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## ABBREVIATIONS

ACF	-	Agricultural Consultative Forum
ADP	-	Area Development Program
AfriComNet	-	Africa Communication Network
ARDP	-	Agricultural and Rural Development Research Programme
ASAFAS	-	Asia and African Studies
BCC	-	Behavior Change Communication
CAAS	-	Centre for African Area Studies
CHAI	-	Clinton Health Access Initiative
ChTIS	-	Child Health Targets Impacts Study
CIDA	-	Canadian International Development Agency
CIP	-	Core Intervention Package
CPD	-	Centre for Policy Dialogue
CSO	-	Civil Society Organisations
CSPR	-	Civil Society for Poverty Reduction
DEC	-	Drug Enforcement Commission
DFID	-	Department for International Development
DHMT	-	District Health Management Team
EBRP	-	Economic and Business Research Programme
ECCDE	-	Early Childhood Care Development and Education
ECRDC	-	Elizabeth Colson Research and Documentation Centre
EISA	-	Electoral Institute of Sustainable Democracy in Africa
FGD	-	Focus group discussions
FISP	-	Farmer Input Support Programme
FK/BEEP	-	Fred Korpset/Business Experience Exchange Programme
FSRP	-	Food Security Research Project
GIDD	-	Gender in Division Department

GRP	-	Governance Research Programme
HIV/AIDS	-	Human Immune Virus/ Acquired Immune Deficiency Syndrome
HPRP	-	Health Promotion Research Programme
HRH	-	Human Resources for Health
ICC	-	Invasive Cervical Cancer
IDI	-	In-depth interviews
INESOR	-	Institute of Economic and Social Research
IWRM	-	Integrated Water Resources Management Centre
LRS	-	Labour Research Services
MCD-MCH	-	Ministry of Community Development Mother and Child Health
MNCH	-	Maternal, newborn and child health
MoE	-	Ministry of Education
MOH	-	Ministry of Health
NAC	-	National AIDS Council
NCC	-	National Constitution Conference
OVC	-	Orphans and Vulnerable Children
PASGR	-	Partnership for African Social and Governance Research
PIMA	-	Politics and Interactive Media in Africa
PMTCT	-	Prevention of Mother to Child Transmission
SCAZ	-	Senior Citizen Association of Zambia
SCRP	-	Socio-Cultural Research Programme
SILC	-	Savings and Internal Lending Communities
SMGL	-	Saving Mothers, Giving Life
SNDP	-	Sixth National Development Plan
SPSS	-	Statistical Package for Social Sciences
STEPS Support	-	Sustainability through Economic Strengthening, Prevention and
UDRP	-	Urban Development Research Programme

UNDP	-	United Nations Development Programme
UNFPA	-	United Nations Population Fund Agency
UNICEF	-	United Nations Children's Fund
UNICEF	-	United Nations International Children's Emergency Fund
UNZA	-	University of Zambia
USAID	-	United States Agency for International Development
VIA	-	Visual Inspection with Acetic Acid
WHO	-	World Health Organisation
WV	-	World Vision
ZANEC	-	Zambia National Education Coalition
ZCAS	-	Zambia Centre for Accountancy Studies
ZESCO	-	Zambia Electricity Supply Corporation
ZIPAR	-	Zambia Institute for Policy Analysis and Research
ZISSIP	-	Zambia Integrated Systems Strengthening Program
ZLDC	-	Zambia Law Development Commission

## **DIRECTOR'S STATEMENT**

The Institute of Economic and Social Research (INESOR) continued to play its vital role as a center for economic and social science research of the University of Zambia. INESOR has continued to undertake interdisciplinary social science research with the support and collaboration of various stakeholders in Government, International Organizations, Non-Governmental Organizations, Corporate Organizations and other Universities within Zambia, regionally and abroad. As a requirement, INESOR members of staff have participated in teaching and postgraduate students' supervision in different Schools and departments. Furthermore, the members of staff have also been involved in providing UNZA Community Services as well as Public Services. In line with the University of Zambia Consultancy regulations, INESOR established a consultancy committee, among other things, to act as window for clients to the services and expertise available in the Institute.

During the period under review, INESOR had a total of 33 members of staff out of an establishment of 45. Of the existing staff, 14 were academic staff, leaving a shortfall of 5 while 20 were support staff with a shortfall of 5. Academic members of staff included 1 Research Professor, 1 Associate Professor, 2 Senior Research Fellows and 11 Research Fellows.

In 2013, INESOR pledges to work extra hard in promoting and upholding its role as the University of Zambia's centre for economic and social research and consultancy. The challenge of sourcing adequate and stable funds to run the institute in a more sustainable manner calls for collective efforts by all the members of staff. It is hoped that through the consultancy committee, the Institute will market its available skill and expertise and use it to enhance its financial capacity. In order to achieve this, efforts will be made to fill the vacant positions in order to effectively implement our strategies of resource mobilization. Consultancy activities will be conducted with a careful balance between research, teaching and service to the UNZA community. INESOR has been connected to the main campus internet server. This internet connectivity still needs to be improved as access to current information and data is critical for research and teaching. INESOR desires to continue enhancing institutional links and cooperation with the international, regional and local institutions. Within the country INESOR will work with the University, the government, donors and private sector, so as to continue enjoying the good academic standing and recognition that it has hitherto enjoyed.

Professor Mubiana Macwan'gi

**DIRECTOR**

**INSTITUTE OF ECONOMIC AND SOCIAL RESEARCH**

## **1.0 INTRODUCTION**

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### **1.1 Background**

The Institute of Economic and Social Research (INESOR) is the Social Science Research Wing of the University of Zambia. Currently, INESOR is organized around six (06) research programmes:

- Agricultural and Rural Development Research Programme (ARDP);
- Economic and Business Research Programme (EBRP);
- Governance Research Programme (GRP) and
- Health Promotion Research Programme (HPRP);
- Socio-Cultural Research Programme (SCRP)
- Urban Development Research Programme (UDRP);

These programs are designed to encompass and promote interdisciplinary scholarly and development research in Zambia. The Institute has a strong multi-disciplinary team of researchers comprising of 20 full-time Research fellows with a minimum qualification of a Master's Degree and 23 experienced support staff. The Director is the administrative and academic head of the Institute and is supported by a team of administrative staff.

INESOR is autonomous in its research operations and maintains its own accounts and is responsible for financing its daily operations. The Institute's core functions are research teaching, training, consultancy and community service. The Institute provides research and related services to the government of Zambia, the private sector and International Development Agencies and a whole range of bilateral and multilateral development agencies working in Zambia and Africa and the rest of the World. In terms of research infrastructure, INESOR has a fully functional Documentation and Information Centre called the Elizabeth Colson Research and Documentation Centre (ECRDC) and a Research Information Office (RIO). To improve its capacity to conduct trainings, INESOR has over the last few years been renovating the former Director's residence which has now been fully converted into a training centre complete with Wi-Fi connectivity.



## INESOR DIRECTOR AND RESEARCH PROGRAMMES COORDINATORS



**Prof. Mubiana Macwan'gi**  
**Director**  
**Coordinator- Health**  
**Promotion Research**  
**Programme**



**Dr Mainga Mutumba Bull**  
**Coordinator-Governance**  
**Research Programme**



**Dr. Jolly Kamwanga**  
**Coordinator –**  
**Economic & Business**  
**Research Programme**



**Dr. Mwesa I. Mapoma**  
**Coordinator – Socio-**  
**Cultural Research**



**Mr. Richard Zulu**  
**Coordinator – Urban**  
**Development Research**  
**Programme**



**Mr. Mukata Wamulume**  
**Coordinator Agriculture &**  
**Rural Development Research**

## 2.0 ADMINISTRATION

### 2.1 Organogram

The Institute of Economic and Social Research (INESOR) is headed by a Director who is elected by academic members of staff for a three year term of office and may serve for two terms. The Director runs the Institute with the help of an Assistant Director and Research

Programme Coordinators and is responsible for planning, managing and coordinating all research projects in the institute on behalf of the University Management. The Assistant Director assists the Director in administrative planning; management and coordination of research projects in the Institute. Research Programme Coordinators are responsible for coordinating the research and project activities of the Institute's six designated research programmes.

### 2.2 Human Resources

During the period under review, INESOR had a total of 33 members of staff out of an establishment of 45. Of the existing members of staff, 14 were academic staff, leaving a shortfall of 5 while 20 were support staff with a shortfall of 5. Academic members of staff included 1 Research Professor, 1 Associate Professor, 2 Senior Research Fellows and 11 Research Fellows. The Distribution of academic staff in terms of actual numbers and shortfalls, age, gender, qualifications and experience is briefly discussed in the next few paragraphs.

### 2.3 Staffing Levels

By 31<sup>st</sup> December, 2012, the staffing levels for each Research Programme in comparison with the approved staff establishment were as tabulated below. All the six programmes recorded shortfalls in staff numbers even though this did not adversely affect the overall productivity of the Institute.

Table 1: Staffing Levels 2012

Research Program/Section	Approved	Existing as of December, 2012	Shortfall/ Surplus
Directorate	2	2	0
Agriculture and Rural Development	5	2	-3
Economic and Business	5	3	-2
Governance	5	2	-3
Health Promotions	5	2	-3
Socio-cultural	5	3	-2
Urban Development	5	2	-3
Administration	19	23	+5
<b>Total</b>	<b>51</b>	<b>39</b>	

## 2.4 Staff Development

In its pursuit to enhance quality service delivery and staff development, the Institute continued with human resource capacity building. During the period under review, three (3) members of staff were pursuing their respective PhD programmes as shown in the table below:

Table 2: Staff Development Programme – INESOR

<b>Name</b>	<b>Field of Study Institution</b>	<b>Expected Year of Completion</b>
Joseph Simbaya	PhD programme in Medical Anthropology University of Amsterdam in the Netherlands	August, 2013.
Richard Bwalya	PhD programme under the Commonwealth Split Programme Reading University in the USA	September, 2016
MukataWamulume	PhD programme in Business Administration Binary University in Malaysia	2015

## 2.5 Staff Separation

During the period under review, Mr. Brian Bwalya Chileshe resigned from the position of the Documentalist and Ms. Lukonde Namfukwe-Tayali acted as Documentalist from August, 2012 to November, 2012. Mr. M. Mtonga acted as Assistant Registrar from April to November, 2012.

