



**THE UNIVERSITY OF ZAMBIA
INSTITUTE OF ECONOMIC AND SOCIAL RESEARCH (INESOR)**

2019 ANNUAL REPORT



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Acronyms

ACC	-	Anti- Corruption Commission
ACHS	-	Association of Critical Heritage Studies
AIDS	-	Acquired Immuno-Deficiency Syndrome
AfDB	-	African Development Bank
ALRN	-	African Labour Research Network
ANCEFA	-	African Network Campaign for Education for all
ARDRP	-	Agricultural and Rural Development Research Programme
ART	-	Anti-Retroviral Treatment
ASAFAS	-	Graduate School of Asian and African Studies
CAAS	-	Centre of African Area Studies
CBU	-	Copperbelt University
chNIS	-	Child Health Nutrition Impact Study
CTPD	-	Center for Trade Policy and Development
DRGS	-	Directorate of Research and Graduate Studies
DW	-	Decent Work
ECRDC	-	Elizabeth Colson Research and Documentation Centre
ESDA	-	Education for Sustainable Development in Africa
ESRC	-	Economic and Social Research Council
GDP	-	Gross Domestic Product
GIZ	-	Die Deutsche Gesellschaft fur Internationale Zusammenarbeit
GRP	-	Governance Research Programme
FK/BEEP	-	Fredskorpset Business Exchange Programme
FISP	-	Farmer Input Support Programme
FNDP	-	Fifth National Development Plan
FRA	-	Food Reserve Agency
FSDP	-	Financial Sector Development Plan
GRZ	-	Government of the Republic of Zambia
HIV	-	Human Immuno - deficiency Syndrome
HSS	-	School of Humanities and Social Sciences
HPRP	-	Health Promotion Research Programme
IAEN	-	International Aids Economic Network
ICT	-	Information and Communication Technologies
ICH	-	Intangible Cultural Heritage
IDE	-	Institute for Distance Education
ILO	-	International Labour Organisation
INESOR	-	Institute of Economic and Social Research
IO	-	Information Officer
IOM	-	International Organisation for Migration
IRDOS	-	Integrated Rural Development Operationalisation Strategy
ITUC	-	International Trade Union Confederation
KAP	-	Knowledge Attitudes and Practices
LCMS	-	Living Conditions Monitoring Survey

LMIS	-	Labour Market Information and Statistics
LO Norway	-	Labour Organisation of Norway
MDGs	-	Millennium Development Goals
MDRI	-	Multilateral Debt Relief Initiative
MLSS	-	Ministry of Labour and Social Security
MMD	-	Movement for Multi - Party Development
MOFNP	-	Ministry of Finance and National Planning
MOHA	-	Ministry of Home Affairs
MOTA	-	Ministry of Tourism and Arts
MOU	-	Memorandum of Understanding
NCC	-	National Constitutional Commission
NCD	-	Non Communicable Diseases
NDP	-	National Development Plan
NGO	-	Non - Governmental Organisation
NHSP	-	National Health Strategic Plan
NORAD	-	Norwegian Agency for Development Cooperation
NOTU	-	National Organisation of Trade Unions
NPF	-	National Performance Framework
NTNU	-	Norwegian University of Science and Technology
NWO WOTRO -	-	Netherlands Scientific Organisation
PhD	-	Doctor of Philosophy
POLYGRAM	-	Capacity Building for Policy and Programming
PSPF	-	Public Sector Performance Fund
RAICN	-	Realigning Agriculture to improve Child Nutrition
SA	-	South Africa
SADC	-	Southern African Development Commission
SILC	-	Savings and Internal Lending Communities
SCRP	-	Socio- Cultural Research Programme
SNDP	-	Sixth National Development Plan
STEPS OVC	-	Sustainability through Economic Strengthening Prevention and Support for Orphans and Vulnerable Children
TB	-	Tuberculosis
THPAZ	-	Traditional Healers and Practitioners Association of Zambia
UDRP	-	Urban Development Research Programme
UTP	-	Unshielded Twist Pair
UNDP	-	United Nations Development Programme
UNICEF	-	United Nations International Children's Emergency Fund
UNECA	-	United Nations Economic Commission for Africa
UNESCO	-	United Nations Educational and Scientific Organisation
UNHCR	-	United Nations High Commission for Refugees
USAID	-	United States Agency for International Development
WCFCB	-	Workers Compensation Fund Control Board
WEF	-	World Economic Forum

WHO	-	World Health Organisation
WVZ	-	World Vision Zambia
UK	-	United Kingdom
USA	-	United States of America
UNZA	-	University of Zambia
ZATUC	-	Zanzibar Trade Union Congress
ZOCS	-	Zambia Open Community Schools

Directors Statement

Institute of Economic and Social Research has continued to distinguish itself as a centre of research and knowledge in the country and beyond. This is despite the challenges that the Institute continues to grapple with. In the year 2019, Institute continued to implementing ongoing research projects while continuing to source for research grants from cooperating partners such as International Development Agencies, Bilateral and Multilateral Organisations, local Institutions, Government Agencies and Departments Non-Governmental Organisations (NGOs), Academic Institutions others locally and abroad among others. This year, the Institute won a bid to conduct the Afrobarometer Survey Round 8 from the Afrobarometer Network; a research network that has about 35 national partners across Africa that conduct a comparative series of public attitude surveys that assess citizen attitudes to democracy and governance, markets, and civil society, among other topics.

In terms of staffing, the Institute separated with one (1) Senior Research Fellow who is also the immediate past Director of the Institute, Dr. Jolly Kamwanga who took on early retirement thereby reducing the staff complement by one. In line with this, one member of staff was also promoted from Research Fellow 1 to Senior Research Fellow.

