State of the Developer Ecosystem in Zambia Survey 2025

Understanding & Growing Our Tech Talent

INFORMATION AND COMMUNICATIONS TECHNOLOGY ASSOCIATION OF ZAMBIA

ICTAZ

BongoHive

Zambia's Digital Transformation is Accelerating

🚀 **Rapid Adoption**

Digital technologies spreading across sectors

👤 **Growing Demand**

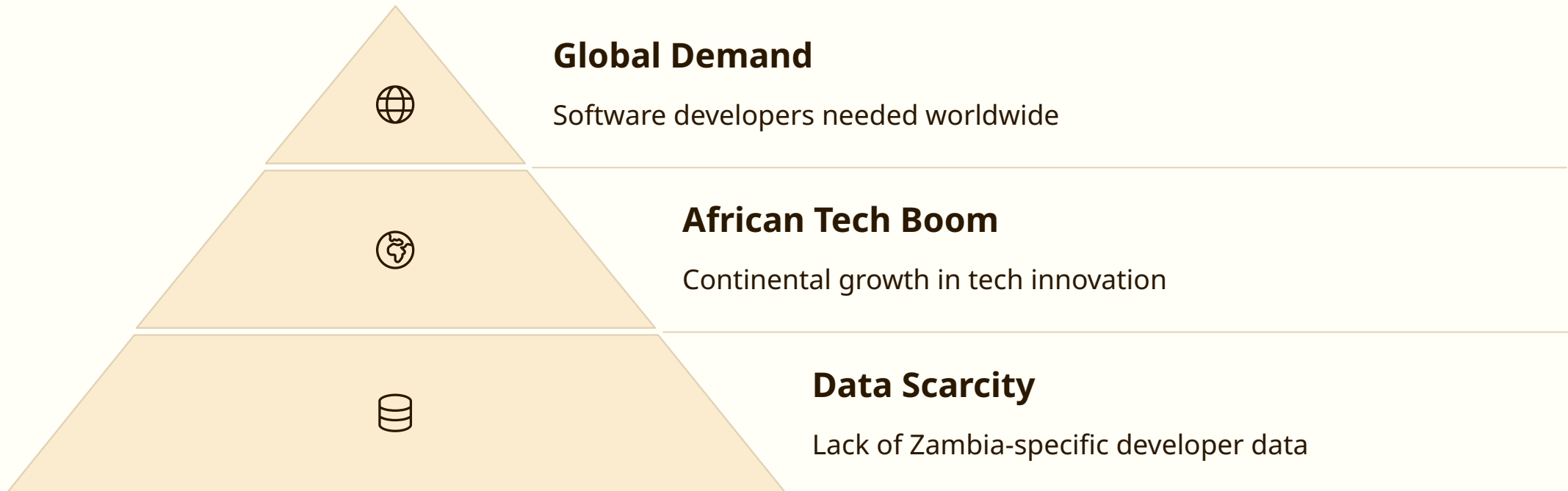Need for skilled tech professionals rising

📈 **Economic Potential**

Diversification, job creation, improved services

BongoHive

Bridging the Information Gap to Unlock Potential

Global Demand

Software developers needed worldwide

African Tech Boom

Continental growth in tech innovation

Data Scarcity

Lack of Zambia-specific developer data

BongoHive

The State of the Developer Ecosystem in Zambia Survey 2025

Core Goal

Gain data-driven insights into Zambia's developer community

Vision

Foster growth and visibility of national tech talent

Using Insights to Drive Tangible Change

The survey will deliver actionable intelligence across seven critical dimensions.

1. Skills & Training

Assessing the current skill levels of Zambian developers and identifying areas for improvement and upskilling.

2. Employment & Compensation

Benchmark salary expectations and map career pathways to retain top talent within Zambia.

3. Challenges & Barriers

Identify the key obstacles faced by developers, such as access to resources, infrastructure limitations, and funding opportunities.

4. Community Building

Exploring the level of collaboration and networking within the Zambian developer community.

5. Emerging Technologies

Track adoption rates of AI, cloud computing, and other transformative technologies.

6. Diversity & Inclusion

Measure the representation of various demographic groups within the developer community.

7. Entrepreneurship

Assess the interest in creating startups.

Using Insights to Drive Tangible Change

Inform Policy

Evidence for government support and ICT policies

Shape Programs

Design relevant training and mentorship initiatives

Attract Investment

Showcase Zambian tech talent potential

Foster Collaboration

Build stronger networks across sectors

BongoHive

Calling All Zambian Developers!

Students

Share your learning journey

Freelancers & Employees

Tell us about your experience

Tech Entrepreneurs

Help shape the ecosystem

Our Commitment to the Ecosystem

BongoHive

Zambia's first tech hub (since 2011)

Partnership

Building stronger foundation for tech innovation

ICTAZ

Established by Act of Parliament (No. 7 of 2018)

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