

REPUBLIC OF ZAMBIA

Public Administration Country Profile

Division for Public Administration and Development Management (DPADM)
Department of Economic and Social Affairs (DESA)
United Nations

July 2004

All papers, statistics and materials contained in the Country Profiles express entirely the opinion of the mentioned authors. They should not, unless otherwise mentioned, be attributed to the Secretariat of the United Nations.

The designations employed and the presentation of material on maps in the Country Profiles do not imply the expression of any opinion whatsoever on the part of the Secretariat of the United Nations concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries.

Table of Contents.....	1
Zambia.....	2
1. General Information	3
1.1 People.....	3
1.2 Economy	3
1.3 Public Spending	4
1.4 Public Sector Employment and Wages.....	4
2. Legal Structure	5
2.1 Legislative Branch.....	5
2.2 Executive Branch	5
2.3 Judiciary Branch	6
2.4 Local Government.....	7
3. The State and Civil Society	8
3.1 Ombudsperson	8
3.2 NGOs and Civil Society	8
4. Civil Service	10
4.1 Legal basis.....	10
4.2 Recruitment	10
4.3 Promotion.....	11
4.4 Remuneration	11
4.5 Training.....	11
4.6 Discipline.....	12
4.7 Gender	12
5. Ethics and Civil Service	13
5.1 Corruption	13
5.2 Ethics.....	14
6. e-Government	15
6.1 e-Government Readiness	15
6.2 e-Participation	16
7. Links	17
7.1 National sites	17
7.2 Miscellaneous sites.....	17



ZAMBIA

[Click here](#) for detailed map



Source: [The World Factbook](#) - [Zambia](#)

Zambia became a republic immediately upon attaining independence in October 1964. The constitution promulgated on August 25, 1973, abrogated the original 1964 constitution.

The new constitution and the national elections that followed in December 1973 were the final steps in achieving what was called a "one-party participatory democracy." The 1973 constitution provided for a strong president and a unicameral National Assembly. National policy was formulated by the Central Committee of the United National Independence Party (UNIP), the sole legal party in Zambia. The cabinet executed the central committee's policy.

In December 1990, at the end of a tumultuous year that included riots in the capital and a coup attempt, President Kenneth Kaunda signed legislation ending UNIP's monopoly on power. In response to growing popular demand for multi-party democracy, and after lengthy, difficult negotiations between the Kaunda government and opposition groups, Zambia enacted a new constitution in August 1991. The constitution allowed for more than one presidential candidate who no longer had to be a member of UNIP. The constitution was amended again in 1996 to set new limits on the presidency (including a retroactive two-term limit, and a requirement that both parents of a candidate be Zambian-born).

Source: [U.S. Department of State \(Background Notes\)](#) - [Zambia](#)

Government type

Republic

Independence

24 October 1964 (from UK)

Constitution

2 August 1991; amended 28 May 1996 ([click here](#))

Legal system

Based on English common law and customary law; judicial review of legislative acts in an ad hoc constitutional council; has not accepted compulsory International Court of Justice jurisdiction

Administrative divisions

9 provinces; Central, Copperbelt, Eastern, Luapula, Lusaka, Northern, North-Western, Southern, Western

Source: [The World Factbook](#) - [Zambia](#)

1. General Information

1.1 People	Zambia	Botswana	Tanzania	1
Population				a
Total estimated population (,000), 2003	10,812	1,785	36,977	
Female estimated population (,000), 2003	5,438	909	18,661	
Male estimated population (,000), 2003	5,374	876	18,316	
Sex ratio (males per 100 females), 2003	99	96	98	
Average annual rate of change of pop. (%), 2000-2005	1.16	0.85	1.93	
Youth and Elderly Population				b
Total population under age 15 (%), 2003	47	40	45	
Female population aged 60+ (%), 2003	5	5	4	
Male population aged 60+ (%), 2003	4	4	4	
Human Settlements				c
Urban population (%), 2001	40	49	33	
Rural population (%), 2001	60	51	67	
Urban average annual rate of change in pop. (%), '00-'05	2.66	1.39	4.64	
Rural average annual rate of change in pop/ (%), '00-'05	1.7	-0.31	0.73	
Education				d
Total school life expectancy, 2000/2001	6.9	12.4	5	1
Female school life expectancy, 2000/2001	6.6	12.4	5	1
Male school life expectancy, 2000/2001	7.3	12.3	5.1	1
Female estimated adult (15+) illiteracy rate (%), 2000	28.5 ⁱ	20.2 ⁱⁱ	33.5	2
Male estimated adult (15+) illiteracy rate (%), 2000	14.8 ⁱ	25.5 ⁱⁱ	16.1	2
Employment				e
Unemployment rate (15+) (%), 2000	..	15.8 ⁱⁱⁱ	..	1
Female adult (+15) economic activity rate (%), 2000	..	48	..	2
Male adult (+15) economic activity rate (%), 2000	..	70	..	2

