishments: upward mobility through promotions, the acquisition of titles, escalating compensation, and the consolidation of influence within formal organizational hierarchies.

Personal definitions of fulfilment, by contrast, are deeply individual, shaped by values, relationships, faith and circumstances among others. For some women, ambition means leading teams, building companies, and climbing the corporate ladder. For others, it is about raising children, nurturing families, and being fully present in domestic life. Many seek a blend of both, while others find meaning entirely outside traditional expectations, whether through creativity, travel, entrepreneurship, community leadership, caregiving, or the simple freedom to craft life on their own terms.

Despite this diversity, workplace structures and social expectations often force women into narrow narratives. Mothers can face subtle penalties for prioritizing caregiving; women without children may be assumed to be endlessly available.

The Reality of Trade-Offs and Recalibration

The idea of "having it all" implies that everything must be achieved

Personal definitions of fulfilment, by contrast, are deeply individual, shaped by values, relationships, faith and circumstances among others.

simultaneously and without compromise. In reality, life rarely unfolds so neatly. Careers shift, priorities evolve, and seasons change. At different stages, professional growth may take centre stage. At other times, family, health or personal reflection may demand more attention. This does not signal failure. It reflects humanity.

What matters most is not perfection or achieving a predetermined ideal, but having the freedom to define success and fulfilment on one's own terms.

A Broader Vision of Success

Whether a woman's fulfilment lies in the boardroom, the nursery, a studio, a start-up, or a life untethered to any of these, the central question is not whether she can have it all, but whether she can define what "all" means for herself. This is where the concept offered by Sheryl Sandberg in *Lean*

In: *Women, Work, and the Will to Lead* becomes especially resonant: "Careers are a jungle gym, not a ladder." A ladder suggests a single upward trajectory, while a jungle gym allows lateral moves, pauses, exploration, and recalibration. It acknowledges that growth is rarely linear and that fulfilment can take multiple forms across different stages of life.

Sandberg's insight reframes the pursuit of success as multidirectional, flexible, and adaptive. Women's ambitions do not need to follow a linear path, and personal fulfilment can be found in a variety of roles, stages, and life experiences. By embracing this perspective, women can negotiate both professional growth and personal satisfaction without allowing external pressures to dictate the shape or pace of their journey. When the profession acknowledges diverse career trajectories whether in private firms, courtrooms, or public institutions it affirms that leadership does not look one way.

Agency, Impact and the Way Forward
 Ultimately, the challenge is not about choosing between career and personal life. It is about claiming the agency to define priorities, negotiate boundaries, and pursue aspirations authentically. Only when women are empowered to map their own "jungle gym" can they navigate both professional ladders and personal landscapes on their own terms, creating a life that reflects what truly matters to them.

The real question is not whether women can have it all. It is whether we are prepared, as a profession and as a society, to honour whatever "all" means to each woman who walks her own path.

FIBRE

Home Internet Connectivity

Get connected using fibre optic internet

5MBPS	10MBPS
K749	K1,499
15MBPS	20MBPS
K2,229	K2,999



Call +260 950 003 348

for more information.

Terms and Conditions Apply



Home, where you belong

Zantel

WOMEN IN LEADERSHIP: FIGURES OR INFLUENCE?

By Jill Nyawechila Samakayi-Makarati

1.0 Introduction

This article will seek to answer the question: *"Is the gender equality discourse the same old story?"* Dating as far back as the 18th Century, the temptation to believe that the battle has been won is high, with so many women in the legal profession and other leadership positions such as the clergy and presidency. Yet, truthfully, the battle is just beginning, aged as it may seem.

Lingering on everyone's mind should be questions on the effect of the great numbers of women in leadership, on gender equality and equity.

2.0 The Symmetrical Approach

It is one thing to have positive statistical evidence of women in leadership, yet another to identify the influence of those women within their leadership spaces. Numbers are a great tool to promote role modelling through visibility. The more women there are in the "boardroom", the more they are likely to identify with gender inequalities and influence decision-making. At any given time, therefore, statistics and impact should be two sides of the same coin. However, another question that arises is: *"Is that the reality on the ground?"*

In considering other forces that



shape how people resolve problems, Women and Law in Southern Africa (WLSA), determined to reconsider the hierarchical orderings of norms that regulate human life. One such norm is the grounded methodology to activism.