With regard to Infrastructure, the Institute continued conducting periodic maintenance works though much of the rehabilitation works were put on hold in order to mobilise resources for the paving of the drive way.

Generally, the Institute performed well despite the challenges of low staffing levels which was further exacerbated by the leaving of six (6) Research Fellows who were currently on study leave, changing and shrinking research funding landscape making access to research funding and grants difficult and intermittent electricity of power among others.

Going forward, the Institute will continue to position itself as a centre of knowledge generation in an effort to respond to pertinent question that society asks today, in line with our sixth research areas i.e Agriculture and Rural Development, Economic and Business, Health Promotion, Governance, Urban development and Socio- cultural.

Grayson Koyi (PhD)

Acting Director

1.0 Introduction

1.0 Introduction

1.1 Brief Description of the School/ Unit

The Institute of Economic and Social Research (INESOR) is the social science research wing of the University of Zambia (UNZA). Currently, INESOR is organized around six research programmes:

- Agricultural and Rural Development Research Programme (ADRP)
- Economic and Business Research Programme (EBRP)
- Governance Research Programme (GRP)
- Health Promotion Research Programme (HPRP)
- Socio-Cultural Research Programme (SCRCP)
- 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 14 full-time Research Fellows with a minimum qualification of a Master's Degree and a team of 14 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 and supervision, training, consultancy, community and public service. The Institute provides research and related services to the Government of Zambia, the private sector, 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), an Information Office (IO) and Training Centre which is fully serviced with high speed Wi-Fi connectivity.

1.2 Highlights of the year

1.2.1 Staff changes – The Institute experienced a change in its staff composition during the period under review. One of the Research Fellows from the Economics and Business Research Programme (EBRP) (Dr. Jolly Kamwanga) who was also the Director of the Institute went on early retirement in December 2019.

1.2.3 Implementation of ongoing research projects – We also continued with implementation of ongoing projects while working with collaborating partners.

1.2.4

2.0 School/ Unit Governance

2.1 Structure

The Institute of Economic and Social Research is headed by the Director who is elected by academic members of staff for a three (3) year term of office and may serve for two (2) terms. The Director runs the Institute with the help of the Assistant Director who assists the Director with administrative planning, management and coordination of research projects in the Institute. Research Programme Coordinators on

the other hand are responsible for planning, managing and coordinating research projects of the Institute's six designated research projects on behalf of management.

2.2 Departments and their functions

The Institute conducts its activities through its six (6) Research Programmes. The Research Programmes are complimented by Finance and Administration Units. The INESOR Administrative structure is lean and simple, marked by a participatory and transparent management style, which allows for easy coordination of research activities and smooth flow of information.

In terms of organization, the Administration Office is made up of the Office of the Assistant Registrar, Senior Administrative Office, Purchasing Office, Stores Office, Information Technology Office, Finance office, Information Office and Documentation Centre. The role of Administration Office is to ensure that the operations of the Institute run smoothly.

The Institute works through a multidisciplinary research team of six research programmes namely Agriculture and Rural Development Research Programme (ARDP), Economic and Business Research Programme (EBRP), Governance Research Programme (GRP), Health Promotion Research Programme (HPRP), Social Cultural Research Programme (SCRP) and Urban Development Research Programme (UDRP). These programmes differ in terms of focus as outlined below:

2.2.1 Agriculture and Rural Development Research Programme

The growth of the agricultural sector has always been considered important for attainment of Zambia's long term growth vision. For instance, the Fifth National Development Plan (FNDP) positioned the agricultural sector as one of the driving engines for the anticipated economic growth required to reduce poverty; while the Sixth National Development Plan (SNDP) identified the sector as a priority sector in achieving sustainable economic growth and poverty reduction. This is because the country is relatively well-endowed with natural resources such as land, water and fertile soils that support agricultural activities. In addition, the majority of the country's population is rural-based, while over 80 percent of the rural population depends on agricultural-related activities for their livelihood.

Despite the immense potential, the agricultural sector's contribution to Gross Domestic Product (GDP) has averaged 18 percent since the 1990s. Real growth rates in the sub-sectors have significantly fluctuated in the past four decades mainly due to high dependence on rain-fed production, low investment in the sector and failure to strategically position the sector in line with its comparative advantage. Consequently, smallholder farmers are faced with challenges of low production and productivity that are exacerbated by climate change (manifesting in the form of prolonged dry periods and increased temperatures during the farming seasons); inadequate extension services; high cost/lack of financing; dysfunctional commodity value chains; inadequate infrastructure; livestock diseases; overfishing and poorly functional agricultural markets. Furthermore the competitiveness of the sector has been adversely affected by poor road network, inadequate storage and limited access to electricity. As a result, the prevalence of poverty among those depending on agriculture is highest (over 78 percent) while food insecurity also has remained unacceptably high (about 50%).

Priority Areas

In line with the identified challenges in the sector, the research focus for the ARDP will concentrate on the following research areas that are of direct benefit to the sector and small-scale farmers in particular:

- i. Agricultural Commodity Value Chains and Smallholder Market Access
- ii. Poverty and Agricultural Policy
- iii. The role of private/public partnerships in enhancing agricultural productivity
- iv. Rural finance and rural livelihoods
- v. Drought power and agricultural productivity
- vi. Agricultural diversification
- vii. Capacity building of individuals and institutions in the sector

2.2.2 Economic and Business Research Programme

Zambia has registered real growth of the gross domestic product of above 5 percent per annum over the last decade with annual inflation dipping to single digit figures. Lending rates have stood at over 20 percent on average while the exchange rate has depreciated against a backdrop of strengthening external sector position, thereby putting pressure for real appreciation of the rate and potential for the economic development of natural resources and a decline in the manufacturing sector (or agriculture) commonly referred to as Dutch disease problem. According to the 2012 Economic Report, economic growth is expected to be higher for the coming years, propelled by the agriculture, mining, manufacturing and construction sectors. Macroeconomic stability is also expected to be maintained, having received substantial debt relief from the Multilateral Debt Relief Initiative (MDRI). The authorities aim to maintain debt sustainability. Financial intermediation is expected to increase, especially with the implementation of Financial Sector Development Plan (FSDP), improved public expenditure management and financial accountability to enhance public services delivery.