Notes: ⁱ 1990; ⁱⁱ 1991; ⁱⁱⁱ Age 12+, Year beginning in August of year indicated

1.2 Economy	Zambia	Botswana	Tanzania	2
GDP				a
GDP total (millions US\$), 2002	3,683	5,188	9,383 ⁱ	
GDP per capita (US\$), 2002	352	3,030	267 ⁱ	
PPP GDP total (millions int. US\$), 2002	8,431	14,112	19,589	
PPP GDP per capita(int. US\$), 2002	806	8,243	557	
Sectors				b
Value added in agriculture (% of GDP), 2004	20.9	2.4	45.0 ⁱⁱ	
Value added in industry (% of GDP), 2004	35.2	44.1	16.4 ⁱⁱ	
Value added in services (% of GDP), 2004	43.9	53.5	38.6 ⁱⁱ	
Miscellaneous				c
GDP implicit price deflator (annual % growth), 2004	19.4	4.3	4.0	
Private consumption (% of GDP), 2004	69.2	26.5	77.8	
Government consumption (% of GDP), 2004	12.7	35.5	13.4	

Notes: ⁱ Estimate is based on regression; other PPP figures are extrapolated from the latest International Comparison Programme benchmark estimates. Data refer to mainland Tanzania only; ⁱⁱ 2003

¹ [United Nations Statistics Division](#):

^a [Statistics Division and Population Division of the UN Secretariat](#); ^b [Statistics Division and Population Division of the UN Secretariat](#); ^c [Population Division of the UN Secretariat](#); ^{d1} [UNESCO](#); ^{d2} [UNESCO](#); ^{e1} [ILO](#); ^{e2} [ILO/OECD](#)

² [World Bank - Data and Statistics](#):

^a [Quick Reference Tables](#); ^b [Data Profile Tables](#); ^c [Country at a Glance](#)

1.3 Public Spending	Zambia	Botswana	Tanzania	
Public expenditures				3
Education (% of GNP), 1985-1987	3.1	7.3	..	a
Education (% of GNP), 1995-1997	2.2	8.6	..	a
Health (% of GDP), 1990	2.6	1.7	1.6	
Health (% of GDP), 1998	3.6	2.5	1.3	
Military (% of GDP), 1990	3.7	4.1	2 ⁱ	b
Military (% of GDP), 2000	0.6	3.7	1.3 ⁱⁱ	b
Total debt service (% of GDP), 1990	6.2	2.8	4.2	
Total debt service (% of GDP), 2000	6.4	1.3	2.4	

Notes: ⁱ 1991; ⁱⁱ 1999

1.4 Public Sector Employment and Wages						
<i>Data from the latest year available</i>		Zambia 1991-1995	Zambia 1996-2000	Sub-Saharan Africa average ⁴ 1996-2000	Non-Franco- phone Africa average ⁴ 1996-2000	Low income group average ⁴ 1996-2000
Employment						
Civilian Central Government ⁵	(,000)	71.0	40.72			
	(% pop.)	0.81	0.41	0.30	0.38	0.46
Sub-national Government ⁵	(,000)	18.0	15.0			
	(% pop.)	0.21	0.15	0.30	0.38	0.46
Education employees	(,000)	47.0	48.7			
	(% pop.)	0.54	0.49	0.62	0.78	0.91
Health employees	(,000)	14.0	13.3			
	(% pop.)	0.16	0.13	0.29	0.20	0.62
Police	(,000)	..	..	
	(% pop.)	..	..	0.07	..	0.30
Armed forces	(,000)	22.0	21.6			
	(% pop.)	0.24	0.22	0.26	0.31	0.33
SOE Employees	(,000)	..	..	
	(% pop.)	..	..	..	..	13.1
Total Public Employment	(,000)	..	..	
	(% pop.)	..	..	..	..	..
Wages						
Total Central gov't wage bill	(% of GDP)	4.7	5.2	6.1	6.9	5.4
Total Central gov't wage bill	(% of exp)	..	..	28.9	26.4	24.7
Average gov't wage	(,000 LCU)	513	..			
Real ave. gov't wage ('97 price)	(,000 LCU)	1,929	..			
Average gov't wage to per capita GDP ratio		2.9	..	4.8	2.8	4.4

Source: [World Bank - Public Sector Employment and Wages](#)

³ UNDP - [Human Development Report 2002](#)

^a Data refer to total public expenditure on education, including current and capital expenditures.