Questions start to emerge on whether or not the women in leadership have the *knowledge, power and motivation* to influence real change or whether they are inclined to adapt to male-dominated stereotypes, as a sign of success and ability to do what men can do? Which raises yet another question, *"Is there a balance between the numbers of women in leadership and their impact on gender equality?"*

3.0 The Influential Woman and What she Knows

The term "gender", as defined in the Gender Equity and Equality Act, denotes the socially and culturally ascribed roles between women and men, as well as girls and boys. The discourse becomes the balance of such ascriptions, which balance brings in considerations of equality and equity.

At the pinnacle of jurisprudence, sits the prohibition of discrimination on several grounds, which can be used to perpetuate differential treatment that lead to gender inequality. These include discrimination on the grounds of sex and marital status.

The Gender Equity and Equality Act defines "gender equality" as *the state of being equal in terms of enjoyment of rights, treatment, quantity or value, access to opportunities and outcomes, by and in relation to both sexes*. The National Gender Policy expounds gender equality as women having the same opportunities as men, including the ability to participate in the public sphere.

The symmetrical nature of the gender

agenda, demands that women in leadership have a good understanding of gender dimensions upon entry into governance structures.

4.0 Time to Roll up the Sleeves

Knowledge without action is as good as dead. At the same time, action without the power to act is highly constrained. The existence of clear legal and policy frameworks on gender equality can be maximised to avoid having organisational figureheads, in other words "token" leaders, whose presence can be flaunted to depict gender inclusivity, yet there is no real cause for equality and equity on the ground. Importantly, we need to question, *"What can be done?"*

The Gender Equity and Equality Act recognises gender sensitivity as acknowledging and taking into account

...women have practically entered the formally male-ascribed spaces, gained experience in those areas and are running the race alongside men...

the specific gender needs at all levels of planning, implementation, monitoring and evaluation. It further provides for gender mainstreaming in both the private and public sectors.

While an independent institution is ideal to spearhead gender mainstreaming, effective awareness raising by the relevant policy making institutions, as well as all motivated women and men, armed with specific implementation tools, will go a long way in sensitising and empowering women in leadership to act towards gender equality and equity.

5.0 Turning the "Enemy" into a Partner: The Inclusivity Tool

Historical gender stereotypes paved way for the advancement of men to the disadvantage of women. By its very nature, gender is about prescribing roles which society believes are appropriate for each sex. While women have practically entered the formally male-ascribed spaces, gained experience in those areas and are running the race alongside men, the opposite is a highly masked truth. Men often opt to quietly enter the female-ascribed spaces for fear of losing the masculinity fame, but not without consequences. They silently shoulder certain pains with no room to express them. Including men in the gender equality discourse will help them understand that socially ascribed roles have their own challenges and everyone needs help. This realisation alone can have the effect of turning men into sensitive and impactful partners.

According to UN Women, patriarchal social norms harm men's physical and emotional wellbeing. They lead to men and boys behaving in ways they find uncomfortable or inauthentic to their true feelings. These pressures even reduce men's life expectancies. Men are also significantly more likely to die by suicide than women. This realisation

has resulted in the development of the UN Women HeForShe Male Allyship Toolkit to assist men to partner women in the gender equality discourse.

At the core of male allyship, is the need for the full realisation of the societal pressures that mount on women, as they multitask their way through life. It is a lived reality that women inevitably take on home management, while men often play guests in their own home. *Is this a time thief hindering women from looking beyond their professional work, to delve into gender balancing? Could women's gender ascribed roles be pushing them to struggle for survival in the work place, taking away gender sensitivity activism?*

Of great importance is the realisation by both women and men that development requires gender inclusivity. Sustainable Development Goal 5 associates the viability of any development agenda with gender equality. The partnership is therefore an unavoidable tool towards attaining meaningful gender equality⁶ that showcases the impact of women in leadership.

6.0 Numbers Open the Door, Impact Changes the Room: Conclusion

In the gender equality discourse, *figures* and *influence* are siamese twins. Numbers push women into the decision-making space, yet their leadership becomes meaningful when their presence makes a transformative impact. The motivation to make a difference should be at the core of every woman, armed with knowledge of inherent gender gaps, the existence of legal and policy frameworks to support gender equality, as well as the inevitable partnership with men in the discourse.