Despite these positive developments, the major challenges facing the country are wealth creation, poverty reduction for the Zambian people and formal sector employment creation. Although Zambia has conducted six country wide surveys on living conditions of the people, the results are not comparable across the surveys due to different methodological procedures used. The 2006 survey put aggregate poverty levels for the country at 64 percent with a spread of 80 percent for rural and 34 percent for urban areas. Formal sector employment was recorded at 495,784 in 2005, representing about 10 percent of the labour force.

The EBRP tackles many of these key economic issues facing Zambia in respect of economic development and macroeconomic policy analysis. Specifically, the programme focuses on pro-poor policies; macroeconomic analysis, labour and employment; entrepreneurship and private sector development; linkages between foreign and small and medium scale enterprises; and competitiveness of different sectors of the economy. The programme also undertakes capacity building for policy and programming through short courses in monitoring and evaluation, research methodology and data analysis, and public policy analysis.

Priority Areas

In the next five years the EBRP will primarily focus on the following areas for research:

- i. Macroeconomic policy interventions
- ii. Business and financial market environment
- iii. Employment and job creation patterns
- iv. Human Development Indicators
- v. Improved policy and programme design, implementation and review

2.2.3 Governance Research Programme

The GRP was established in the wake of the transition from One-Party System to Multiparty System of Government and the democratisation process after 1991. As part of the transition, the new Movement for Multiparty Politics Government developed a policy on good governance and undertook a number of policy initiatives and activities in the areas of Constitutionalism, Human Rights, Transparency and Accountability as well as the Administration of Justice and Democratisation. The transition also saw the introduction of multi-party elections which in turn necessitated a new electoral policy and institutional reforms as well as citizen participation and representation.

The research programme partly took its mandate and was influenced by the FNDP, which articulated a Government vision of the in the Governance Sector of totally adhering to the principles of good governance by year 2030. The GRP has sought to enhance and monitor this process and effort in the struggle to realise this vision. One of the key areas of concern is the Constitution Making Process which Zambia has been undertaking for nearly a decade. After the Mung'omba Commission that was established to seek stakeholder and citizen's views on the makeup and form of a new post one-party state constitution, the National Constitutional Conference (NCC) was finally established through the National Constitutional Conference Act No. 19 of 2007 to develop and adopt a new Zambian Constitution. The NCC had its first sitting on 19th December 2007. The establishment of the NCC sparked off considerable controversy among stakeholders. (The key issues sparking the controversy centred around issues that needed to be reflected in the constitution, given the presidential and ruling party's perceived hesitations on some of these issues). There were concerns in some circles that key elements of the provisions of the Mung'omba Draft Constitution were in the process of being manipulated or marginalized such as the referendum as the mode of adoption of the constitution.

Another issue of concern was representation in the NCC which some stakeholders felt lacked full transparency. Some of the stakeholders did thus, boycott participation in the NCC. After spending over 200 million Kwacha (about US\$40 million), the NCC draft constitution failed to pass in parliament in 2008 as it could not get a two thirds majority. The opposition rejected it for failing to incorporate key elements such as the running mate, 50 plus 1 and the Human Rights Charter, among others. The circumstances surrounding the failure of this constitutional bill still require detailed study and exploration.

Zambia was expected to hold the 2011 Tripartite Elections in 2011 under a new Constitution but this failed to happen and the country went to the polls under the old constitution based on the first past the post. There were considerable misgivings about the intentions of the Government and even its sincerity in holding free and fair democratic elections was questioned. The Movement for Multiparty Democracy (MMD) Government lost the elections in 2011 and the new Government led by the Patriotic Front of

Michael Sata has embarked on a new constitution making process. Using the drafts of the previous process, a Constitutional Review Committee of 20 people was set up in 2012. It began consultations with stakeholders and groups of citizens country-wide without a clear road map and budget. Within 10 months of its operations it had gobbled close to 200 million Kwacha (equivalent to MMD's one year long NCC). The draft is in the process of presentation to the president and it remains unclear what process will unfold after that. Thus, The Governance Research Programme has had a monumental task of not only following up on the constitutional making process, but also in disentangling the parameters in order to make understandable why the process has historically been unwieldy and generally unsatisfactory.

Priority Areas

In the next five years, the GRP will primarily focus on the following areas for research:

- i. Assess the role of women in the liberation struggle in Southern Africa
- ii. Constitution making in Zambia
- iii. Effectiveness and efficiency of governance oversight institutions
- iv. Elections processes and management
- v. Decentralisation policy and implementation process
- vi. Functions and authority of traditional leadership under the dual legal system
- vii. Opinion polls on topical issues in governance, democracy and national development

2.2.4 Health Promotion Research Programme

Since 1992, the Government of the Republic of Zambia has been implementing major health reforms. The main purpose of the health reforms has been to increase efficiency and effectiveness in the provision of health services with the chief outcome of interest being the improvement of the health status of Zambians. During the course of implementing the health reforms, the Ministry of Health has implemented four sector strategic plans covering the periods 1995-1998; 1998-2000; 2001-2005 and 2006-2010. Like the previous strategic plan (2006-2010), the current National Health Strategic Plan (2011-2015) is aligned to the overall National Policy Framework (the Vision 2030) as well as the Sixth National Development Plan (2011-2015).