^b As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).

⁴ Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.

⁵ Excluding education, health and police – if available (view [Country Sources](#) for further explanations).

2. Legal Structure

2.1 Legislative Branch

Unicameral National Assembly (150 seats; members are elected by popular vote to serve five-year terms).⁶
women in parliament: 19 out of 158 seats: (12%).⁷

The legislative power of the Republic is vested in Parliament, which consists of the President and the National Assembly. The National Assembly consists of 150 elected members, 8 nominated members and the Speaker.

Its main function is to enact laws. However, it has a major role on terms of providing checks and balances to the other organs of Government, particularly the Executive. Article 51 of the Constitution stipulates that the Cabinet and Deputy Ministers are collectively accountable to the National Assembly.

The National Assembly has the power to ratify appointments made by the president of certain constitutional office holders and other offices.

Article 117 of the Constitution empowers the National Assembly to approve the budget. Expenditures charged on the general revenues of the Republic by the Constitution do not require approval by the National Assembly (e.g. salaries and allowances for certain constitutional office holders).

In 2002 donor funds accounted for 42% of the national budget.

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\) \(edited\)](#)

See also: [Constitution of the Republic of Zambia](#)

Fact box:

elections: Last held 27 December 2001 (next to be held December 2006)
election results: Percent of vote by party - MMD 45.9%, UPND 32.4%, UNIP 8.8%, FDD 8.1%, HP 2.7%, PF 0.7%, ZRP 0.7%, independents 0.7%; seats by party - MMD 68, UPND 48, UNIP 13, FDD 12, HP 4, PF 1, ZRP 1, independents 1; seats not determined 2

2.2 Executive Branch

cabinet: Cabinet appointed by the president from among the members of the National Assembly
elections: President elected by popular vote for a five-year term; election last held 27 December 2001 (next to be held December 2006); vice president appointed by the president

The Constitution vests all executive power in the President. The President is directly elected by universal adult suffrage and secret ballot. According to the Constitution, no person who has twice been elected as President shall be eligible for re-election.

Source: [Constitution of the Republic of Zambia - Part IV: The Executive](#)

The President appoints most constitutional office holders, eight nominated members of parliament, the Attorney-General; the Director of Public Prosecutions, the Solicitor-General, the Auditor-General, the Secretary to the Cabinet, the Chairman and Commissioners of the Electoral Commission, the Commission for Investigations, the head and commissioner of the Anti-Corruption Commission, etc. subject to ratification by the National Assembly

Fact box:

chief of state and head of government: President Levy MWANAWASA (since 2 January 2002); Vice President Nevers MUMBA (since May 2003)

⁶ Source of fact boxes if nothing else stated: [The World Factbook - Zambia](#)

⁷ [Inter-Parliamentary Union - Women in National Parliaments](#)

The President also has the power to create and abolish offices in the Public Service as well as to create and abolish Government Ministries subject to the approval of the National Assembly. He can dissolve the National Assembly and is empowered to sign bills, issue proclamations as well as to initiate legislation.

The Constitution provides for a Cabinet, comprising the President, Vice-President, and Cabinet Ministers. The function of the Cabinet is to formulate government policy and with respect to such other matters as may be referred to it by the President.

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\)](#)

See also: [Constitution of the Republic of Zambia](#)

Fact box:

Percent of vote -
Levy MWANAWASA
29%, Anderson
MAZOKA 27%,
Christon TEMBO
13%, Tilyenji
KAUNDA 10%,
Godfrey MIYANDA
8%, Benjamin
MWILA 5%, Michael
SATA 3%

2.3 Judiciary Branch

Supreme Court (the final court of appeal; justices are appointed by the president); High Court (has unlimited jurisdiction to hear civil and criminal cases).

The judicature is created under part VI of the constitution. It is organized in a hierarchical structure starting from the highest to the lowest as follows:

- Supreme Court
- High Court
- Industrial Relations Court
- Subordinate Court
- Local Courts

The judicature is autonomous and is administered in accordance with the Judicature Administration Act and the Judicial Code of Conduct Act of 1999. The head of the Judicature is the Chief Justice, but the day-to-day management of affairs of the Judiciary is in the hands of the Chief Administrator, who is appointed by the President subject to ratification by the National Assembly.

The Supreme Court, which is the final court of appeal in Zambia, comprises nine judges appointed by the President subject to ratification by the National Assembly. The Chief Justice and his deputy, who are members of this Court, are appointed by the President subject to ratification by the National Assembly.

