



Governance Dynamics in Zambian State-Owned Enterprises: A Discerning Perspective

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Abstract

Governance structures in state-owned enterprises (SOEs) play a critical role in ensuring effective management and accountability within Zambian public sector organizations. This analysis draws upon existing literature and secondary data from official reports and interviews with stakeholders within selected state-owned enterprises in Zambia. The identified governance challenges necessitate strategic interventions aimed at enhancing accountability and efficiency within Zambian SOEs. Recommendations focus on strengthening regulatory frameworks, promoting stakeholder collaboration, and implementing robust internal audit mechanisms to improve overall performance and public trust in SOE operations.

Keywords: *Zambian, SOE, Governance, Accountability, Stakeholder, Regulatory, Institutional*

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