## 2.6 Staff Appointment

Ms. F. Moyo was appointed as Assistant Registrar and Mrs Bwalya K. Mumbi was appointed as the Documentalist. Both positions were taken up in November 2012.

## 2.7 Procurements

Under the same period, there were no major procurements conducted, except for the material to rehabilitate the Training Centre, a project which is still on-going to increase on the number of office space.

## 2.7 Meetings

The Institute successfully held a number of functional committee meetings with regard to Administrative; Management; Human Resources; Finance and Consultancy matters.

### **3.0 MISSION, VISION, VALUE AND GOALS**

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The Institute's mission is "to conduct interdisciplinary social science research into problems pertinent to national and regional development through a synergic program combining research, teaching and consultancy". The vision is "to be a leader in social science research and scholarly programmes which are responsive to the needs of individuals, industry and society". The values guiding INESOR include "visionary leadership; originality; innovation; accountability; cost-effective research; accessibility; and partnerships within and beyond borders". The overarching goal is "to develop capacity for high quality priority research, teaching and consultancy".

#### **3.1 Key Research and Teaching Achievements in the Reporting Period**

In line with its mission, vision, values and goals INESOR, for the period between January 1 and December 31, 2012 conducted a number of research projects and trainings under its various programmes in collaboration with its local and international partners.

##### **3.1.1 Agricultural and Rural Development Programme (ARDP)**

The research focus for the ARDP is centered around agriculture policy and planning; agricultural production and household food security; rural incomes and poverty; agricultural marketing and rural infrastructure; agricultural trade, marketing and distribution; drought and food security and food aid; migration and rural settlements; community participation and gender as well as infrastructure and environmental considerations. In line with overall INESOR mission and the ARDP research focus, the programme undertook research on topical issues such as the feasibility of implementing the Farmer Input Support Programme (FISP) through an electronic voucher system in collaboration with the Food Security Research Project (FSRP) and the Agricultural Consultative Forum (ACF). The programme also collaborated with the Directorate of Research and Graduate Studies (DRGS) and conducted a study to assess the alignment of the University of Zambia Graduate Research training programmes to national the development agenda. Within its on-going collaboration with international partners (Lund University), the ARDP conducted the AFRINT III: study with the purpose of considering the local level conditions for pro-poor agricultural growth in relation to gendered access to productive resources and markets and the institutional challenges for achieving gender-based inclusivity in the process. Furthermore, within its on-going collaboration with Fredskorpset (Norway), Makerere University, University of Malawi-Bunda College of Agriculture and Moshi University College of Business Studies, the ARDP hosted a scholar from the Makerere University as well as sent one to the same University as part of the on-going staff exchange programmes.

### **3.1.2 Economics and Business Research Programme (EBRP)**

The research focus for the EBRP is centered on pro-poor macro-economic policies; macro-economic analysis; labor and employment; entrepreneurship and private sector development; linkages between foreign investment and small and medium scale enterprises as well as competitiveness of the different sectors of the economy. In line with this focus and the overall INESOR mission, the programme undertook research on topical issues such as Health Labor Markets and Productivity in collaboration with the Ministry of Health and the World Health Organization; Collective Bargaining in collaboration with the Labor Research Services of South Africa and the Civil Servants Union of Zambia and Youth Labor Markets Demand Analysis in collaboration with the Ministry of Finance-Zambia Institute for Policy Analysis and Research (ZIPAR). As part of the on-going collaboration with the FUTURES GROUP, the programme conducted the Impact Evaluation of Savings and Internal Lending Communities (SILC) on Child and Household Well-being. Finally, the Programme conducted a series of short courses in Monitoring and Evaluation and Research Methods to various clients such as the Zambia Law Development Commission, Zambia Police Service- Research Unit and Ministry of Finance and National Planning under the Capacity building for policy and programming (POLYGRAM) Project.

### **3.1.3 Governance Research Programme (GRP)**

The research focus for the GRP is centered on the Governance, Democracy and Development Nexus; Political Systems, Political Parties and Civil Society (including traditional leadership); Public Administration and Management; Electoral Systems and Voting Patterns; Human Rights, Participation and Development; Constitutionalism; Political Dimensions of Economic Reforms; Governance and National Budget Executions; Global Politics and National Governance Implications. In line with this focus and the overall INESOR mission, the programme undertook research on topical issues such as Women Involvement in Drug Trafficking in Zambia in collaboration with the Ministry of Home Affairs – Drug Enforcement Commission; analysis of the 2013 Zambia National budget on Education in collaboration with Zambia National Education Coalition (ZANEC) and Ministry of Education (MoE); External Impact Evaluation of Teacher Capacity Building Programme in collaboration with Restless Development; Politics and Interactive Media in Africa in collaboration with the Centre for Policy Dialogue, Economic and Social Research Council as well as DFID. The Programme also conducted studies on the Barotseland issue which include the Barotseland Agreement – 1964 in Historical Perspective; The Reserved Area: Barotseland of the 1964 Agreement and the Barotseland Agreement and the Disturbance in Mongu in the Western Province of Zambia 2010-2011: The Nationwide Debate. Furthermore, other than providing consultancy services to the committee drafting the National Constitution, the GRP worked on the Zambian chapter of the study on the role of Women in the Struggle for Liberation of Southern Africa.

### **3.1.4 Health Promotions Research Programme (HPRP)**

The research focus for the HPRP is centered on health systems research and delivery systems; health policy and planning; health education; maternal and child care systems; psycho-social aspects of health; nutrition; community-based rehabilitation; reproductive health; health infrastructure and environmental considerations. In line with this focus and the overall INESOR mission, the programme undertook research on topical issues such as the Zambia Women's Acceptability of Cervical Cancer in collaboration with the National Institute of Health and the University of Alabama; the Countrywide Zambia Gender Perception Survey in collaboration with the Gender in Division Department, DFIF and UNDP; the Acceleration of Maternal and New Born Health Baseline Survey in collaboration with WHO, UNICEF, UNFPA. Under the Communication Support for Health – Behavioral Centered Programming project, the HPRP reviewed and adapted a training module which was used in trainings on strategic communication for health. This was in collaboration with AfriComNet, USAID Communication Support for Health and the UNZA – Department of Mass Communication.

### **3.1.5 Socio-Cultural Research Programme (SCRP)**

The research focus for the SCRCP is centered on performance and aesthetic; traditional life; humanistic studies; philosophy and religion; language studies; tourism development; traditional law and indigenous technology studies. In line with the research focus and the overall INESOR mission, the SCRCP undertook research on topical issues such as sourcing, usage and management of water among the rural communities in Zambia during the drought periods: the case of villages in Chongwe district in collaboration with the Integrated Water Resources Management Centre; Music and dance terms in traditional Zambian languages as well as conducting an exhibition and documentation of indigenous Zambian games.

### **3.1.6 Teaching/ Capacity Development**

In line with its vision and mission, INESOR staff continued participating in teaching, supervision and examination of students in various departments across the University. During the year under review, our staff taught in the School of Humanities and Social Sciences to both undergraduate and postgraduate students in various courses ranging from Corporate Finance, Proposal Writing, Money and Banking and Reproductive Health. In terms of student supervision, two PhD students and two MSc students were supervised from the University of Zambia. Other than University of Zambia students, the staff also supervised students from other local University such as Mulungushi University, and foreign Universities such as the University of Amsterdam and Osaka University. With regard to capacity development, the ARDP has continued with the exchange programme in which one scholar from Makerere University in Uganda was hosted for a year while another from Zambia was sent to the same University. The EBRP and the HPRP have also continued with short courses in Monitoring and Evaluation, Research Methods and Data Analysis as well as Strategic Communications for Health offered to both the general public and other institutions such as Government Departments and learning institutions. To boost its capacity to conduct research, INESOR has four members of staff studying for PhD as earlier indicated in the table for staff

development.

INESOR has also continued collaborating with a number of other international institutions in the areas of capacity development and research. A memorandum of understanding was signed with IDEA International of Canada for the two institutions to provide training to the Government Sectors on Results-Based Monitoring and Evaluation. Collaborative research has also been conducted with various regions in Africa such as Makerere University, Moshi University College of Business Studies and Bunda College of Agriculture (under the FK/BEEP project); the AFRINT III project in collaboration with Lund University and the Know Your Response Project with the University of Tulane.

## **4.0 RESEARCH PROJECTS**

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### **4.1 Agricultural and Rural Development**

#### **4.1.1 Feasibility of Implementing the Farmer Input Support Programme through the Electronic Voucher System.**

##### **Description**

The purpose of this study was to assess the feasibility of utilizing an electronic voucher system to address some of the persistent shortcomings of the current Farmer Input Support Program (FISP) and to determine whether or not input markets in Zambia could quickly develop and effectively support an electronic voucher system. Utilizing data gathered from three existing voucher-based pilot programs currently operating in Zambia, this study assessed the potential for implementing the FISP or part of the FISP through a voucher system, and provided concrete guidance to policy-makers on ways of addressing any weaknesses in these pilot programmes. The findings show that an electronic voucher is likely to improve the competitiveness of the currently underdeveloped fertilizer markets in rural Zambia through leveraging the private sector to take up the role played by the government in the fertilizer distribution system.

Research by: Mukata Wamulume, Richard Bwalya, Jolly Kamwanga and Nick Sitko  
Duration: 1 year  
Funder/Partner(s): Agricultural Consultative Forum, Food Security Research Project  
Publications: See No.1 in Publications Section

#### **4.1.2 Assessment of the alignment of the University of Zambia Graduate Research Training to National Development Agenda**

##### **Description**

The purpose of this study was to contribute to national development through increased usage of research in policy and programming by contributing information that may assist in realigning the University of Zambia research agenda with the National Development agenda. Both primary (obtained through interviews) and secondary data (obtained from the national development plans and graduate student's research theses) were used for this study. Findings show that the majority of the graduate research is not aligned to national policy agenda. Furthermore, although about 50% of the students are confident in their capacity to conduct research, about 30% feel that they are not competent with certain areas of the research process. This is attributed to the way research methods is taught, which students believe lacks a practical approach.