The High Court has an establishment of 30 judges. High Court judges are appointed by the President on the recommendation of the Judicial Service Commission and are subject to ratification by the National Assembly.

Magistrates, Local Court Justices and the supporting personnel are appointed by the Judicial Service Commission, and independent body chaired by the Chief Justice established under Article 123 of the Constitution and the Service Commissions Act. The Commission is responsible for appointments, promotion, discipline, and removal of judicial personnel on behalf of the President.

Article 91(2) of the Constitution provides that judges, magistrates and Local Court Justices shall be independent, impartial and subject to only the Constitution and the law.

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\)](#)

See also: [Constitution of the Republic of Zambia](#)

2.4 Local Government

Zambia is a unitary state that has a powerful central government and local authorities, which act as its agents. For administrative convenience Zambia is divided into nine provinces. The political head of each Province is a Deputy Minister⁸ while the administrative head is the Permanent Secretary, both of whom are appointed by the President. Also found at provincial level are the Deputy Permanent Secretary, heads of government departments, Civil Servants, all of whom are appointed by the national government.

Local government is provided for under the Local Government Act, 1991⁹, while the [Local Government Elections Act](#) regulates elections.¹⁰

Under section 3 of the Local Government Act the Minister of Local Government and Housing is empowered, by statutory order, to establish for any district, a city council, municipal council, district council, township council or management board as the case may be. In this connection 72 districts have been established.¹¹

A council consists of:

- Members of parliament in the district;
- Two representatives of the Chiefs, appointed by all the Chiefs in the district;
- All elected councilors in the district.

The number of councilors varies from district to district and the Minister may, after consultation with a council, by statutory order, alter the number of councilors of a council.¹² Councilors hold office for three years. A councilor is elected for each ward by registered voters resident in the ward.¹³

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\)](#)

See also: [Constitution of the Republic of Zambia](#)

[Click here](#) for Local Government Institutions

⁸ Constitution, Article 47(2) and (3)

⁹ Cap. 281, Laws of Zambia

¹⁰ Cap. 282, Laws of Zambia

¹¹ Local Government Act, Section 4(1)

¹² Local Government Act, Section 9

¹³ Local Government Act, Section 13

3. The State and Civil Society

3.1 Ombudsperson

The Commission for Investigations, chaired by the Investigator-General, is established under Article 90 of the [Constitution](#) and the powers, functions and procedures of the Commission are regulated by the Commission for Investigations Act.¹⁴

The President in consultation with the Judicial Service Commission appoints the Investigator-General. Apart from the Investigator-General, there are three other Commissioners, who are appointed by the President subject to ratification by the National Assembly. Commissioners serve on contract for three years subject to re-appointment for one more term.

The Commission deals with complaints of abuse of power such as arbitrary decisions, omissions, improper uses of discretionary powers, decisions made with bad or malicious motives or those influenced by irrelevant considerations, unnecessary or unexplained delays, obviously wrong decisions, misapplication and misinterpretation of laws, etc.

It has jurisdiction to inquire into the conduct of any person to whom the Act applies in the exercise of his office or authority, or in abuse thereof:

- whenever so directed by the President; and
- unless the President otherwise directs, in any case in which it considers that an allegation of mal-administration or abuse of office or authority by any such person ought to be investigated.

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\) \(edited\)](#)

3.2 NGOs and Civil Society

The Societies Act¹⁵ provides the legislative framework for the operation of Non-Governmental organizations, Community based organizations and churches. A few organizations are created under the Companies Act¹⁶ as companies limited by guarantee while others are formed under the Land (Perpetual Succession) Act.¹⁷ Trade Unions are regulated by the Industrial and Labour Relations Act.¹⁸

Civil Society organizations are playing various roles, including fighting corruption, monitoring government's delivery of social services, monitoring the protection of human rights, etc.

Organizations involved in monitoring the government's performance in areas of service delivery include: the Catholic Commission for Peace, Justice and Development, which monitors the impact of government policies on the poor and marginalized groups; the Foundation for Democratic Process, which monitors the conduct of elections and the performance of elected officials; AFRONET, which monitors government's implementation of human rights; the Consumer Protection Association of Zambia, which advocates the rights of consumers; Women for Change, National Women's Lobby Group, Women and Law in Southern Africa (WLSA) and

¹⁴ The Commission for Investigations Act, Cap. 39, Laws of Zambia

¹⁵ Cap. 119, Laws of Zambia

¹⁶ Cap. 388, Laws of Zambia

¹⁷ Cap. 186, Laws of Zambia

¹⁸ Cap. 269, Laws of Zambia

NGOCC, which are concerned with the improvement of the economic, political, social and legal status of women.