On attaining leadership, women should reflect on gender equality pointers,

including the following: -

- a) the numbers outlook and reasons;
- b) level of awareness of the equality legal and policy frameworks;
- c) sensitivity of the physical environment to both sexes, home and at work;
- d) opportunities to showcase women's success, as well as roles played by gender-sensitive men;
- e) capacity building opportunities;

Women in leadership should be empowered to be legacy-oriented. This is not self-acclamation, it's about having a purpose to inspire and contribute to meaningful change. As one Tabby Biddle expressed it, it's time to rewrite history and add to it to include *Her-Story and Feminine Legacy*. She described Feminine Legacy as how one lives and leads their life.

"It's the way you show up. How you treat yourself. How you treat others. The wisdom you share. The values you uphold. The teachings you embody.

The way you use your voice. What you create. What you build. What you transmit through your projects and your presence...it comes from a desire to own all of who you are as a woman, and share your gifts in service to the highest good of our communities, our humanity and our planet. This will contribute to our collective evolution, and the well-being of future generations".

The balance between numbers and impact therefore becomes evident with intentional transformative motivations in women in leadership. It's time to reflect on our impact, as women in leadership at different levels and spheres of life and not to shy away from our struggles. It is not a weakness, it is our lived reality. Let these questions never escape the mind of a woman in leadership: - *what is the impact on my leadership in my space? What gender-sensitive changes have I brought about? What will be my legacy? What is my story, my lived reality?*



■ Tabby Biddle

LAZ ACTIVITIES LATELY...

PRESS STATEMENTS

LAZ MENTORSHIP TALK EXPLORES LEGAL TRENDS SHAPING THE MODERN ZAMBIAN LAWYER

By **Gloria Mumba – Kalambo**, LAZ Communications Officer

The Junior Lawyers Committee (JLC), successfully hosted a Mentorship Talk on Saturday, 21st February 2026 at The WRIT. The session brought together legal practitioners and young lawyers for a reflective and forward-looking discussion under the theme: "Growth and Development: Legal Trends Shaping the 21st Century Zambian Lawyer for Global Impact."

The engagement formed part of the JLC's ongoing efforts to equip emerging practitioners with the knowledge, perspective, and professional grounding required to navigate an increasingly dynamic legal landscape. The discussion centred on the evolving nature of legal practice, the importance of adaptability, and the competencies required for Zambian lawyers to remain competitive both locally and on the global stage.

Distinguished speakers, Mr. Stephen Lungu, SC, Mr. Eddie Mwitwa, and Mr. Njavwa Sinkamba, delivered insightful presentations, drawing from their extensive professional experience. Their contributions



Collectively, the speakers emphasized the importance of integrity, professionalism, and responsiveness to emerging legal trends in shaping a well-rounded practitioner.

addressed key issues including the shifting demands of legal practice, the role of continuous learning, and the need for young lawyers to cultivate both technical expertise and strategic thinking. Collectively, the speakers emphasized the importance of integrity, professionalism, and responsiveness to emerging legal trends in shaping a well-rounded practitioner.

The session was ably moderated by Ms. Carol Mushitu, who guided the discussion and facilitated an engaging exchange between the panel and participants. Attendees actively contributed through questions and commentary, enriching the dialogue and underscoring the value of mentorship platforms within the profession.

The Mentorship Talk reaffirmed the Association's commitment to fostering professional development and preparing its members for meaningful impact within and beyond Zambia.



LAW ASSOCIATION OF ZAMBIA STRENGTHENS COLLABORATION WITH THE COMESA COURT OF JUSTICE (CCJ)

By **Mrs. Ilinanga Chuulu Convener**, International Relations and Scholarships Committee

The Law Association of Zambia (LAZ), team led by Mrs. Ilinanga Chuula as Convener of the International Relations and Scholarships Committee, together with Senior Counsel Ms. Dras Maria Neves and Executive Director Mr. Sakala, held a high-level meeting with the COMESA Court of Justice (CCJ) delegation led by Registrar Hon. Nyambura L. Mbatia, Deputy Registrar Hon. Philippe Ruboneza, and Assistant Registrar Antony Asimwe.