The Vision of the reforms has been to: *"...provide the people of Zambia with equity of access to cost-effective, quality healthcare as close to the family as possible...."* The health reforms, however, have been characterized by a number of challenges including (i) a huge disease burden due to both communicable and non-communicable diseases; (ii) insufficient and declining domestic financial resources; (ii) donor dependency; (iii) Human Resources for Health crisis; and (iv) a poor governance record. The National Health Strategic Plan (NHSP) 2011-2015 outlines an ambitious course to streamline the process of health service delivery through prioritization and the implementation of high impact interventions. This is as a result of inadequate resources and capacities to deliver all the interventions.

In the recent past, the Zambian Government has gone further to shift Maternal and Child health to the Ministry of Community Development Mother and Child Health in line with the vision of the health reforms. However, this is not the first attempt by the Government; earlier the decentralization process implemented in the health sector between 1992 and 2006 was premised on providing Zambians with equity of access to cost-effective, quality health care as close to the family as possible" (MoH, 1992). Its

aim was to decentralize health service delivery, based on the primary health care approach (MoH, 1992). Community structures were established, including Health Centre) in 1993 (Danish Ministry of Foreign Affairs 1994), which increased the disbursement of funds to districts, enabling them to fund health services that addressed district priorities (MoH, 2009).

The NHSP of 2011-2015 focuses on achieving the national health priorities, which will include: (i) improving resource mobilization and allocation; (ii) resolving the Human Resources for Health crisis; (iii) Infrastructure Development; (iv) essential drugs and medical supplies; and (v) addressing national public health priorities including the MDGs. Despite this ambition, it is important to recognize that the NHSP 2011-2015 is being implemented at a time characterized by significant changes and challenges such as donor fatigue.

The HPRP seeks to address some of these challenges being faced in the health sector by undertaking research that will help strengthen health systems and policy (encouraging the uptake of health research and evidence based policy making to specifically deliver and manage policy in the health sector); research that will contribute towards the acceleration of the health related MGDs; research that will help to strengthen linkages between the health facilities and the community; Seek to conduct research activities on environmental issues, Non-Communicable Diseases (NCDs), Communicable diseases (Malaria, TB, HIV/AIDS) and behavioural sciences; and conduct research that will provide insights on how the Zambian Government can improve Health Care Financing, particularly budgetary allocation and execution.

Priority Areas

In the next five years, the HPRP will primarily focus on the following areas for research:

- i. Child and maternal health.
- ii. Infectious diseases of major public health significance in Zambia, such a HIV and AIDS, malaria and TB
- iii. Non communicable diseases such as cancer
- iv. Health delivery systems
- v. Behaviours change communication.
- vi. Gender and health

2.2.5 Socio-cultural Research Programme

Zambia's population was reported to be at 13.3 million in 2010 and is projected to increase to 15.5 million by 2015, based on the annual growth rate of 2.4 percent. At this growth rate, the population is expected to double by 2030. A majority (46.0%) of the population is under the age of 15 and is highly dependent.

A highly dependent population poses a great socio-economic burden on the family and the nation as a whole. Mitigation of this burden will largely depend on measures put in place to promote sustainable development which puts into consideration social and cultural factors. Social and cultural factors cut across all aspects of national development including economics, health, communication, education,

gender, child development, etc. The FNDP defines culture specifically as — the whole complex of distinctive spiritual, material, intellectual and emotional features that characterize a social group. It includes not only the arts and letters, but also modes of life, the fundamental rights of the human being, value systems and traditional beliefs.

Social and cultural phenomena such as: gender based violence, incest, ethnocentrism; tribalism; organized crime, anomy, street children as well as the impact of Information and Communication Technologies have generally not been given enough attention in shaping national development policies. To address this gap the Socio-cultural Research Programme intends to generate evidence based information through research to guide national development policies.

Priority Areas

The SCRCP, mandated by the UNZA Senate and guided by the SNDP carries out short and long term studies focusing on the following areas:

- i. Communication, Information Communication Technologies for development, in response to various development processes currently under way;
- ii. Utilization of indigenous knowledge, with respect to food processing, preservation and storage, in response to the nation's current efforts aimed at food sufficiency and food security;
- iii. Contributing to the enhancement and/or promotion of the tourist industry with regard to, in particular, tourism promotion and marketing, tourism product development, tourism sector capacity building and the promotion of cultural and creative industries;
- iv. Contributing to the evolution of a comprehensive language policy and practice for Zambia;
- v. Contributing to the preservation and promotion of Zambia's intangible socio-cultural heritage with special reference to changing family patterns as well as social and cultural traditions and trends in general; and,
- vi. Analysis of rights and equity in respect of minority, marginalised and vulnerable groups (children, women, disabled, etc).

2.2.6 Urban Development Research Programme

The UDRP focuses on urban development issues and challenges. The main areas of focus are: Urban population dynamics and migration; urban livelihoods and poverty; Urban governance and decentralization; Access to land; and urban infrastructure with particular focus on urban planning; housing; water supply and sanitation, drainage and flooding, roads and transport services; education and health. It is also concerned with issues of local economic development and public health.

The Zambian urban scenario is characterized by rapid urban population growth with inadequate essential infrastructure and services, and high levels of unemployment and high levels of poverty. To address this situation calls for concerted research effort and reform of urban governance, planning and management systems. The research efforts are however, hampered by inadequate funding and human resources capacity. Research in the areas of urban development will generate questions and identify gaps that will require action. The urban governance, planning and management are perhaps the biggest areas that require attention. The various studies have shown that there are serious deficits in housing, water and sanitation against rapid population growth and increasing urban poverty. The sanitation situation is also

worrying, because only 33% of urban households having access to safe sanitation. In the Peri-Urban areas, where 50 to 70 percent of the urban population lives, only 44 percent of the population have access to safe water supply, and less than 20 percent have access to satisfactory sanitation facilities.