Research by: Richard Bwalya  
Duration: 1 year  
Funder/Partner(s): Directorate of Research and Graduate Studies, UNZA  
Publications: Disseminated at the Seminar for both Academic Staff and Postgraduate Students, UNZA



#### **4.1.3 AFRINT III: The Possibilities and Challenges for Gender Neutral Pro-poor Agricultural Growth in Malawi and Zambia.**

##### **Description**

The purpose of the project is to consider the local level conditions for pro-poor agricultural growth in relation to gendered access to productive resources and markets and the institutional challenges for achieving gender based inclusivity in this process. The project uses a comparative approach departing from diverging national political frameworks in which smallholder productivity and commercialization in the staple crop sector – and maize especially - have been emphasized as major political goals, but where policies in practice have varied greatly. Local level gender dynamics of particular crop patterns, livestock rearing, land tenure systems, access to irrigation and extension services constitute relevant points of comparison.

Research by: MukataWamulume and Charlotte Wonani  
Duration: Continuing  
Funder/Partner(s): Lund University and Swedish International Development Agency  
Publications: Research Report

## **4.2 Economic and Business**

### **4.2.1 Health Labour Markets and Productivity**

##### **Description**

The key objectives of the study is to provide an overall assessment of the labour market for Human Resources for Health (HRH) in Zambia and to measure the productivity of health workers in Zambia and thus draw lessons for improved productivity.

Researchers: Jolly Kamwanga, Grayson Koyi, Jere Mwila  
Duration: 1 Year  
Funder/Partner(s): World Health Organization (WHO), Ministry of Health  
Publications: Disseminated at the International Conference on the Health Workforce in Geneva, Switzerland, in June 2012. Two articles are submitted for publication in the WHO special edition Journal on Human Resources for Health in November 2013.

### **4.2.2 Labour Research Services (LRS) Collective Bargaining Study**

##### **Description**

The aim of the study was to examine the outcomes of collective bargaining as contained in collective agreements for the period 2011 to 2012 in order to support trade unions in collective

bargaining at a technical level and in the development of strategies for effective collective bargaining.

Researchers: Grayson Koyi, Humphrey Fumpa  
Duration: 1 Year  
Funder/Partner(s): Labor Research Services, South Africa  
Publications: Research report shared at a regional conference on collective bargaining in Cape town, South Africa, in June 2012.

#### **4.2.3 Impact Evaluation of Savings and Internal Lending Communities (SILC) on Child and Household Well Being**

##### **Description**

The study aims at assessing the impact of savings and internal lending communities (SILC), a community savings group model, on participants, households, and children over time. Annual household surveys are conducted among the same intervention and comparison households to assess outcomes among all consenting / assenting adult and child household members. End line data collection will occur one year after the close of ‘Sustainability through Economic strengthening, Prevention and Support for orphans and vulnerable children, youth and other vulnerable populations’ (STEPS OVC). This will offer a chance to assess outcome sustainability beyond the period where STEPS OVC is providing inputs into SILC.

Researchers: Jenifer Chapman, Jolly Kamwanga, Jane Chege, Mathew Ngunga, Anthony Mangeni, Patricia Funjika and Grayson Koyi  
Duration: On-going  
Funder/Partner(s): United States Agency for International Development (USAID)  
Publications: Visit: <http://silcevaluation.com/index.html>

#### **4.2.4 Youth Labour Market Demand Analysis Study**

##### **Description**

This study looked at the labour demand constraints that influence the employment of youths in the selected sectors of construction, manufacturing and manufacturing in Zambia and made policy recommendations for increasing youth employment in Zambia

Researchers: Grayson Koyi  
Duration: 1 Year  
Funder/Partner(s): Ministry of Finance – Zambia Institute for Policy Analysis and Research (ZIPAR)  
Publications: Final report submitted and currently awaiting publication.

#### **4.2.5 Executive Opinion Survey**

##### **Description**

The globally conducted Executive Opinion Survey presents an annual measure of a nation’s economic environment and its ability to achieve sustained growth. The Survey gathers valuable information on a broad range of variables for which hard data sources are scarce or non-existent.

Researchers: Jolly Kamwanga, Patricia Funjika  
 Duration: 1 Year  
 Funder/Partner(s): World Economic Forum  
 Publications: Global Competitiveness Report, Global Information Technology Report, The Travel & Tourism Competitiveness Report and The Global Enabling Trade Report, published on a yearly basis. For more information, visit: [www.weforum.org/gcr](http://www.weforum.org/gcr)

### 4.3 Health Promotion Research Programme

#### 4.3.1 Zambia Women's Acceptability of Cervical Cancer screening methods

##### Description

The study aimed at establishing the acceptability of the available screening methods for cervical cancer among the women in Lusaka. In terms of methodology, a cross-sectional approach that employed qualitative methods to elicit perceptions of Invasive Cervical Cancer (ICC) held by women attending screening services was used together with Focus group discussions (FGD) and in-depth interviews (IDI) to obtain women's detailed responses to broad, open-ended questions about (ICC) and the VIA screening program. Women were asked to describe their perceptions about ICC and its manifestations, course and consequences (both physical and psychosocial). In addition, women were asked how serious they considered ICC to be compared to other diseases that affect women; whether they felt personally at risk; and how to avoid getting the disease.

Research by: Eric Chamot, Heather White and **Chishimba Mulambia**  
 Duration: 1 Year  
 Funder/Partner(s): National Institute of Health, University of Alabama  
 Publications: Four papers were produced, two of them being journal articles in the, Journal of Psychosomatic Obstetrics and Gynecology and Social Science and Medicine. <http://www.ingentaconnect.com/content/apl/dpog/2012/00000033/00000002/art00007>  
 Social Science & Medicine 74  
 (2012)<http://informahealthcare.com/doi/pdf/10.3109/0167482X.2012.656161>  
 1  
 Dissemination: The Results were disseminated at the Zambia National Health Research Conference 2011.

#### 4.3.2 Countrywide Zambia Gender Perception Survey

##### Description

The study aimed at assessing countrywide gender Knowledge, attitudes and practices; identify positive and negative gender and related social, economic and cultural practices; identify how communities cope with negative gender attitudes and practices and to propose strategies that promote gender equity and equality. In terms of methodology, a cross sectional approach aimed at

eliciting knowledge, attitudes and practices on gender employing complementary quantitative and qualitative approaches to collect and triangulate primary information was used. Quantitative data were mainly collected through a community survey using a semi-structured household questionnaire while qualitative data were collected through in-depth interviews with key informants at provincial, district and community levels using an interview guide.

Researchers: Mubiana Macwan'gi, Chishimba Mulambia and Joseph Simbaya  
 Duration: 1 Year  
 Funder/Partner(s): Gender in Division Department (GIDD), UNDP and DFID  
 Publications: Research Report  
 Disseminations: Results were disseminated at a workshop held by the Department of Gender in Division in Lusaka and DFID.

### **4.3.3 Initiative for the Acceleration of Maternal and New Born Health Project**

#### **Description**

This comprises of studies aimed at collecting baseline data as well as routine monitoring and evaluation data from national health information system and other surveys, documenting important contextual factors that might impact on the acceleration of maternal and new-born health interventions in Zambia. In terms of research design, a modified quasi-experimental pre-test/post-test study design will be used for the overall program impact. This baseline survey was conducted in five intervention districts namely; Kalabo, Lukulu, Serenje, Chama and Chadiza. Its main objective was to assess maternal, neonatal and child health services available to women and their infants, and identify problems with interventions.

Researchers: Mubiana Macwan'gi, Richard Bwalya, Joseph Simbaya  
 Richard Zulu, Chishimba Mulambia and Jolly Kamwanga  
 Duration: 4 years (On-going)  
 Funder/Partner(s): WHO, UNICEF, UNFPA, MCD-MCH  
 Publications: Research Report  
 Disseminations: Workshops in Chisamba, Workshop at Clinton Health Access Initiative (CHAI) to the PMTCT Technical working Group, Meeting at UNICEF to the Partners.

### **4.3.4 Child Health Targets Impacts Study (chTIS)**

#### **Description**

The study will evaluate the impact of World Vision's (WV) Core Intervention Package (CIP) on maternal, newborn and child health (MNCH) health in four countries: Cambodia, Kenya, Guatemala and Zambia. In collaboration with WV, and local academic partners in respective countries, the study will generate high-quality evidence on the effectiveness of WVs interventions on service coverage, utilization, quality, health and nutritional indicators for MNCH. In terms of methodology, the study uses a two-arm quasi-experimental design. In the comparison Area Development Program (ADPs), WV will be primarily implementing COMM activities. This arm might include other non-health interventions by WV, which will vary from ADP to ADP based on

local priorities. The intervention arm will comprise of ADPs where WV has implemented CIP. The intervention and comparison arms will be matched at baseline to be as similar as possible.

Research by: Mubiana Macwan'gi  
Duration: 3 years (On-going)  
Funder/Partner(s): John Hopkins School of Public Health  
Publications: Not available yet  
Disseminations: Not yet done

#### **4.3.5 Saving Mothers, Giving Life (SMGL) intervention in Zambia**

##### **Description**

Saving Mothers, Giving Life (SMGL) is a public –private partnership established in 2012 that seeks to accelerate the reduction of needless maternal deaths. While there are a wide variety of factors that contribute to maternal death – from proper nutrition and family planning all the way to post-partum care, the initiative focuses on the crucial period around labor, delivery, and the 24 hours immediately following, because two thirds of maternal deaths and almost half of all infant deaths occur during that 24-hour window. The evaluation study employs a mixed methods design involving the use of both qualitative and quantitative approaches during data collection. Qualitative approaches used focus group discussions (FGDs) and in-depth interviews (IDIs). Focus Group Discussions are used to examine the level of awareness, perceptions and utilization of SMGL services among women and community health workers, including their views on the quality of care that women who deliver at health facilities receive.

Research by: Mubiana Macwan'gi, Richard Zulu and Moyern Mungwala  
Duration: 1 Year (On-going)  
Funder/Partner(s): University of Columbia  
Publications: None available yet  
Disseminations: No disseminations as yet as the project is at implementation stage

#### **4.4 Governance Research Project (GRP)**

##### **4.4.1 The Role of Women in the Struggle for Liberation of Southern Africa 1960 – 2001: The Zambian Chapter**

##### **Description**

The study aims at putting the role of women in proper historical perspective as well as promotes gender equity. This is based on the premise that there has been an increase in the recognition of the active roles played by women in the liberation struggles for independence both locally and internationally hence the need to accordingly document them. In terms of methodology, the study relies on interviews with first hand participants in the liberation struggles (both male and female) as well as literature reviews and archival searches.