Civil society faces a number of constraints in its efforts to make government accountable and transparent in its operations (see p. 59-60 of source)

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\)](#)

4. Civil Service

Since 1993 the Public Service Management Division, the Public Service Commission and the Management Development Division at Cabinet Office have been implementing a far-reaching Public Service Reform Programme (PSRP)¹⁹.

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\)](#)

4.1 Legal basis

Article 53 of the [Constitution](#) of Zambia Act No. 17 of 1996 provides for the Secretary to the Cabinet as head of the Public Service responsible to the President. The Secretary to the Cabinet is, subject to the ratification of the National Assembly, appointed by the President.

Source: [The Constitution of the Republic of Zambia](#)

The Secretary to the Cabinet is assisted by the Deputy Secretary to the Cabinet, also appointed by the President. Permanent Secretaries, who are appointed by the President, are the top Civil Servants in each Ministry.

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\)](#)

General Orders regulate the appointment, promotion, transfer, discipline and conditions of service for public workers.²⁰

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\)](#)

The Industrial and Labour Relations Act of 1993 applies to both the public and private sectors. It does not apply to the Zambia Defence Force, the Zambia Police Force, the Zambia Prison Service, the Zambia Security Intelligence Service, and judges, registrars of the court, magistrates and local court justices.

Source: [International Labour Organization \(IFP/DIALOGUE\) - Zambia: Scope of the concepts on equal pay](#)

4.2 Recruitment

Following the restructuring of Ministries as part of the PSRP, recruitment of personnel in the Public Service is now supposed to be done on merit. Interviews are conducted by a panel of outsiders to ensure that only those qualified are employed. President Mwanawasa has demanded that Civil Service Examinations be re-introduced so that only those that are competent can get appointed or promoted. These were scheduled to begin in June 2002, funds allowing, but have not yet started (as of February 2003).²¹

General Order 211 provides that a candidate for appointment to any post in the public service may be required to pass a qualifying examination before being appointed. General Order 213 mandates Civil Service Obligatory Examinations as a prerequisite for admission to the permanent and pensionable terms. But professional and technical officers are exempted from sitting the Civil Service Obligatory Examinations.²²

¹⁹ [Click here](#) for the First PRSP Implementation Progress Report (January 2002-June 2003)

²⁰ According to [allAfrica.com](#) New Terms and Conditions of Service has replaced General Orders and Public Service Commission to ensure effective human resource management in the public service.

²¹ Interview with the Deputy Secretary to the Cabinet held on 19.05.2002

²² General Order 213 (c)

The Service Commissions Act requires the President to consult the appropriate Commission before appointing or disciplining certain high-level officers. With regard to lower level personnel, the powers of the President to appoint and discipline officers are, unless otherwise provided by a statute, exercised by the appropriate Commission.²³

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\)](#)

4.3 Promotion

Lower level officials and middle management positions up to Deputy Permanent Secretary are appointed, promoted and disciplined by the Service Commissions acting in the name and on behalf of the President.²⁴ A Department or Ministry that wants to recruit staff must inform the Public Service Commission, which will then take up the matter. Transfers of personnel within ministries are effected by Permanent Secretaries but the Public Service Commission in consultation with the Secretary to the Cabinet makes inter-ministerial transfers. Ministers have no power to transfer Civil Servants and in fact have no say in the recruitment, deployment, and promotion of civil servants.²⁵ The staff in the Civil Service can rise to any level up to Deputy Permanent Secretary, depending on qualifications, experience, and competence, etc.²⁶

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\)](#)

4.4 Remuneration

On the low and compressed wages for civil servants, the report says, they were generally earning one-third of the level in the private sector.

Wages and Conditions of service are regulated through the process of collective bargaining under the Industrial Relations Act for employees of the Government, district councils, and employees in domestic service. For general workers, cleaners, watchmen, drivers, clerks, copy typists, receptionists and telephonists who belong to the lowest categories the Minimum Wages and Conditions of Employment (General) Order, 1990 applies.

Source: [International Labour Organization \(IFP/DIALOGUE\) - Zambia: Scope of the concepts on equal pay](#)

4.5 Training

A Public Service Training policy is in place. A number of management development training institutions exist in the country, offering various pre and in-service training programmes to Civil Servants of various categories.

The institutions include the National Institute of Public Administration (NIPA), the Chalimbana Training Institute, and the two national Universities (College for Management Development Studies and the Zambia Institute of Management). The most notable training institution at regional level is East and Southern African Management Institute (ESAMI).