A good living environment is an important pre-requisite to national economic development and human wellbeing, therefore good housing is a basic social need and human right after food and clothing. Inadequacy in the provision of housing, has negative impacts on welfare and dignity, the environment, and economic performance. Zambia has had critical shortages of housing since independence, worsened by the ever increasing rural-urban migration. This has been the result of the historically unequal / biased pattern of development between rural and urban areas. The situation was compounded by the lack of a comprehensive housing policy to guide the provision of housing up until 1996. Access to land for development is another challenge to urban development this is mainly due to the inappropriate land tenure system characterised by centralised procedures and administrative hurdles.

Priority Areas

Given the above situational analysis in the context of urban development, the following are the priority areas identified for the UDRP during the 2013 -2017 period:

- i. Migration and urban population dynamics, policy and planning
- ii. Urbanisation, planning and housing in Zambia
- iii. Health and environmental management and considerations
- iv. Water and sanitation
- v. Urban poverty, governance and decentralization

In all the above focus areas, cross-cutting issues of HIV/AIDS, Climate Change and Gender is mainstreamed.

2.3 Committees and their Functions

INESOR works through a various committees, some of which are permanent and others Adhoc.

Below are some of the committees through which the Institute works:

2.3.1 INESOR Research Advisory Committee

The Committee is an advisory body of the Institute of Economic and Social Research on research activities. It gives advice and recommendations to INESOR research programs on ethical and potential research areas.

2.3.2 INESOR Board of Research Programmes

The Board is answerable to the UNZA Senate, the highest Academic decision-making body of the University. The Board of Research Programmes performs the following functions:

- (a) Consider and co-ordinate research proposals submitted to it from INESOR academic staff and researchers affiliated to INESOR;
- (b) Refer accepted research proposals to the Senate Research and Grants Committee for approval;

- (c) Coordinate with other Academic units of the UNZA in order to avoid overlap in research activities;
- (d) Consider ways of responding to the concerns referred to it by the Institute's Research Advisory Committee;
- (e) Consider applications by scholars for affiliation to the Institute and advise the Appointments Committee of Council on such applications;
- (f) Advise the Senate on matters of policy related to the short and long term development of the Institute with particular reference to its research programmes;
- (g) Consider such matters relating to the planning and administration of research at the Institute as shall be referred to it by the Senate or the Vice-Chancellor.

2.3.3 INESOR Management Committee

The INESOR Management Committee is responsible for day to day administrative work, planning, decision making in relation to staff welfare.

2.3.4 INESOR Consultancy Committee

This committee is responsible for planning and offering consultancy services in line with the UNZA Consultancy regulations and to act as window for clients to the services and expertise available in the Institute.

2.3.5 INESOR Finance Committee

The INESOR Finance Committee is responsible for considering all financial issues including budgeting.

2.3.6 INESOR Administrative Committee

Administrative Committee meets every time and looks at every day running of the Institute.

2.3.7 INESOR Human Resources Establishment, Appointment and Promotion Committee Academic

The Human Resources Establishment, Appointment and Promotion committee is responsible for considering applications for promotion, renewal of employment contracts and confirmation of appointment of all Academic members of staff.

2.3.8 INESOR HR Establishment, Appointment and Promotion Committee (Non- Academic)

Human Resources Establishment, Appointment and Promotion committee is responsible for considering applications for promotion, renewal of employment contracts and confirmation of appointment of all the two categories of staff; middle management and unionized staff.

2.3.9 INESOR Adhoc Committee

The Institute also works through a number of Adhoc Committees such as Social Committee, ICT Computer Committee and Restoration Committee.

2.4 Policies and Procedures/Work Manuals

In order to enhance INESOR processes, the Institute reviewed some policies and work procedure in line with what is acceptable at main campus. The following are some of the policies and procedure that guided the operations of the Institute:

2.4.1 Procedures and Conditions for hire of INESOR Motor Vehicles

These conditions were devised in order to provide rules and guidelines in the hire of INESOR Motor Vehicles.

2.4.2 Financial Regulations

These regulations which are devised from the UNZA Financial regulations act as a guide for regulating all financial matters of the Institute.

2.4.3 Research and Consultancy Policy

All Research and Consultancy activities of the Institute are guided by the Research and Consultancy Regulations of the UNZA Research and Consultancy Policy.

3.0 School/ Unit Management

3.1 Financial Overview

The table below presents an overview of the financial position of the Institute during the year 2019.

Table 1: Statement of Comprehensive Income

Table: Accounts for the year ended 31 December 2019 Statement of Comprehensive Income

Name	2019	2018
Revenue	K	K
Project Management Fees	410,080	75,000
Other Income	31,096	654
Total income	72,176	440, 504
Administration Expenses		
Academic Staff Costs	11,191	1,900
Non- Academic Staff Costs	12,280	12,275
Infrastructure & Maintenance	91,578	185,785
Depreciation	321,352	344,164

Administrative Support Account	191,846	161,576
Total Administration Expenses	628, 247	705, 700
Surplus	(556, 071)	(265,196)
Other Comprehensive Income		
Dividends		
Revaluation		
Exchange Gain/(Loss)		
Total other Comprehensive Income	-	-
Surplus	(556,071)	265,196

3.2 Human Resource

3.2.1 Staff Strength (Establishment)

As at December 31, 2019, INESOR had a total of 28 members of staff out of an establishment of 47. Out of 28 employees, 14 were the academic staff, with a short fall of 16 staff; while 14 were Support Staff, with a short fall of 3 staff.