Researchers: Mutumba Mainga Bull  
 Duration: At Proposal stage  
 Funder/Partner(s): SADC Secretariat Project on the Liberation Struggle for Southern Africa 1960 – 2001  
 Publications: None yet  
 Dissemination: Paper will be widely disseminated through Seminar discussion, public lectures and publication.

#### **4.4.2 Barotseland Agreement – 1964 in Historical Perspective**

##### **Description**

The study aims at deepening knowledge on issues around the Barotseland Agreement 1964 dispute between the Barotse Royal Establishment and the Central Zambian Government. The specific objectives include promoting peaceful conflict management and conflict resolution; strengthening and deepening democracy at the local level; as well as studying and preserving the history of mother Zambia and her people. In terms of methodology, it relies on interviews with a variety of stakeholders and interested parties as well as literature reviews and archival works.

Researchers: Mutumba Mainga Bull  
 Duration: On-going  
 Funder/Partner(s):  
 Dissemination: The paper was subjected to a Seminar discussion and has since been widely distributed within government and traditional circles as well as various stakeholders.

#### **4.4.4 Barotseland Agreement 1964 and the Disturbances in Mongu in the Western Province of Zambia 2010 – 2011: The National Debate**

##### **Description**

In the wake of the riots and confusion that rocked Mongu town in 2010/2011, the police used live ammunition resulting in the death injuries of various people. In the ensuing debate, questions were asked on what actually happened; why the disturbances became so violent; why the police used live ammunition; was there a violation of Human Rights; were the activists' grievances due to poverty and under development; what of the Barotseland Agreement 1964; is secession a viable alternative; what was the Government's role as well as the Barotse Royal Establishment in the disturbances. Other than attempting to provide some of these answers, the objectives of the paper include the promotion of a deeper understanding of issues surrounding the Barotseland Agreement Dispute; capturing the views and recommendations of the various stakeholders throughout the nation; determine the future role of Traditional Governance at the local level; and promotion of peaceful conflict management and peaceful conflict resolution. In terms of methodology, it relies on recorded debate on a daily basis by listening to the radio and television, reading every newspaper report on the Barotseland Agreement 1964 as well as the disturbances in Mongu in 2010 and 2011 as well as assessment of the court proceedings concerning those who were

detained. These are supplemented with interviews with interested parties and individuals as well as literature review.

Researchers: Mutumba Mainga Bull  
Duration: On-going  
Funder/Partner(s):  
Publications:  
Dissemination:

#### **4.4.5 Consultancy on the Final Report (Draft Constitution) of the National Constitutional Conference (NCC).**

##### **Description**

The Zambian government has been in the process of drafting a new constitution. In this regard, the GRP was contracted to edit the Final Report of the National Constitutional Conference; identify any omissions and suggesting corrections; identifying and removing repetitions as well as rendering advice and recommending changes as necessary to the NCC on the Final Draft. The objectives of the assignment included producing a report of the highest quality for the NCC; promoting democratic governance and the Rule of Law as well as promoting peace and national stability

Researchers: Mutumba Mainga Bull and Sichalwe Kasanda  
Duration: 1 Month  
Funder/Partner(s): The Government of the Republic of Zambia through the NCC  
Publications: None  
Dissemination: Completed and Submitted

#### **4.4.6 Politics and Interactive Media in Africa (PIMA)**

##### **Description**

PIMA examines whether and how Africans, especially the poor and least politically enfranchised, use new communication technologies and interactive broadcast media to voice their opinion and to engage in and contribute to public debate, and the effects of this on political practice and accountability. Through detailed case studies in Kenya and Zambia, the 18-month collaborative project critically interrogates the much heralded potential for new digital communications and liberalized media sectors to promote more responsive democratic governance, with a keen eye for turning project insights into relevance for policymakers, media houses, journalists and development organisations. The study is collaboration between INESOR and Centre for Policy Dialogue, Cambridge University's Centre for Governance and Human Rights and University of Nairobi

Research by: Nalukui Milapo  
Duration: On-going  
Funder/Partner(s): Economic and Social Research Council and DFID  
Dissemination: Part of the Survey data was shared at a workshop held in Zambia on 16<sup>th</sup> June, 2013. For progress on study see [http://www.polis.cam.ac.uk/cghr/pima\\_about.html](http://www.polis.cam.ac.uk/cghr/pima_about.html)



#### **4.4.7 Women Involvement in Drug Trafficking in Zambia**

##### **Description**

The study sought to gain understanding into the extent of Women's involvement in Drug Trafficking in Zambia as well as have some insight into the drivers of the scourge and possible solutions. Researchers went into prisons, drug prone communities, border towns and law enforcement offices where interviews and Focus Group Discussions were conducted. With its political and economic undertones, the study will feed into programming for Civil Society Organisations (CSO) working in the areas of women's emancipation and government's law enforcement institutions such as the Ministry of Home Affairs and specifically, the Drug Enforcement Commission (DEC).

Researchers: Nalukui Milapo, Mubiana Macwang'i and Richard Zulu  
Duration: 1 Year  
Funder/Partner(s): Ministry of Home Affairs/ Drug Enforcement Commission (DEC)  
Publications: Draft report submitted to DEC and summary of the report will be published in DEC publication  
Dissemination: Dissemination workshop will be held on 16<sup>th</sup> August, 2013.

#### **4.4.8 Analysis of the 2013 Zambian Budget on Education**

##### **Description**

Focusing on transparency and accountability in the education sector, the study involved scrutinizing all education related allocations in the national budget taking into account equity issues such as: Gender; Children with Special Education Needs; Infrastructure; Free Basic Education; Community Schools. Further the analysis focused on resources allocated for finalization and implementation of the Education Policy and implementation framework; the Adult Literacy Policy; the ECCDE Policy and Teachers Council Bill.

Researchers: Nalukui Milapo  
Duration: 1 Year  
Funder/Partner(s): Zambia National Education Coalition (ZANEC)  
Publications: Research report submitted to ZANEC and policy briefs circulated to Ministry of Education

#### **4.4.9 External Impact Evaluation of Teacher Capacity Building Programme.**

##### **Description**

This was a qualitative and quantitative evaluation which assessed the efficacy of the Capacity Building intervention that Restless Development has been implementing in 13 Colleges of Education in Zambia. The programme targets trainee teachers in order to help them have life survival skills. They in turn are expected to impart these on their pupils once deployed to schools around the country.

Researchers: Nalukui Milapo  
Duration: 1 Year  
Funder/Partner(s): Restless Development- Formerly Student Partnership Worldwide



Publications: Research Outputs/ Access: See Report  
on <http://www.restlessdevelopment.org/file/teacher-tracking-external-evaluation-pdf>

## **4.5 Socio -Cultural Research Project (SCRP)**

### **4.5.1 Sourcing, Usage and Management of Water among Rural Communities in Zambia during Drought Periods. The Case of Villages in Chongwe District**

#### **Description**

The study aimed at establishing how people in rural communities survive without reliable water sources during drought periods and how the present situation can be improved to better rural lives. In terms of methodology, a qualitative approach was employed to collect data among selected village communities in Chongwe District of Zambia. In-depth interviews and focus group discussions were also used to collected data which was later analyzed using Statistical Package for Social Sciences (SPSS).

Researchers: Munukayumbwa Munyima, Mubanga E. Kashoki & Richard Bwalya  
Duration: 1 Year  
Funder/Partner(s): Integrated Water Resources Management Centre (IWRM) – School of Mines, University of Zambia  
Publications: Not available yet  
Dissemination: The paper was disseminated at workshops organized by the IWRM on 28<sup>th</sup> September 2012 at Cresta Golf View Hotel and on 5-6<sup>th</sup> November 2012 at Government Complex

### **4.5.2 Strategic Environmental and Social Assessment for the Strategic Programme for Climate Resilience, under the Pilot Project for Climate Resilience Phase II**

#### **Description**

The study aims at providing information that can be used to strengthen Zambia's institutional framework for climate resilience and to improve the adaptive capacity of vulnerable communities in the selected pilot areas of the Barotse and Kafue sub-basins. In terms of methodology, a qualitative approach that involves field data collection and literature research shall be employed.

Researchers: Munukayumbwa Munyima  
Duration: On-going  
Funder/Partner(s): Niras-Zambia, Ministry of Transport, Works, Supply  
Publications: None available yet  
Dissemination: Not yet done

#### **4.5.3 Music and Dance Terms in Traditional Zambian Languages**

##### **Description**

The main objective of the study is to collect and compile the music and dance terms in local Zambian languages for use in schools and research purposes. In terms of the methodology, the study relies on person to person interviews with key informant and desk research.

Researchers: Mwesa I. Mapoma  
Duration: On-going  
Funder/Partner(s): Zambia National Broadcasting Corporation, National Archives and Zambia Association of Musicians  
Publications: None available yet  
Dissemination: Not yet done

#### **4.5.4 Exhibition and Documentation of Indigenous Zambian Games National Workshop**

##### **Description**

The main objective of the study is to exhibit and document indigenous Zambian Games at one forum is intended to provide an opportunity for a wide range of Zambian stock of indigenous games to be displayed for the purpose of being identified, documented, described and categorized for the benefit of the present and future generations. As part of the methodology, a multidiscipline National Technical Committee will be established to collect representative samples of traditional music from all parts of the country and exhibit them at a national workshop in Lusaka.