Source: [CAFRAD - Questionnaire on National Public Administrations in Africa: Zambia](#)

Not available online

²³ The Service Commissions Act establishes the Public Service Commission, the Teaching Service Commission, and the Police and Prisons Service Commission

²⁴ General Orders, Chapter II: Appointments, acting appointments, promotions and transfers.

²⁵ Interview with the Deputy Secretary to the Cabinet held on 19.05.2002

²⁶ Interview with the Deputy Secretary to the Cabinet held on 19.05.2002

4.6 Discipline

An erring official must be warned in writing at least three times before disciplinary procedures are commenced and sanctions can be applied.²⁷ It is often difficult to discipline public officials who misappropriate or misuse public funds or ignore tender procedures because the Auditor-General's Reports are released late.²⁸

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\)](#)

4.7 Gender

In the Public Service, married male officers, as well as married female officers are entitled to receive travel benefits when they travel on vacation leave on their own. In addition, payment of housing and rent allowances has been extended to women. In the same vein, burial benefits are given to these officers if they lose a spouse or one of their children.

[Click here](#) for Equal Pay Policies.

Source: [International Labour Organization \(IFP/DIALOGUE\) - Zambia: Scope of the concepts on equal pay](#)

²⁷ General Orders, Chapter IV: Conduct and Discipline

²⁸ Interview with the Deputy Secretary to the Cabinet held on 19.05.2002

5. Ethics and Civil Service

5.1 Corruption

2003 CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

Corruption Perceptions Index							
Rank	Country	2003 CPI Score	Surveys Used	Standard Deviation	High-Low Range	Number Inst.	90 percent confidence range
1	Highly clean	9.7	8	0.3	9.2 - 10.0	4	9.5 - 9.9
92	Zambia	2.5	5	0.6	2.0 - 3.3	5	2.1 - 2.9
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Source: [Transparency International - Corruption Perceptions Index 2003](#)

Surveys Used: Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

Standard Deviation: Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

High-Low Range: Provides the highest and lowest values of the sources.

Number Institutions: Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

90 percent confidence range: Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

[Click here](#) for Corruption Profile of Zambia.

In 1996 the Government enacted the Anti-Corruption Commission (ACC) Act. This act created the autonomous Anti-Corruption Commission. Section 9 of the ACC Act provides for the main functions of the Commission. The Commission comprises the Chairperson and four other Commissioners, all appointed by the President, subject to the ratification by the National Assembly. Commissioners serve for a term of three years subject to renewal.

The Directorate of the Commission is headed by the Director-General, who is appointed by the President, also subject to the ratification by the National Assembly.

The Commission for Investigations Act empowers the Commission to receive and investigate complaints of mal-administration or abuse of office or authority against an officer in the Public Service.²⁹ The General Orders also prohibit such practices. However, in practice nepotism is common in the Public Service.³⁰

Members of the public can lodge complaints of corruption against Public Servants with their superiors, the Anti-Corruption Commission, the Police, the Commission for Investigations, the Service Commissions, the Police Complaints Authority, and the President. They may also take the matter to court.³¹

In November 2001 the government enacted the Prohibition and Prevention of Money Laundering Act. It was constituted mid-2002.

Source: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\) \(edited\)](#)

²⁹ ACC Act, Section 8 and 9

³⁰ Interview with the Investigator-General

³¹ Interview with PSC Members

A Task Force on Corruption has been set up to investigate and prosecute cases of corruption and abuses of authority involving high officials in the previous Government as well as those currently serving in Government.

Source: [Ministry of Finance and Planning - First PRSP Implementation Progress Report \(January 2002 – June 2003\)](#)

5.2 Ethics

There is no legally acknowledged Code of Ethics for Civil Servants. However, there are in place the General Orders and Public Service Regulations, which guide and regulate the conduct of Civil Servants. These are being reviewed to bring them in line with the demands of the reformed Public Service. Certain categories of Civil Servants, such as Lawyers, Judges, Accountants and journalists, have professional code of ethics, which regulate their conduct.

Source: [CAFRAD - Questionnaire on National Public Administrations in Africa: Zambia](#)

Not available online

See also: [Transparency International \(National Integrity Systems\) - Country Study Report \(2003\)](#)

6. e-Government

e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indices: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