Academic members of staff included one (1) Research Professor, one (1) Associate Professor, one (1) Senior Research Fellow and 11 Research Fellows. Further, support staff comprised of six (6) Professional, Administrative and Technical and eight (8) other Staff. This reduction in Senior Research Fellows who were two (2) was occasioned by the separation with one (1) Senior Research Fellow, Dr. Jolly Kamwanga took went on early retirement.

Table 2: Staffing Levels

Research Program/ Section	Approved	Existing as of December 31 st , 2019	Shortfall/ Surplus
Agriculture and Rural Development	5	1	-4
Economic and Business	5	3 (Dr. Chama- Chiliba –A/Director)	-2
Governance	5	2	-3
Health Promotion	5	(Dr. Joseph Simbaya - Director) 2	-3
Socio - cultural	5	3	-2
Urban Development	5	3	-2
Administration	17	14	-3
Total	47	27	-19

3.2.2 Staff Training and 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, seven (7) Academic Members of Staff were pursuing their respective PhD programmes and of these, two (2) were scheduled to complete in 2019 while the remaining five (5) had just begun their studies, as shown in the table below:

Table 3: Staff Development Programme - INESOR

Name	Field of Study	Institution	Expected Year of Completion
Grayson Koyi	Doctor of Philosophy (PhD) in Business Administration	Copper Belt University (CBU), Zambia	August, 2019
Richard Bwalya	PhD under Commonwealth Split Programme	Reading University, United States of America (USA)	December, 2019
Nalukui Milapo	PhD in Politics	Shandong University,	July, 2020

		China	
Chishimba Mulambia	PhD in Health Politics	University of Sheffield, England	October, 2019
Parkie Mbozi	PhD in Culture Communication and Media Studies	Kwa- Zulu Natal University, South Africa (SA)	July, 2019
Patricia Funjika	PhD in Economics (Intergenerational Mobility and Inequality)	University of Pretoria, SA	2020
Munukayumbwa Munyima	PhD in Sociology	UNZA, Zambia	2022

3.2.3 Staff Promotions

A research Fellow from the Health Promotion Research Programme (HPRP), Dr. Joseph Simbaya was promoted from Research Fellow 1 to Senior Researcher during the period under review.

3.2.4 Staff Capacity Building

The Institute held a number of workshops in 2019 to enhance the staff capacity building, especially in the area of research on topical issues from different academic staff within the Institute and other key personnel within and outside UNZA. Further, the Institute management also engaged every category of staff (Academic; Professional Administrative and Technical Staff and; Other Staff) by holding specific meetings at different intervals to provide an enabling environment for every staff to bring out their views on the operations of the Institute and point out areas which could be improved on and how.

3.3 Information Communication Technologies (ICTs)

During the period under review, the Institute undertook the following activities aimed at enhance the usage of ICTs among staff:

- ICT Equipment Cabinets Maintenance – All the CISCO switches were serviced in order to prolong their lifespan. This was activity was conducted on a quarterly basis.
- Replacement of Wall Jacks –Ten Wall Jacks which were damaged in 10 different offices were replaced.
- Replacement of Cable Trunks and Unshielded Twist Pair (UTP) Cables – Most of the offices did not have internet connectivity due to damaged UTP cables making it difficult for staff to conduct their work. As a result, there was need to re-run the UTP cables and replace cable trunks in order to address the problem.

3.4 Library and Information Services

The following are the activities that the Elizabeth Colson Research and Documentation Centre (ECRDC) during the period under discussion:

- Two (2) student from UNZA studying for their Library and Information Studies Degree and two (2) from the Evelyn Hone College studying for a Diploma in the same field were hosted at the Documentation Centre as partial fulfilment of their study programmes.

- User statistics of the Documentation Centre remained at average of 9 -10 visitors per day in 2018.
- Routine works of the library such as shelving and shelf reading, cataloguing and classification, e.t.c. also continued. About 400 manuscripts and articles were added to the collection thereby increasing the variety of information materials available for use.

3.5 Strategic Partnership

Promoting partnerships is one of the strategic objectives of the UNZA Strategic Plan. Guided by this objective, INESOR collaborates with various National, Regional and Global Institutions. The partnerships serve different purposes, technical, financial and knowledge base sharing and building. The Institute acknowledges the need for concerted efforts in addressing some of the challenges that society continues to grapple with. In this vein, the Institute continues to identify Institutions that it can create synergies with. Currently, the Institute has been maintaining the following partnerships:

3.5.1 Kyoto University

The Urban Development Research Programme (UDRP) 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. This cooperation is 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.

3.5.2 Ministry of Finance and National Planning

Under this partnership, INESOR through its Capacity Building for Policy and Programming Project (POLYGRAM) coordinated by the Economic and Business Research Programme (EBRP), has been collaborating with the Ministry in order to build capacities of professionals by offering short training courses in various fields. The purpose of this partnership is to bridge the gap between industry and academia by developing an integrated approach to ensure that policy makers and industry expectations are met without any compromise on the academic aspirations of the Institute. These 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. As a result of this engagement, the Institute has been recognized as a National Centre for Capacity Development in Monitoring and Evaluation for the Government of Zambia (GRZ).