Researchers: Mubanga Kashoki, Mwesa Mapoma and Munukayumbwa Munyima  
Duration: On-going  
Funder/Partner(s): Ministry of Tourism and Arts, Ministry of Chiefs and Traditional Affairs, National Arts Council and the Zambia National Commission for UNESCO  
Publications: None available yet  
Dissemination: Not yet done

#### **4.5.5 City Rivers a Lifeline or a Socio-economic Hazard for nearby communities?**

##### **Description**

The overall objective of this study is to understand the symbiotic relationship between rivers and communities that live within their close proximity in cities by highlighting the associated benefit and hazards. Specific objectives include assessing measures put in place by the national water regulatory authorities to regulate human activities at rivers in cities and safeguard people's lives; examine the extent to which communities in cities directly utilize rivers for their survival; examine to what extent have the rivers been a social hazard to communities; and propose ways in which river related social and economic hazards can be minimized. This will be a qualitative study and it will employ both in-depth interviews and focus group discussions for data collection. The study will be carried out in Kitwe, Ndola and Livingstone

Researchers: Munukayumbwa Munyima, Mubanga E. Kashoki and Richard Zulu  
Duration: On-going  
Funder/Partner(s): Integrated Water Resources Management Centre (IWRM) – School of Mines, University of Zambia

Publications: None available yet

## **4.6 Urban Development Research Programme (UDRP)**

### **4.6.1 Urban Food Security Research Programme**

#### **Description**

Food security is emerging as one of the key development challenges for Africa in the 21<sup>st</sup> century. Yet it is often misleadingly seen as an issue that only affects rural populations leading to most interventions being biased towards increased smallholder production while most of the writings on the interventions on food security focus on rural food security and the plight of the rural poor. The study seeks to systematically address the critical challenge of African food security particularly the vulnerability of the urban poor to food security.

Researchers: Chileshe Mulenga, Mark Mulenga, Joseph Simbaya and Richard Zulu

Duration: On-going

Funder/Partner(s): CIDA Canada based on the work plan, with most funding devoted to capacity building activities, especially training future researchers in food security issues.

## 5.0 CAPACITY DEVELOPMENT/ TEACHING AND COLLABORATIONS

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In line with its vision and mission, INESOR staff continued participating in activities aimed at building capacity in terms of teaching, supervision, training and examination of students in various departments across the University; conducting tailor made short courses for specific clients as well as the general public. In addition, INESOR is involved in academic exchange programmes.

### 5.1 Teaching

During the year under review, INESOR staff taught in the School of Humanities and Social Sciences to both undergraduate and postgraduate students in various courses indicated below:

- Corporate Finance (EC 312)
- Money and Banking (EC 325)
- Proposal Development and writing in Gender Studies (GDS 5312 and 5112),
- Reproductive Health (DE 915)
- Co- taught course in Forced Migration (SS911)

### 5.2 Supervision of Students

The academic members of staff at the Institute were also actively involved in the supervision of local and International students at graduate level. Students supervised include:

Christopher M. Annear a PhD student at the University of Hobart and William Smith Colleges, in Geneva was being mentored on how to collect and use Oral Traditions and Oral Sources in History and Social Anthropology studies.

Daniel Kumitz a PhD student working on Welfare State and National Building – Social Cash Transfer (Pilot) program in Zambia with the Institute for Sociology, Free University in Berlin.

Amos Sikayile a Master of Science student in International Relations working on a thesis entitled “The puzzle of state sovereignty: Discourses and Contestations. Zambia’s Territorial Integrity in question” from the Norwegian University of Life Sciences, NORAGRIC Department

Cornelius Bwalya an undergraduate Student from Mulungushi University who is about to commence work on History after graduating from Mulungushi University.

Macmillan Jere a Master student in Gender Studies working on “*Low Prosecution of wife battery in Zambia*”

Katie Rose a Master student from the University of Amsterdam working on “Through a Mother’s Eyes: Hospital Ethnography in Livingstone, Zambia: Mothers’ Experiences of their Children’s Chronic Illness.

Namakau Nyambe a Masters Student in Gender Studies and completed her report on the “Impact of Peer Education on Family Planning”.

Njavwa Chilufya a Masters Student in Gender Studies and completed her report on “Gender Mainstreaming among NGOs”

Tandeka Soko a Masters Student in Gender Studies whose research on “Climate Change and Food Security”, is at writing stage.

Abigail Mundalo a Masters Student in Gender Studies whose research on “Contraceptive Choice among School Adolescents”, is at writing stage.

### **5.3 Exchange Programs**

The Institute has also continued to partner with other institutions in terms of capacity development through exchange programmes. The Agricultural and Rural Development Programme, under the Fredskorpset/Business Experience Exchange Programme (FK/BEEP) has continued to host scholars from regional Universities (specifically Malawi’s University of Malawi-Bunda College of Agriculture; Uganda’s Makerere University and Tanzania’s Moshi University College of Business Studies) as well as sending Zambian scholars to the same institutions under the exchange programme. For the year under review, Mr. Mukata Wamulume supervised a scholar from Makerere University, while another Zambian scholar was sent to the same University.

The Urban Development Research Programme (URDP) is also managing an on-going academic exchange and research cooperation between INESOR and Kyoto University of Japan which is expected to run up to 2016 and being managed by Dr. Chileshe Mulenga and Mr. Richard Zulu and funded by the Japanese Government. The overall objective of this programme is to foster academic cooperation and exchange between INESOR, Graduate School of Asia and African Studies (ASAFAS) and Centre for African Area Studies CAAS) of Kyoto University. Under these arrangements, there has been exchange of scientific materials, publications and information; exchange of research members; and joint research and research meetings/symposia. In this regard, two Japanese students, one working on agricultural development among the Kaonde of Mufumbwe District and another one working on socio-economic living conditions among rural communities of Mpika District are collaborating with Mr. Richard Zulu and Dr. Chileshe Mulenga in the URDP.

### **5.4 Capacity Building for Policy and Programming Project (POLYGRAM)**

Under the Capacity Building for Policy and Programming Project (POLYGRAM) coordinated by the Economic and Business Research Programme (EBRP), INESOR has continued conducting short courses aimed at building capacity for professionals working in various fields. These courses

are usually offered to the general public and are advertised in the press. The short courses are also tailor made for specific clients. For the period under review, four short courses were conducted, one each quarter. These were in the areas of:

- Operations Research,
- Research Methods and
- Monitoring and Evaluation.

For each quarter, an average of 20 participants is targeted. Tailor made courses were also conducted to a number of high profile clients such as the Zambia Law Development Commission where 15 senior members of staff were taught in research methods and data analysis over a period of 10 days; the Zambia Police Research Unit where 15 senior officers were taught in Research Methods and Data Analysis as well as the Ministry of Finance and National Planning organized a training in Results-Based Monitoring and Evaluation which was conducted by INESOR in collaboration with IDEA International of Canada and over 50 Civil Servants from the Planning and M&E Departments were taught in Result Based Monitoring and Evaluation around the country.

The trainings are aimed at raising the capacities of Researchers, Policy Makers and Program Managers to engage more effectively and achieve evidence based policy and program decision-making. They also serve to enlighten practitioners working in Public, Private, Non Governmental Organisations (NGOs), Students and members of the public who may be interested and working in an environment related to Research, Planning, Monitoring and Evaluation.

INESOR has a pool of multi-disciplinary and experienced facilitators with expertise in relevant fields.

Specific Courses offered were:

#### **Trainings Conducted**

<b>S#</b>	<b>Title of Course</b>	<b>Target/Client</b>	<b>No. Trained</b>
1	Research and Data Analysis	Zambia Law Development Commission (ZLDC) in collaboration with Idea International from Canada	16
2	Results Based monitoring and Evaluation	Ministry of Finance and National Planning Monitoring and Evaluation Planners (Kasama)	35
3	Results Based monitoring and Evaluation	Ministry of Finance and National Planning (Lusaka)	35

#### **5.5 Training of Research / Field Assistants**

Finally, as part of the on-going capacity development for young researchers, INESOR has conducted trainings to all research assistants recruited on the various projects conducted in project specific data collection management and analysis. In the ARDP, 17 research assistants were trained in the year 2012, while the EBRP had over 50 research assistants trained. Similarly, the HPRP trained about 40 research assistants while the SCRP and the URDP trained about 10.

## 6.0 PUBLICATIONS

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In line with the INESOR mission of conducting inter-disciplinary social science research into problems pertinent to national and regional development, INESOR members of staff produced various publications which were used as platforms for dissemination of findings from various studies to policy makers. For the year 2012, these are listed below:

Namonje Diana, Jere Mwila, Musonda Mutinta. 2012; Factors Affecting Small Scale Farmers in Beef Markets in Namwala in Zambia Completed and undergoing review for publication in the Moshi University college of Cooperation and Business Studies Research Reports Series

Wamulume Mukata, Mwansakilwa Chibamba, Mwikisa Likulunga. 2012; Rural Finance component Assessment. Final report submitted to Ministry of Finance and National Planning

Sikito N. J., Bwalya Richard, Kamwanga Jolly, Wamulume M. 2012; Assessing the feasibility of Implementing the Farmer Input Support Programme Through an Electronic Voucher System N0 123210 Michigan State University Department of Agriculture, Food and Resource Economics.

Zulu Richard, Mulenga Chileshe L, 2012; Urban Food Security and HIV/AIDS in Southern Africa USF and HIV Project in Zambia. Completed and report submitted to Canadian International Development Agency (CIDA)

White Heather L., Mulambia Chishimba, Sakala Moses, Mwanahamuntu Mulindi H., Parham Groesbeck P., Moneyham Linda, Grimley Diane M., Chamot Eric. 2012; *‘Worse than HIV’ or ‘not as serious as other diseases’? Conceptualization of Cervical Cancer among newly screened women* in Zambia in Social Science and Medicine Journal 74 (2012) 1486-1493

White Heather L., Mulambia Chishimba, Sakala Moses, Mwanahamuntu Mulindi H., Parham Groesbeck P., Kapambwe Sharon, Moneyham Linda, Kempf Mirjam C Chamot Eric, 2012; *Motivations and Experiences of Women who accessed “see and treat” Cervical Cancer prevention Services* in Zambia in Journal of Psychomatic Obstetrics and Gynecology 2012 early Vol. (74) 2012, ISSN 0167-482x print, ISSN 1743-8942 online

Aisling Walsh, Chishimba Mulambia, Ruairi Brugha and Johanna Hanefeld, 2012; *‘The problem is ours, it is not CRAIDS’ Evaluating sustainability of Community Based Organisations for HIV/AIDS in a rural district in Zambia*, Globalization and Health, November 2012, Vol. 8, 40.