The discussions focused on strengthening collaboration between LAZ and the CCJ, with particular emphasis on advancing regional integration, fostering international partnerships, and creating platforms for knowledge exchange among legal practitioners. The meeting underscored the importance of equipping lawyers with the skills and exposure necessary to thrive in a dynamic legal environment, while also contributing to justice reform and professional excellence across the region.

This engagement reflects LAZ's commitment to building bridges beyond Zambia's borders, enhancing professional development opportunities, and ensuring that the Zambian legal fraternity plays a pivotal role in shaping the future of law and justice within COMESA and the wider international community. Key initiatives highlighted included awareness programs, training platforms, sensitisation on CCJ rules, and regional cooperation.





OFFICE SPACE TO LET

3rd Floor, LAZ House, 1 Lagos Road,
Rhodespark, Lusaka

Available for occupation from 1st January 2026
Viewing in progress!

Position your business for success!
Secure a 450m² office in one of Lusaka's most vibrant and
sought after locations.

Contact LAZ on: +260978519655 or sakalae@laz.org.zm



The Lawyer's Insight

A LAZ NEWSLETTER • SPECIAL WOMEN'S MONTH EDITION, ISSUE 10, MARCH 2026

PUBLICATION CALENDAR

January 30th - Submission Deadline

February - Newsletter published

March – Published (Special Women's Month edition)

April 30th - Submission Deadline

May - Newsletter published

June 30th - Submission Deadline

July - Newsletter published

August 30th - Submission Deadline

September - Newsletter published

October - Newsletter (Special Independence Celebrations Edition)

November 30th - Submission Deadline

December - Newsletter published (Special Xmas Edition)

UPCOMING EVENTS

Bar – Bench Conference, LAZ Law Conference & Annual General Meeting

Date: 7th to 11th April 2026

Venue: The Avani Resort, Livingstone, Zambia

LAZ 2026 Elections

Date: 11th April 2026

Venue: The Avani Resort, Livingstone, Zambia

The Pan African Lawyers Union (PALU) Annual Conference

Date: 31st August to 2nd September 2026

Venue: Cairo, Egypt

African Bar Association (AFBA) Annual Conference

Date: 20th to 24th September 2026

Venue: Sal, Cape Verde

International Bar Association (IBA) Annual Conference

Date: 4th to 9th October 2026

Venue: Bella Center Copenhagen, Denmark

LOOK OUT FOR THE NEXT EDITION!

▶ The Special Women's Month edition

If you would like to join the Editorial Team and be a contributor, please send all expressions of interest to the LAZ Secretariat at sakalae@laz.org.zm. All letters, articles, insights, thoughts and activities should be sent to our Secretariat at the same address with the subject "The Lawyer's Insight."

©Copyright 2026

MEET THE EDITORIAL TEAM



Editor

MISOZI HOPE MASENGU, LLB(Zambia), LLM (England) MCIArb

Founder and Managing Partner - NOVUS HM Legal Practitioners
 Council Member- LAZ



Deputy Editor

NSATUSILE B. MGOODE,
 LLB, LLM, AHCZ

Group Legal and Compliance Manager
 GED Africa



Member

MELODY NYENDWA MAYAKA,
 LLB, LLM, AHCZ

Chief Compliance Officer,
 First National Bank Zambia Limited



Deputy Editor

ROSE TEMBO
 MCIArb, LL.B, BMC, MSc.



Member

KALUMBA CHISAMBISHA-SLAVIN

Deputy Director Corporate
 Communications - Judiciary of
 Zambia
 B.A. Comm, M.A. Comm, LLB, LLM
 Candidate, Dip LD, AHCZ



Deputy Editor

DANIEL S. LIBATI,
 Esq. LLB, LLM (UNZA), AHCZ

Managing Partner
 Messrs. D. S. Libati Legal
 Practitioners
 Ndola



Member

MAMBWE KENNEDY

Managing Partner
 Ferd Jere & Company
 Chief Editor- Executive Law Diary
 LAZ Council Member



Secretary

GLORIA MUMBA-KALAMBO

LAZ Communications Officer,
 D MS, BComm(PR)



Member

LUCHINDE TEMBO CHILINDA

Partner @ James and Doris Legal
 Practitioners.
 LLB, LLM, FCIARB,DLD,CIMUK,
 AHCZ,
 NOTARY PUBLIC