3.5.3 Research, Monitoring and Evaluation MOU with World Vision Zambia (WVZ)

INESOR has been identified by WVZ as a research monitoring and evaluation partner for WVZ. This follows a long standing relationship with WVZ resulting from the excellent performance of INESOR in the two assignments the institution previously engaged in with WVZ. These were Sustainability through Economic Strengthening Prevention and Support for Orphans and Vulnerable Children (STEPS OVC) and Impact Evaluation of Savings and Internal Lending Communities (SILC). The memorandum of Understanding (MoU) resulted in INESOR being awarded a consultancy to design and implement a national baseline study for all World Vision technical programs in all area programs around the country.

4.0 Academic Matters

4.1 Teaching and learning

In addition to undertaking research, academic members of staff also participated in teaching, supervision and examination of students in various departments across the university as required by central administration. Some of the courses that were taught include:

- Forced Migration (SS 911)
- Gender Studies (GDS 5312)
- Veterinary Public Health (VMD 6800)
- Environmental Microbiology (BIO 4321)
- Reproductive Health (DE 915)
- Gender and Health (GDS 512)
- Urban Sociology (SC 310)
- Statistics: Techniques and Methodology for Economics (ECN 2331)
- Micro Economics Theory for Policy (EPM 5111)
- Public Sector Economics (EPM 5155)
- Zambian Cultures and Ceremonies (ZCC 2000)
- Strategic Communication for Health and Development (ZCS 9070)
- Research Methodology in Development Studies (DEV 5000)

4.2 Supervision and Examination

Academic Members of Staff at the Institute were also actively involved supervision and other related aspects of teaching such as manual development as follows:

- Dr. Joseph Simbaya conducted two (2) thesis examinations for two (2) UNZA PhD students.
- Professor Mubiana Macwan'gi supervised (four) 4 PhD students from UNZA, Department of Gender Studies, one (1) PhD student from Copperbelt University School of Medicine and one (1) PhD student from Kyoto University, Graduate School of Medicine in Japan and one (1) PhD student from University of Liverpool, in the United Kingdom (UK).
- Dr. Jolly Kamwanga supervised two (2) Masters Students studying Economic Policy Management from UNZA, Department of Economics.

5.0 Research and Innovations

Over the years INESOR has undertaken a wide range of operational/development research and evaluation studies and program reviews in various fields, including gender and knowledge attitudes and practices (KAP) surveys, among others, for a wide range of organizations including Government departments, NGOs, and national and international development agencies. Below is a summary of the research works conducted during the period under review:

Table 4: Summary of 2019 Research Projects

Title of Research Project	Brief Description	Funders	Start and Finish Date
Public Expenditure Tracking and Quantity of Service Delivery (PETS_QSDS)- Collaboration with Department of Economics	The purpose of this study which was conducted in collaboration with the Department of Economics was track and quantify the service delivery.	African Development Bank - Education for Sustainable Development in Africa (ESDA)	June-December 2019
Book Project: “The place of African Trade Unions in a Contemporary World: Proceedings of the ITUC Africa, 9 th Annual Conference, 2019. by Koyi, G. et al (Ed.)	This is a collection of conference papers presented at the 9 th Africa International Trade Union Confederation Conference held in Lome, Togo, in February 2019. The book melds critical reflections on the role and relevance of trade unions as workers’ organisation in a contemporary world where new forces have merged that are redefining the way work is organised and how employers relate with employees.	International Trade Unions Confederation (ITUC-Africa)	February-December 2019
National Health Accounts 2017 (Collaboration with Department of Economics and Ministry of Health/World Bank/SBH)	The purpose of this study which was conducted in collaboration with the department of Economics and Ministry of Health, World Bank and SBH was to conduct a National Health Account.	World Bank	March- June 2019
Development of a Data Catalogue for the National Performance Framework (NPF) and the 7 th National Development Plan (NDP)	The purpose of this study was to develop a five year strategic plan that provides a vision for Labour Market Information and Statistics (LMIS) (where the sector wants to go) and strategies to deliver the LMIS vision (how the sector wants to get there).	Ministry of National Development Planning (MNDP)	August 2018-December 2019
Factors influencing Trade Union Effectiveness in the Public Service in Zambia	The purpose of this PhD research project was to understand the factors influencing the effectiveness in the public service in Zambia	UNZA/INESOR - PhD Research	August 2013-2019
Opportunities for Value Addition in Zambia’s Mining Industry	The project is a sub- component of the project being undertaken by the School of Mines. This work is situated in the broader African Mining Vision and	African Development Bank - Education for Sustainable Development	June-December 2019

Minerals Value Chain: The Case for Socio-Economic Consideration (collaboration with School of Mines)	assesses the experiences of the Zambian copper mining value chains in North-Western and Copperbelt Provinces to understand to what extent local communities are benefiting from mining activities at various stages of the value chain. The component being undertaken by INESOR seeks to identify socio-economic opportunities in the mining value chain and to translate the findings into a book chapter for publication under the project spearheaded by the School of Mines at the University of Zambia	in Africa (ESDA)	
Options for Reducing Corruption in Procurement in the Construction Sector: The Case of Zambia.	The purpose of this study was to identify options of reducing Corruption in procurement in the Construction Sector in Zambia.	Anti- Corruption Commission	2013-2019
Assessment of Factors leading to Malnutrition in Zambia using Living Conditions Monitoring Survey	The purpose of this PhD research project was to assess the factors leading to malnutrition in Zambia using the living conditions monitoring survey.	UNZA/INESOR – PhD Research (Reading University)	2013-2019
Feasibility Study of the Proposed Multipurpose Glass/Viewing Bridge Connecting Zambia and Zimbabwe at the Danger point in the Victoria Falls Rain Forest in Livingstone-Zambia and Victoria Falls-Zimbabwe	The was a feasibility Study of the proposed Multipurpose Glass/Viewing Bridge Connecting Zambia and Zimbabwe at the Danger point in the Victoria Falls Rain Forest in Livingstone-Zambia and Victoria Falls-Zimbabwe.	Warm Harbour Enterprises	March- July 2019
Development of a Degree Course in Intangible Cultural Heritage (ICH) Management	The purpose of this study was to develop a degree course in ICH Management at UNZA.	UNESCO	March 2018- March 2021
Desk Research for Transformation of Indigenous Zambian Games into Commercial Products	This study was based on a national festival which exhibited and documented Zambian Indigenous Games.	Ministry of Tourism and Arts (MOTA)	October 2014- TBA
Impact Evaluation of Community Based Results Financing in Zambia	The purpose of this study was to conduct an impact evaluation of community based results financing in Zambia.	PEP, Partnership for Economic Policy	June 2019- 2021
Global Competitiveness Survey	This an annual survey of the business environment in Zambia undertaken in collaboration with the World Economic	World Economic Forum	January- December