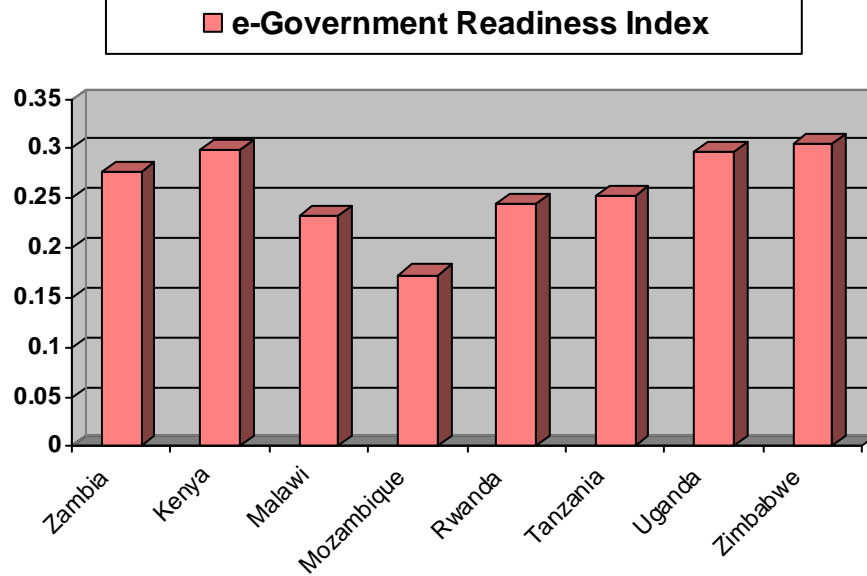
Telecommunications Infrastructure Index:

A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity.

Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.

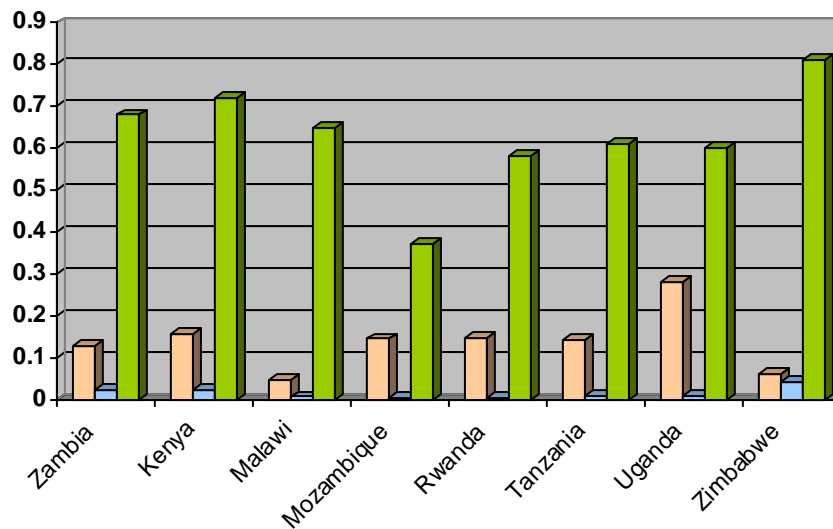
Human Capital Index:

A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.



Source: HUnited Nations – World Public Sector Report 2003H

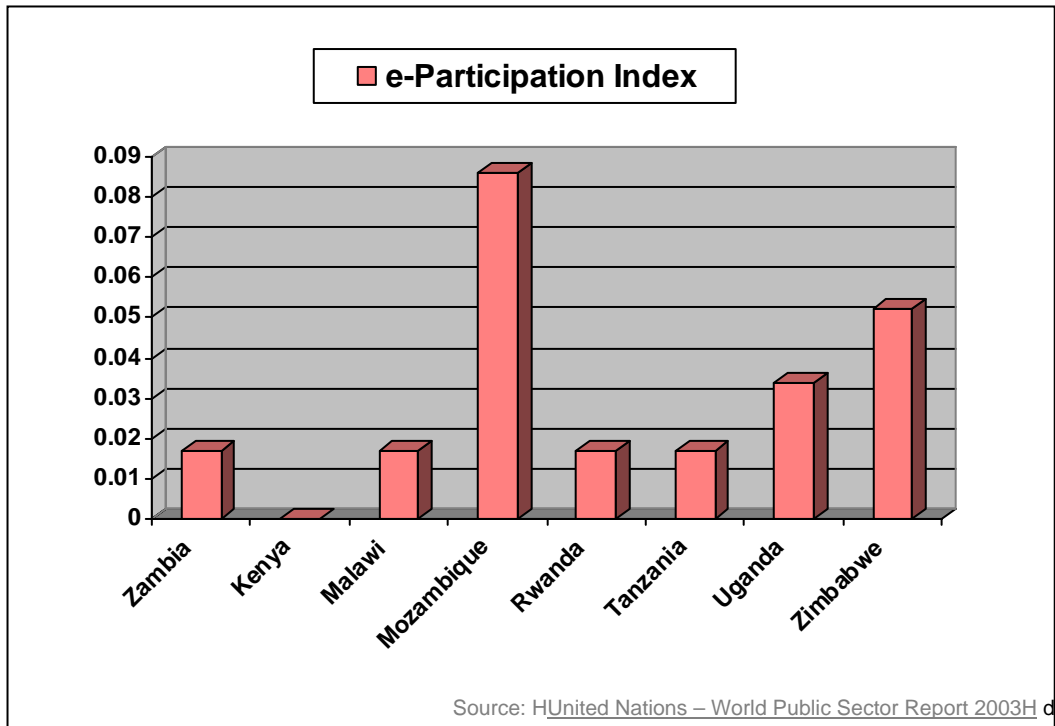
Web Measure Index **Telecom. Infrastructure Index** **Human Capital Index**



