



ZAMBIA INSTITUTE OF CHARTERED ACCOUNTANTS

**THE 3RD FORUM FOR ZAMBIAN WOMEN ACCOUNTANTS SYMPOSIUM, 11TH
OCTOBER 2019**

**WELCOME REMARKS BY THE ZICA CEO MR BONNA KASHINGA DURING THE
3RD FORUM FOR ZAMBIAN WOMEN ACCOUNTANTS SYMPOSIUM HELD AT TAJ
PAMODZI HOTEL, LUSAKA ON 11TH OCTOBER 2019**

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THE CHIEF JUSTICE MADAM IREEN CHIRWA MAMBILIMA

SENIOR GOVERNMENT OFFICIALS HERE PRESENT

**The ZICA VICE PRESIDENT AND OTHER ZICA COUNCIL MEMBERS
PRESENT**

THE FZWA NATIONAL COORDINATOR

FZWA BOARD MEMBERS & ZONAL COORDINATORS

ALL MEMBERS OF ZICA

DISTINGUISHED GUEST SPEAKERS AND PARTICIPANTS

ZICA MANAGEMENT AND STAFF

MEMBERS OF THE PRESS

LADIES AND GENTLEMEN

GOOD MORNING!

It is with great pleasure to see you all this morning. I am delighted to see the calibre of women seated here today, who are contributing immensely to breaking the invincible barrier that is blocking the progress of women to various senior positions. I am happy that you could join us today to celebrate this day through the great speakers and topics lined up. I would like to congratulate **FORUM FOR ZAMBIAN WOMEN ACCOUNTANTS (FZWA)** for putting up yet another great

symposium which I have no doubt will enable us conclude the year on an inspiring note.

Ladies and Gentlemen,

It is indeed great to see current trends of the involvement of women in key positions and decision-making processes to foster economic development. As an Institute, we are happy to support the female inclusion agenda and putting in place activities that will help women rise to their full potential. Since the inception of FZWA three years ago, the institute has been supporting FZWA with resources to help FZWA mobilise towards achieving the female participation agenda. Over the years FZWA has been supporting the girl recruitment into accountancy programmes through outreach programmes through school visits, mentorship, profiling of senior female members among others. This is aimed at upscaling the connection of success to the same gender to encourage young girls to stand up and be counted in society. These mentorship programmes are now beginning to yield positive results as shown by gender performance statistics for December 2018 and June 2019 examinations on ZICA education programs consisting of the Chartered Accountants Zambia program and the three Diplomas in accountancy, taxation and public sector financial management.

As an example, during the June 2019 examination diet, on average female candidates across all programs recorded a 43.7% pass rate as compared to their male counterparts who recorded a 42.6% pass rates across all programs. It is therefore gratifying to note that our female candidates are performing so well in our examinations.

However, the challenge still remains that uptake into the accountancy profession is still low mainly because of the perceptions around a belief that number crunching is not for women. We need as women who have made it to top to dispel this adage and let our girls compete shoulder to shoulder with boys. We need to teach our girls that they are as good as the boy seated next to them in a classroom. The question then comes....how do we make girls believe they can do it? This will only come about by women not holding back on showing off their success and telling their stories.

It is amazing that FZWA Leaders and members still find time to engage with young women in various Institutions of learning despite their busy schedules. The FZWA motto of “We are better together” underlines the selflessness that must be exhibited by all women in ensuring that the girl child has the support and the motivation for better engagement with society at large.

Ladies and gentlemen, in its quest to dispel the myth that only men can make it to top positions, ZICA is launching the Chartered Accountant Zambia Ambassadors programme with November 2019. This programme is aimed at elevating the status of young people to rise and take up leadership challenges. ZICA will in the next few days announce and request for entries to this prestigious grouping. We are expectant that young women who are studying various ZICA Accountancy programmes will take the challenge, apply and be able to defend why they think they fit the profile for this special group. We are desirous of a 50% female representation on this prestigious program and we are sure this will further raise the inspiration of other young women to take up accountancy as a profession. This programme will be focus on leadership and soft skills training among others.

Ladies and Gentlemen

Am confident that with events such as this, the gender gap will definitely reduce and the advancement of women in different career paths is definitely headed the right direction. The Institute supports the female inclusion agenda and will continue to support activities that help women rise to their full potential.

Thank you and God Bless you all.