Business Sectors to be covered:

- Agriculture and agro-processing
- Banking and Financial Services
- Construction and Engineering
- Economic Development Agencies
- Electricity and Power
- Freight, Shipping and Logistics
- Health and Medical
- Import and Export
- Industry and Manufacturing
- Insurance and Reinsurance

- Media and Broadcasting
- Mining Minerals and Energy
- Standards and Regulation
- Telecoms and Internet Service Providers
- Tourism, Hospitality and Travel
- Professional Associations
- Transport Infrastructure
**Top Features**
- Compensation survey that covers salary, benefits and allowances for top Zambian companies;
- Access to compensation data for over 50 jobs from top management to general support roles with over ten (10) hierarchical levels;
- Access to compensation data from over 18 business sectors in Zambia;
- Each club member can choose a peer group from the list of companies;
- Access to statistical report and narratives three times a year and
- Access to one additional optional and customised report per year.

**Why participate**
- Time Saving: takes the grind out of undertaking individual surveys at different points of the year;
- Engaging: a high quality user experience including intelligent data using an efficient process;
- Powerful: provides year-round live compensation visibility for decision making and
- Efficient: takes fatigue from your own independent survey as well as participating in conducted by other organisations over the year.

**Report Content**
- Salary data
- Annual fixed basic salary
- Annual variable pay and
- Total compensation

**Benefits**
- Medical and Life Insurance
- Private Pension Scheme
- Loan facilities and
- Other fringe benefits

---

**PLUS Analysis and guidance on:**
- Labour market practices and trends
- Industry specific practices and trends
- Wider economic considerations and
- Zambian Labour Laws

**Why come to LPCL**
- We have solid experience in conducting labour related research.
- We have conducted surveys in a number of business sectors such as banking, NGOs; statutory enterprises; regulators; insurance; mining; microfinance; and telecoms
- We have one on one sessions with comparators for smooth project management; support in data completion and data assurance
- We have wide exposure in undertaking comprehensive data assurance and analysis
- We always protect the privacy and confidentiality of the participants ensuring that all survey submissions collected remain confidential

**Survey Timelines**
- Confirmation of Club Survey Participants - December 2015
- Distribution of Data Sheets - January 2015
- Collection of Data and Assurance - January 2015

**Analysis of Data - February 2015**
- Formulation of Reports – Mar 2015
- Distribution of Reports - April 2015

**Report Accessibility for 2016**
- 1st Report April 2016
- 2nd Report August 2016
- + one optional report and customized report