



# Governance Structures in Zambian State-Owned Enterprises: An Analytical Framework

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## Abstract

Governance structures in state-owned enterprises (SOEs) play a crucial role in shaping their performance and effectiveness in resource management. The study employs a qualitative approach, examining case studies of selected Zambian SOEs through structured interviews with officials and review of available documents. Findings indicate that the implementation of clear accountability mechanisms significantly enhances decision-making processes within SOEs in Zambia. This study contributes to understanding effective governance structures for SOEs by identifying key components that can improve their performance. Recommendation is for Zambian policymakers and managers to implement robust accountability frameworks as a priority for enhancing the efficiency of SOEs. Zambia, State-Owned Enterprises (SOEs), Governance Structures, Accountability Mechanisms

**Keywords:** *African institutions, governance theory, institutional void, managerial capitalism, stakeholder engagement, public-private partnerships, resource mobilization*

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