Chishimba Mulambia, Joseph Simbaya, Ruairi Brugha, Aisling Walsh (2012) An Analysis of the monitoring and evaluation system for District HIV and AIDS care and support services in Zambia – Mumbwa District Case Study [http://www.ghinet.org/downloads/NARF\\_Policy\\_Brief\\_2012.pdf](http://www.ghinet.org/downloads/NARF_Policy_Brief_2012.pdf)

Macwan'gi Mubiana, Simbaya Joseph, Zulu Joseph, Mulambia Chishimba, Kamwanga Jolly, Bwalya Richard, 2012; Maternal, Neonatal and Child Health Baseline Survey in Selected Districts



in Zambia. INESOR, Final report submitted to Ministry of Community Development Mother and Child Health, United Nations International Children's Emergency Fund (UNICEF), World Health Organisation (WHO), United Nations Population Fund (UNFPA), World Bank, Canadian International Development Agency (CIDA)

Kamwanga Jolly, Koyi Grayson, 2012; Understanding the Zambian Health Labour Market and Productivity Final report submitted to WHO and Ministry of Health and University of Zambia Institute of Economic and Social Research (INESOR)

Fashoyin Tayo, Koyi Grayson (2012) Report of the National Study on Social Dialogue and the Effectiveness of the Tripartite Consultative Labour Council. Final report submitted to International Labour Organisation (ILO)

Koyi Grayson, Fumpa Humphrey, 2012; Collective Bargaining Study. Final report submitted to Labour Research Services (LRS)

Koyi Grayson, Kamwanga Jolly, Bwalya Richard. 2012; Universal Health Coverage Human Resources for Health Labour Market in low and Middle Income Countries in WHO Bulletin 2012 HRH Special Issue.

Koyi Grayson, 2012; The Youth and Unemployment in Zambia: Understanding Labour market Constraints. Final report submitted to Zambia Institute for Policy Analysis and Research (ZIPAR), Lusaka, Zambia.

Koyi Grayson 2012; '*Social Protection in Zambia*' in Kalusopa (ed.) Social Protection in Africa. Africa Labour Research Network, Accra, Ghana.

Bwalya Richard, Munukayumbwa Munyima, 2012; Assessment of the Alignment of the University of Zambia (UNZA) Graduate Research Training to National Development. Final report submitted to Directorate of Research and Graduate Studies (DRGS)

Munukayumbwa Munyima, Muganga E, Kashoki Mubanga, Bwalya Richard. 2012; Sourcing, Usage and Management of Water among Rural Communities in Zambia during Drought Periods. The Case of Villages in Chongwe District of Zambia Completed and Report submitted to Integrated Water Resources Management (IWRM), UNZA

Bwalya Richard, Nora Grace, 2012; Access to Water, Sanitation and Hygiene among Persons with Disabilities in Low Income Countries Final report submitted to University College of London and Water Aid

Macwan'gi Mubiana, Mulambia Chishimba, Simbaya Joseph, 2012; 2011 Zambia Nationwide Gender Perceptions Survey. Final report Submitted to Gender in Development Division (GIDD), UNDP, Cabinet and disseminated in meetings at Department for International Development (DFID) and Gender in Development Division (GIDD)

Macwan'gi Mubiana, Nyondo Rose, 2012; Analysis of Behavioural Change Communication (BCC) Materials in selected districts of Zambia. Final Report submitted to Zambia Integrated Systems Programme Implementation Strategies (ZISIP)

Bull Mutumba M., Kasanada Sichalwe, 2012; Consultancy on the Final Report (Draft Constitution) of the National Constitution Conference. Final report submitted to the Technical Committee on Drafting Zambias National Constitution

Wamulume Mukata, Charlotte Wonani, 2012; African Food Crisis AFRINTIII "The possibilities and challenges for gender neutral pro-poor agricultural growth in Malawi and Zambia, Lusaka, Zambia.

Chapman Jenifer, Ngunga Mathew, Kamwanga Jolly, 2012; STEPS OVC Baseline Survey Report. Futures Group Inc, Lusaka. Final report submitted to The Futures Group

Macwan'gi Mubiana, Biemba G, Phiri Ben, 2012; Analysis of Orphans and Vulnerable Children OVC in Zambia 2004-2008 Final report submitted to United States Agency for International Development (USAID) through Boston University, Centre for Health and Development

Bull Mutumba M., 2012; Barotseland Agreement 1964 and the Disturbances in Mongu in the Western Province of Zambia 2010-2011: The Commission of Inquiry and Beyond (Research Report): The National Debate Final Report submitted to the Barotseland Commission of Enquiry

Bull, Mutumba M., 2012; Barotseland Agreement 1964: A Historical Note. Draft report submitted to Government

Kashoki, Mubanga E., 2012; Keeping in Step with Modern Times: A Comprehensive account of Lexical Adoptives in Icibemba. Book world, Lusaka

Koyi Grayson, (2012) Annual Progress Report Review for Sixth National Development Plan (SNDP). Final report submitted to Ministry of Finance and National Planning

Moonga Elder, Zulu Richard 2011 Building capacity for Increased Cattle production in the Traditional Sector of Mumbwa District. Final report submitted to National Institute for Industrial and Scientific Research (NISIR)

## 7.0 CONFERENCES AND SEMINARS

In line with the INESOR mission of conducting inter-disciplinary social science research into problems pertinent to national and regional development, INESOR members of staff attended various conferences and seminars which were used as platforms for dissemination of findings from various studies to policy makers. For the year 2012, these are listed below:

**Table1: Conference / Seminar/Workshop**

Title	Organize	Place
chTIS Research Design and Implementation Design Workshop	World Vision	Lusaka Zambia
H4+/CIDA Collaborative Annual Workshop	Ministry of Health (MoH), Canadian International Agency (CIDA)	Lusaka Zambia
Workshop in Improving Efficiency in HIV/AIDS Programme	World Bank, National AIDS Council (NAC)	Lusaka Zambia
Training in Research Ethics	School of Medicine, University of Zambia (NZA)	Lusaka Zambia
Presented a paper on Gender Equity and Equality-Zambia National Gender	Policy Gender in Development Division (GIDD), Cabinet Office	Lusaka Zambia
Presented a paper on Rev. Merfyn Temple: The Politician	United Church of Zambia Synod	Lusaka Zambia
Conference on Strngthening National Capacities for Implementing the 2003 Intangible Heritage Convention	United Nations Education Scientific and Cultural Organisation (UNESCO)	Lusaka Zambia
Health Labour Markets and Productivity in Zambia Workshop	World Health organization (WHO)	Brazil
Practinum on Community-Based Communication for Comprehensive HIV Prevention in Africa: Evidence and Lessons	African Network for Strategic Communication in Health and Development (AfriComNet)	Lusaka Zambia
Participated in the discussion following the address by Dr. Thomas F. Schaller, Professor of Political Science at the	United States Agency for International	Lusaka, Zambia

University of Maryland	Development (USAID)	
Embracing of the United States of America Grants Information Workshop	American Embassy	Lusaka, Zambia
Conference on Narratives of Nationhood: Transformation and Contestation in Postcolonial	INESOR	Lusaka, Zambia
Prepared a paper for consideration to be included on the African Pool of Experts on the 2005 Convention for the promotion and Protection of the Diversity of Cultural Expressions	United Nations Education Scientific and Cultural Organisation (UNESCO)	Cape Town, South Africa
Multi-Method Research Course	Partnership for African Social and Governance Research (PASGR)	Nairobi, Kenya
Special Meeting of the Senior Citizens Association of Zambia (SCAZ)	Senior Citizens Association of Zambia (SCAZ)	Lusaka, Zambia
Celebrating Mrs. Cynthia S. Zukas, the Chairperson's MBE Award bestowed on her by H.M. Queen Elizabeth II for her immense contribution to the development of Visual Arts in Zambia	National Arts Council (NAC)	Lusaka, Zambia
9 <sup>th</sup> Network Council Meeting of Civil Society for Poverty Reduction of Zambia(CSPR)	Civil Society for Poverty Reduction of Zambia (CSPR)	Lusaka, Zambia
Seminar on Civil Society position on the Patriotic Front's One year in power	Jesuit Centre for Theological Reflection (JCTR)	Lusaka, Zambia
Presented at a Seminar on The Reserved Area: Barotseland of the 1964 Agreement (Dr Bull)	INESOR	Lusaka, Zambia
Sourcing Usage and Management of Water among Rural Communities in Zambia during Drought periods	Integrated Water Resources Management (IWRM), UNZA	Lusaka, Zambia
Second public dissemination of the report on the study to establish the Sourcing Usage and Management of Water among Rural Communities in Zambia during Drought periods	Integrated Water Resources Management (IWRM), UNZA, Zambia Water Forum	Lusaka, Zambia
UNESCO stakeholder's meeting to review a Cultural Policy Review report by a consultant	UNESCO Southern Africa Cluster office	Lusaka, Zambia

Presented a Paper entitled, Raising Awareness of the UNESCO 2003 Convention for the Safe guarding of the Intangible Cultural Heritage among Zambian Academics at a workshop	United Nations Economic Social and Cultural Organisation (UNESCO)	Lusaka, Zambia
Capacity Building workshop on Monitoring and Evaluation	Anti Corruption Commission (ACC)	Lusaka, Zambia
FK/BEEP Exchange Programme Home coming and preparatory course	FK/BEEP	Johannesburg, South Africa
FK/BEEP Exchange Programme Review and Planning meeting	FK/BEEP	Lusaka, Zambia
Women's National Constitutional Conference	National Constitution Conference (NCC)	Lusaka, Zambia
Attended the launch of Indaba on the Agricultural Policy (IAPRI)	Indaba on the Agricultural Policy (IAPRI)	Lusaka, Zambia
Seminar on the Kenyan Constitution Process- lessons for Zambia	Jesuit Centre for Theological Reflection (JCTR)	Lusaka, Zambia
Participated in the deliberation and debate on the theme 'Ensuring Work Family Balance' which was organized to mark UN International Day of Families	United Nations (UN)	Lusaka, Zambia
Attended and witnessed the Investiture Ceremony Honors and Awards, on Africa Freedom Day held	Cabinet Office	Lusaka, Zambia
Gave a keynote address on the theme 'Elder Abuses: Global Concern' on the World Elder Abuse Awareness Day	Senior Citizen Association of Zambia (SCAZ)	Lusaka, Zambia
OSSREA Chapter on Social Policy and Social Development in Zambia Workshop	Organization for Social Science Research in Eastern and Southern Africa (OSSREA)	Lusaka, Zambia
Retreat, Brain Storming and Training in Corporate Governance	UNZA	Siavonga, Zambia
Launch of the University of Zambia School of Medicine Strategic Plan 2012-2016	School of Medicine, UNZA	Lusaka, Zambia
The Reserved Area: Barotseland of the 1964 Agreement	Lusaka	Lusaka, Zambia



## **8.0 CONTRIBUTIONS TO PUBLIC LIFE**

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### **8.1 Consultancy**

- Gender Budgeting in Education by Grayson Koyi
- Annual Progress Report Review for SNDP by Grayson Koyi
- Results Based Financing Projects by Chishimba N. Mulambia
- Analysis of the Monitoring and Evaluation System for HIV/AIDS in Mumbwa by Chishimba N. Mulambia
- Fostering Decentralisation in Chongwe by Nalukui Milapo
- Public lecture to UNZA Health Services Staff by Dr. Mutumba M. Bull
- Zambia National Commission for UNESCO meeting on Intangible Cultural Heritage by Munukayumbwa Munyima

### **8.2 Work with other Institutions/Networking**

- Dr. Mutumba Mainga Bull is an Honorary Member for Life, of the Civil Society for Poverty Reduction (CSPR).
- Dr. Mutumba Mainga Bull is a Member for Life of the Agricultural and Commercial Society of Zambia.
- Dr. Mutumba Mainga Bull is a Member for Life of the Zambia National Association of Writers.

