



Governance Dynamics in State-Owned Enterprises within Zambia's Context

Chisala Chokwa^{1,2}, Mwila Mpundu^{2,3}

¹ Department of Research, Copperbelt University, Kitwe

² University of Zambia, Lusaka

³ Copperbelt University, Kitwe

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Correspondence: cchokwa@hotmail.com

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Author notes

Chisala Chokwa is affiliated with Department of Research, Copperbelt University, Kitwe and focuses on Business research in Africa.

Mwila Mpundu is affiliated with Copperbelt University, Kitwe and focuses on Business research in Africa.

Abstract

State-Owned Enterprises (SOEs) play a significant role in Zambia's economic landscape, particularly within sectors such as mining and agriculture. The study employs an interpretive qualitative approach, analysing existing documents and semi-structured interviews with key stakeholders. Key themes emerged from the analysis include a reliance on traditional governance models that may hinder innovation and accountability within SOEs. Current governance structures in Zambia's SOEs are largely influenced by historical contexts and require modernization to align better with contemporary economic needs. Recommendations for policy reform focus on integrating more participatory decision-making processes, enhancing transparency, and fostering a culture of accountability within SOE management.

Keywords: *Zambia, SOEs, Governance, Institutions, Stakeholders, Empowerment, Interpretivism*

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