Source: HUnited Nations – World Public Sector Report 2003H

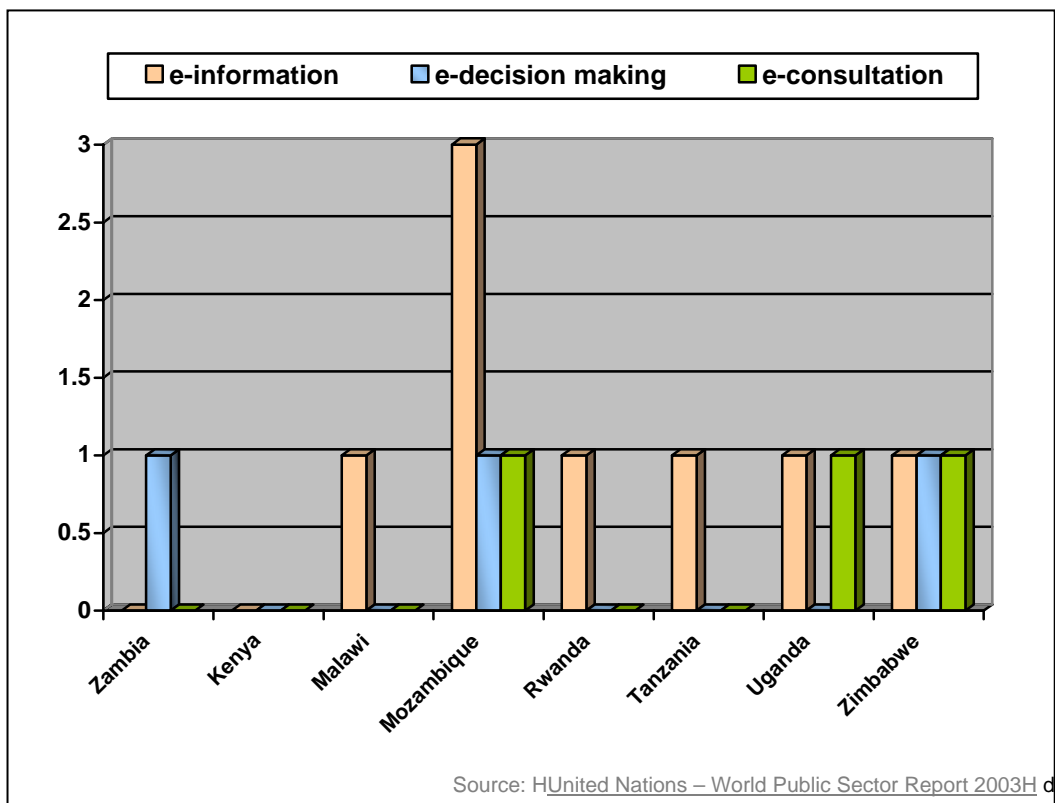
e-Participation Index:

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.



e-information:

The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.



e-decision making:

The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

e-consultation:

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.

7. Links

7.1 National sites	
Authority	Topic
Statehouse	http://www.statehouse.gov.zm/
Electoral Commission	http://www.elections.org.zm

7.2 Miscellaneous sites	
Institution	Topic
African Development Bank (ADB)	http://www.afdb.org/
African Institute for Economic Development and Planning (IDEP)	http://www.unidep.org/
African Training and Research Centre in Administration for Development (CAFRAD)	http://www.cafrad.org/
African Union (AU)	http://www.africa-union.org/
European Union (EU)	http://europa.eu.int/comm/development/ACP countries
International Labour Organization (ILO) - NATLEX	http://www.ilo.org/dyn/natlex/natlex_browse.home
New Partnership for Africa's Development (NEPAD)	http://www.nepad.org/
United Nations Economic Commission for Africa (ECA)	http://www.uneca.org/
United Nations Development Programme (UNDP)	http://www.undp.org.zm/
UNPAN	http://www.unpan.org/virtual_library-byregion.asp
World Bank (WB)	http://www.worldbank.org/zm