### **8.3 Public Service**

- Submission to the Technical Committee on Drafting the Zambian Constitution – Dr. Mutumba Mainga Bull made a written submission on 16<sup>th</sup> July 2012 to the Technical Committee on Drafting the Zambia Constitution.
- Dr. Mutumba Mainga Bull gave a keynote address on the Theme ‘Elder Abuses: Global Concern’ on World Elder Abuse Awareness Day to the Senior Citizen Association of Zambia (SCAZ) at Roma Parish Cathedral. Lusaka. 21 June 2012.
- Dr. Mutumba Mainga Bull gave a public lecture entitled ‘Merfyn Temple – The Politician’ on the occasion of the Memorial to the Rev. Merfyn Temple. Trinity Church, Church Road, Lusaka. 31<sup>st</sup> March 2012.

### **8.4 Documentation and Information Centre**

The Documentation and Information Centre was renamed as the Elizabeth Colson Research and Documentation Centre (ECRDC) on 6<sup>th</sup> July, 2012 after Prof. Elizabeth Colson, in recognition of her immense intellectual contribution to INESOR formerly the Rhodes-Livingstone Institute 1938-1965).The ECRDC is an information resource unit of INESOR stocking Social Science

information resources in both print and electronic format in support of the six research programmes under taken at the Institute.

The ECRDC's patronage includes all UNZA members of staff, Researchers, UNZA students both post graduates and undergraduates, and Researchers affiliated to the University of Zambia. It, also provides reference services to students from other Universities and colleges.

Every year, the ECRDC contributes to the training of Student Librarians to expose them to the practical skills obtained in the field of librarianship. During the year under review, the ECRDC hosted Annety Siwila and Oscar Mwale G.L from the University of Zambia for their practical training.



## 9.0 CHALLENGES AND PROSPECTS

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### 9.1 Challenges

The primary role of the Institute of Economic and Social Research is the generation of knowledge both for academic and applied purposes. Currently, **there is limited extent of basic research because of limited funding** to support this kind of research. There is no systematic and assured source of funding that the Institute could tap in to significantly fund basic research. This has resulted in a predominance of commissioned research, and limited basic research outputs.

Although the research profile of INESOR has improved in the recent past, much more could be done. **The rapid rise in the number of the private and NGO research institutions has narrowed the research operational space for the Institute.** Further, there is a growing tendency by commissioning agencies to undertake in-house research and publications, which had further narrowed the space.

**The state of infrastructure at the Institute has deteriorated over time and poses operational challenges.** Both the physical and operational environments have deteriorated over the long term, with very limited fresh investment having been undertaken in the recent past. This has negatively impacted the capacity of the Institute to deliver on its mandate.

### 9.2 Prospects

While the key challenges as outlined above are acknowledged, the Institute has distinct advantage, which if well harnessed provide prospects for improving the situation. Being a research wing of the University, the Institute plans to enhance its activities through exploitation innovative ways of generating resources for basic research and publications; developing and marketing bankable proposals that address long term research programmes; and improving research capacities of staff.

Although it is the oldest research wing of the University, which has undertaken wide ranging cutting-research, the Institute has not marketed itself very well. To this end, **the Institute has recruited a Marketing Specialist, who together with other staff are developing a marketing strategy for the Institute.**

As indicated above, there has been an improvement in INESOR outputs in the recent past, from which resources could be generated through the overhead costs. **The Institute is exploring ways of creating an internal funding pool from which proposals for basic research could be financed.** This INESOR has used model of funding research in the past. Funding from such a source would be deliberately directed towards pertinent research areas that otherwise would normally not attract funding from commissioning agencies. The wider UNZA seed funding through the DRGS will also be explored.

**The Institute will endeavor to undertake relevant research that responds to national needs as expressed in important policy documents, such as National Development Plans; the National Science and Technology Council Strategic Research Fund; and Planning Units of MPSAs. To this end, the Institute and will continue forging links with various Government Agencies.**

In an effort to improve its staffing profile, the Institute recently recruited middle level Researchers and it is expected that this will greatly improve the Institute's research profile. There is currently a fair mix of young, middle and senior staff at the Institute. **A programme for transfusion of skills among the research staff will be developed to ensure the sustained availability of competent researchers at INESOR.**

Finally, currently INESOR faces infrastructure challenges especially ICT. **Therefore, in the next strategic plan INESOR is committed to creating and sustaining a conducive research environment.**

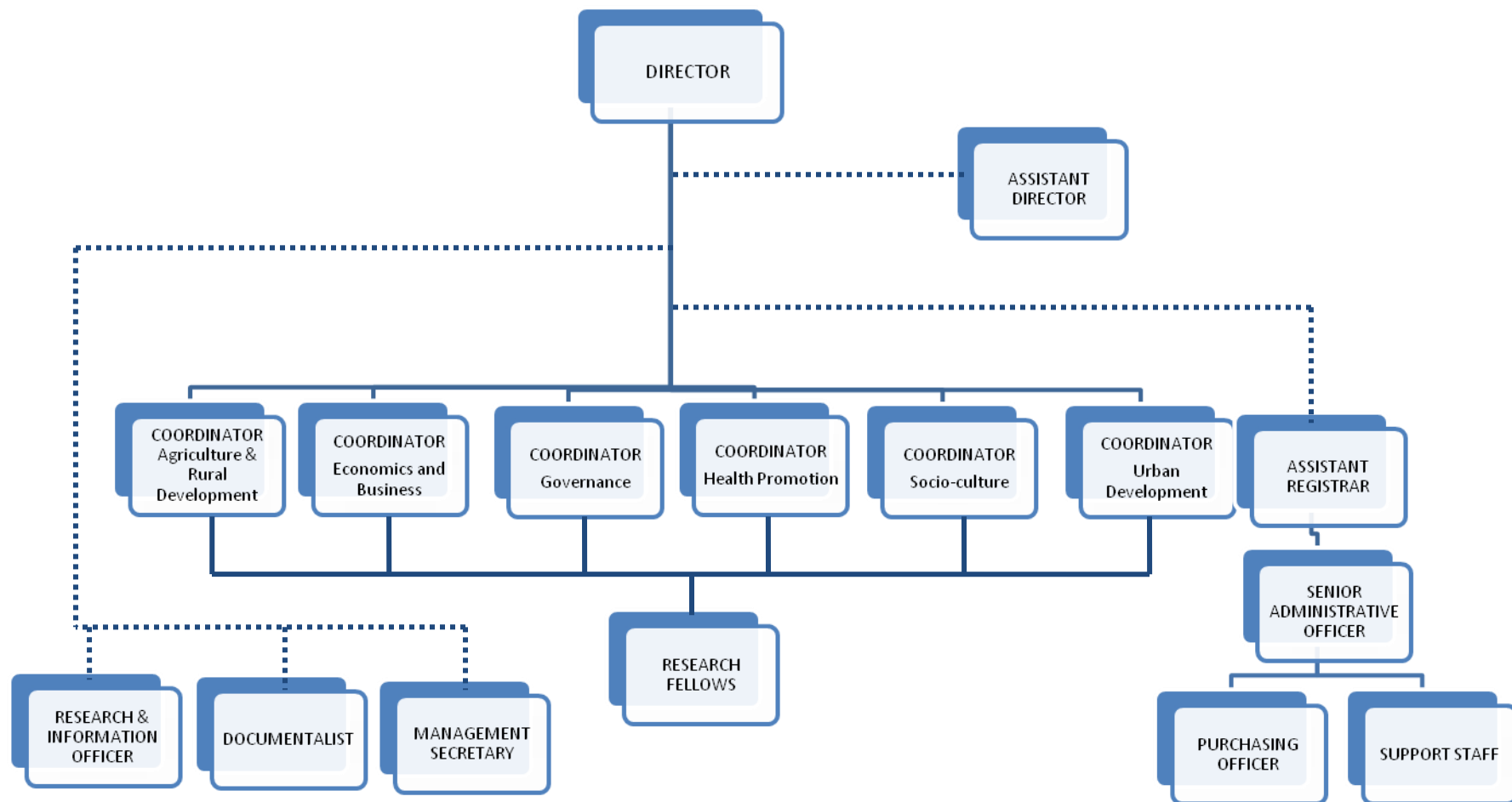
## 10.0 STATEMENT OF COMPREHENSIVE NCOME

For the year ended 31st December 2012

Amount in K' 000

NAME	NOTE	2012	2011
<b>Revenue</b>			
Tuition fees			
Research & Consultancy	<b>1</b>	2,052,146	2,193,434
Other Students fees			
<b>Total Income</b>		<b>2,052,146</b>	<b>2,193,434</b>
<b>Operating Expenses</b>			
Academic staff costs			
Instructional activities			
Research activities	<b>2</b>	2,028,668	1,971,129
		<b>2,028,668</b>	<b>1,971,129</b>
<b>Surplus/(deficit) before Grant, other income and administration expenses</b>		<b>23,478</b>	<b>222,306</b>
<b>Grant from GRZ</b>		-	-
<b>Other Income</b>	<b>1</b>	<b>213,794</b>	<b>30,652</b>
<b>Administration expenses</b>		56,351	
Staff costs	<b>3</b>	2,770	140,039
Infrastructure and maintenance	<b>4</b>		88,514
Admin Support Act.	<b>5</b>	155,612	330,884
<b>Total administration expenses</b>		<b>321,339</b>	<b>559,437</b>
<b>Surplus / ( Deficit )</b>		<b>(84,067)</b>	<b>(306,480)</b>

## INESOR Organization Structure



## **11.0 STAFF PROFILE**

### **11.1 Academic Staff**



**Professor Mubanga. E. Kashoki**  
**Research Professor**

A graduate of Colgate University, U.S.A., with a B.A. in English and minor in Linguistics (1964) and Michigan State University (Linguistics, 1967), is Research Professor of African Languages in the Institute of Economic and Social Research of the University of Zambia. He has served in various capacities in the University for over 40 years. Professor Kashoki served as the first Vice Chancellor of the Copperbelt University. His teaching and research interests are in descriptive linguistics and sociolinguistics. His recent publications include: 'The Morphophonemic Games some languages Play: Attestation of Meinhof's Rule in IChibemba', 'The media: Understanding the changed and still changing socio-cultural, linguistic and ethnic landscape of our times' and Keeping in Step with Modern Times: A Comprehensive Account of Lexical Adoptives in IChibemba.



**Professor, Mubiana Macwan'gi**  
**Associate Professor/Director**

Mubiana Macwan'gi (PI) is a Research Professor of Public Health. She has over 10 years experience in operational research, monitoring and evaluation, program conceptualization and development. She has worked for various local and international institutions including UN Agencies, USAID funded organizations and the World Bank.

As a PH expert she has worked on various MNH related programs i.e., child survival, HIV and AIDS, Behaviour Change Communications (BCC), Women and Gender, and MCH i.e PHC and CHWs, TBAs, malaria agents and nutrition growth monitoring promoters.



**Mr. Mukata Wamulume**  
**Research Fellow & Assistant Director**

Mr. Mukata Wamulume is the Assistant Director of INESOR, currently pursuing his PhD programme in Business Administration at Binary University in Malaysia to be completed in 2015. He is an expert in Agricultural Economics with an MSc. Agricultural Economics. He has more than ten years experience as a Researcher/ Consultant and is very competent in applying quantitative and qualitative research methods. His past research areas include agricultural productivity and rural poverty, HIV/AIDS and agriculture, agricultural policy and poverty, agricultural productivity and the Millennium Development Goals, rural finance and livelihoods. Mr. Wamulume also has more than ten years experience working in a rural development bank.



**Dr Jolly Kamwanga**  
**Research Fellow**

Dr Jolly Kamwanga is a Research Fellow and Coordinator of the Economics and Business Research Programme. He has an interdisciplinary background in Economics and Demography, holds an MA in Demography and a PhD in Health Economics and Policy. He has over fifteen years of research experience. His main areas of research interest are: Capacity building, M&E development, health systems and Population.



**Dr Mainga Mutumba-Bull**  
**Senior Research Fellow**

Dr Mainga Mutumba-Bull is a Governance expert and a Senior Research Fellow and coordinator of the Governance Research Programme. She holds a PhD from London. She has a wealth of experience and a long track record in conducting research, training and consultancy in the field of governance and democracy.



**Dr. Mwesa Isaiah Mapoma**  
**Senior Research Fellow**

**Dr. Mwesa Isaiah Mapoma** is a Senior Research Fellow, and Coordinator of Socio-Cultural Research Program. He holds a GTCL, MA, M.Phil and Ph.D from UCLA. He has been conducting research in different socio-cultural areas since 1967 specializing inter alia, in Traditional and Contemporary Music in Zambia, Music healing (traditional healers and spirit possession), Music and HIV/AIDS, Music in enculturation ceremonies, Music in culture and the Media, and Music and Gender.



**Mr. Richard Zulu**  
**Research Fellow**

**Mr. Richard Zulu:** Mr. Zulu is a research fellow and coordinator in the urban development research program. He holds an MPhil. in Health Sciences as well as an MA in Population Studies. He has a track record of 23 years conducting social science research. His areas of specialization are HIV and young people; population and development; tobacco control; and Urban development.



**Mr. Joseph Simbaya**

**Mr. Joseph Simbaya** is a Research Fellow in the Urban Development Research Programme. He holds a Master of Arts Degree in Gender Studies and is currently pursuing his doctoral studies in Medical Anthropology at the University of Amsterdam, Netherlands. He has a track record of over ten years conducting social and economic research, specialising in gender, HIV/AIDS and health systems.



**Mr. Richard Bwalya**  
**Research Fellow**

**Mr. Richard Bwalya** holds an MSc. Agriculture and Applied Economics from Makerere University. He has project management experience from organizations such as United Nations Development Programme and United States Agency for International Development Projects such as CLUSA. He also has been involved in Agricultural Research both in Zambia (Institute of Economic and Social Research) and in Uganda (Makerere University). His areas of interest are agricultural marketing, rural development and climate change.



**Ms Nalukui Milapo**  
**Research Fellow**

**Ms Nalukui Milapo** is a Research Fellow in the Governance Research Programme. She holds a Masters in Development Studies, with a Specialization in Governance and Democracy. Ms Milapo has experience in Elections management, Constitutionalism, Gender and Governance; and Civil Society, Political parties and Government relations.



**Ms. Chishimba Mulambia**  
**Research Fellow**

**Ms. Chishimba Mulambia** is a Research Fellow in the Health Promotion Programs. She has been in the field of research for over ten years. She started out as a research assistant in 1998 whilst she was pursuing her undergraduate degree in Social Work at the University of Zambia. Her career has progressed through and she has now matured to a seasoned researcher. She holds a Masters Degree in Development Studies from the University of Leeds in the United Kingdom. Outside University Work, she has played an instrumental role in the creation of the National Health Research Body. She is mainly interested in improving the general health service delivery in Zambia. Her interests are in health information and education, health and governance and environmental health.





**Mr. Munukayumbwa Munyima**  
**Research Fellow**

**Mr. Munukayumbwa Munyima**, a holder of a *Master of Letters (M. Litt.) degree in Anthropology* from James Cook University in Australia is a Socio-Cultural expert with more than 18 years experience of field and desk research. His first degree is *in Sociology with Economics* from the University of Zambia. He has done supplementary training in Tourism Development and Management, Heritage Conservation, as well as Presentation and Interpretation for Visitors. His past research areas include Socio-economic Impact studies, Conservation of Ethnographic Materials, Ethnobotany, Cultural resources Management and Tourism Development and Trends.



**Mr. Grayson Koyi**  
**Research Fellow**

**Mr. Grayson Koyi** is a Research Fellow in the Economics and Business Research Programme. He holds an MA in Economics from the University of Zambia as well as an MA in Development Studies (specializing in human resources and employment) from the Institute of Social Studies in The Hague. He has a track record of over 13 years conducting economic and social research. His main areas of research interest are macroeconomics, international trade and finance, human resources, labor and employment, human development and poverty, China-Africa relations, and small-scale business enterprises.



**Ms. Patricia Funjika**  
**Research Fellow**

**Ms. Patricia Funjika** is a Research Fellow in the Economics and Business Research Programme. She holds an MA in Economics from the University of Botswana, with a specialization in Health Economics and Econometrics. Ms Funjika's interests are in the areas of macroeconomics, international trade and finance, health economics, poverty and China-Africa relations.

## 11.2 Administrative Staff



**Ms. Felicitus Moyo**  
**Assistant Registrar**



**Ms. W. Musiyalike**  
**Senior Administrative Officer**

**Mr. N. Mbindawina**  
**Finance Officer**



**Mrs. Bwalya K. Mumbi**  
**Documentalist**

**Mrs. Bwalya K. Mumbi** is the Documentalist and heads the Elizabeth Colson Research and Documentation Centre (ECRDC). She holds a BA.LIS and Development Studies from the University of Zambia. She is specialist in Knowledge of integrated document management and has Library expertise including establishment of libraries and setting up of automated library systems. She is also an experienced customer care adviser with experience from both private and public sectors.



**Mrs. D. Mweemba Mizinga**  
**Director's Secretary**



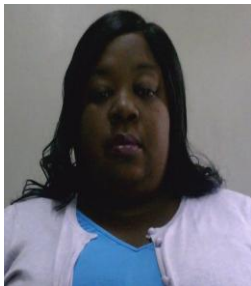
**Mr. Boyd Sikazwe**  
**Assistant Purchasing  
& Supply Officer**



**Mrs. Wasamunu Muyunda**  
**Accounts Clerk**



**Mrs. G. Liyanda**  
**A/D's Secretary**



**Ms. Agness Banda**  
**AR's Secretary**



**Mr. Nyambe Silimwe**  
**IT Support Officer**



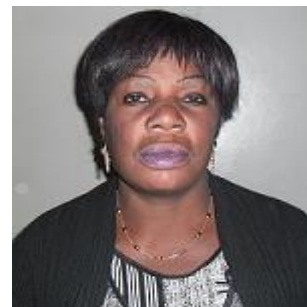
**Ms. M. Milo**  
**Switchboard Operator**



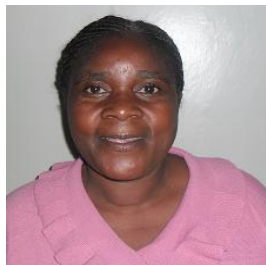
**Mrs. Mercy Gwasupika**  
**Messenger**



**Mr. Robert Kuchaya**  
**Driver**



**Mrs. M. Witika**  
**Cleaning Supervisor**



**Ms. A. Kuyela**  
**Cleaner**



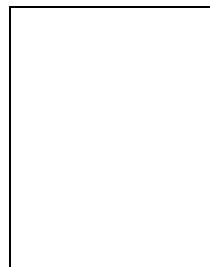
**Mrs. L. Phiri**  
**Cleaner**



**Ms. C. Zulu**  
**Cleaner**



**Ms. A Yombwe**  
**Cleaner**



**Mr. Kambani Kamphasa**  
**Cleaner**