	Forum, based in Geneva Switzerland. The Zambian survey contributes to the Global Competitiveness Report produced every year in September.		2019
Youth Employment and Migration study	This study examines the youth employment – migration nexus in Zambia.	IDRC	March 2017- June 2019
Novel Methods for Optimizing Health Systems Payment for Performance Interventions to Improve Maternal and Child Health in Low Resource Settings	The project aims to improve women’s and children’s health in low-resource settings by maximising the impact of health systems results based financing interventions through the development and use of system dynamic and agent-based models.	London School of Hygiene and Tropical Medicine	September 2019- December 2020
Effects of Performance Based Financing on Autonomy and Accountability in Zambia	The purpose of this study was to investigate the effects of performance based financing on autonomy and accountability in Zambia.	African Economic Research Consortium	March 2019- March 2020
Work-Study: Internship and Educational Mismatch among Youths in Zambia	This paper analyzed the effect of working while studying in college and university on educational mismatch in the Zambian labor market. The study used the 2014 School to Work Transition Survey data and estimated a range of extended ordered probit regression models that account for self-selection and sample-selection bias into account.	Partnership for Economic Policy	July 2018- December 2019
ILO Biographical Book Project	This is a book project that chronicles the work of prominent African trade unionists. For Zambia, this is anchored on a Biographical Study of the life of Fackson Shamenda, former Zambia Congress of Trade Unions President and Former Minister of Labour in the Sata Regime.	International Labour Organisation (ILO)	June 2019- May 2020
Informal Sector Employment Baseline in Zambia	This is a collaboration with the Zambia Institute for Labour Research and Development (ZILARD) and conducted a baseline of informal employment in Zambia and mapped out key informal sector associations for the purpose of providing policy evidence for extension of social protection to informal sector	African Labour Research Network	June- December 2019

	operators.		
Afrobarometer Round 8 Survey	The purpose of this study is to conduct a comparative series of public attitude surveys that assess citizen attitudes to democracy and governance, markets, and civil society, among other topics.	Afrobarometer Africa	2020-2023
The Added Value of Gender Transformative Approach	The study examines the effects of a capacity strengthening trajectory with comprehensive sexuality (CSE) teachers in Eastern Province, Zambia.	Rutgers	February 2019- January 2020
Barriers of Access to HIV prevention services by young people	The study sought to identify the legal/policy institutional, socio cultural barriers of access to SRH/HIV by AYP in Zambia.	National AIDS Council	March 2019- October 2019
Poverty Dynamics in Zambia	The study investigates factors that push people into poverty and those that enable people escape poverty. It elucidates on reason why some people remain chronically poor, why some escape and why other not only escape, but also sustain their escapes.	Overseas Dev. Institute	June 2019- May 2020
Eradicate TB Operations Research	This operations research aims to build capacity of district level Ministry of Health staff in research.	Zambart	December 2018- November 2021
Employment Impact Quantification of the Biomass Sector in Namibia	The study used primary labour force data collected by the Namibian Statistical Authority in the period 2014 to 2020 to determine how much employment was been generated from activities associated with the bush control and biomass utilisation sector in Namibia. The novelty was in pulling together data from a cross section of minor sectors to generate a macro picture of employment generated by the sector that is not captured in the national accounting system.	GIZ Namibia	August 2019- January 2020
Maternal, Neonatal and Child Health	This is a study of maternal and Neonatal child health in Zambia.	World Vision	August 2019- October 2020
LO – ILO Norway Confederation of Ethiopian Trade Unions	This was an end evaluation of the organisation development programme for the ZATUC, Ethiopia. The	LO- Norway	December 2020- February

(Cetu) Programme Evaluation	programme was implemented in the period 2015-2018.		2020
Investigation of different approaches to influencing social norms change for using family planning in two countries under the WISH programme: Sierra Leone and Zambia	The Purpose of this study was to investigate different approaches into influencing social norms, change for using family planning in two countries under the WISH programme : Sierra Leone and Zambia	Itad UK	December 2019- May 2020
National Comprehensive Condom Strategy and Operational Plan	This project was aimed at developing the Comprehensive Condom Programming Strategy and Operational Plan for 2020-2015.	National AIDS Council	December 2019- May 2020
Evaluation of how empowering worldview contributes to household economic empowerment	The objective of this study was to examine the pathways of change for a faith-based behaviour change approach for economic empowerment developed by World Vision.	Overseas Development Institute	December 2019- May 2020
Community Vulnerability and Risk Assessment- Building the Resilience of Lusaka's Unplanned Settlement to the Impacts of Climate Change	This was a vulnerability and risk assessment of the building and resilience of Lusaka unplanned settlement on the to the impacts of climate change	SIDA	July 2019- June 2020

5.1 Workshops and Seminars

The Table below gives a summary of the workshops and seminars that were attended by INESOR staff in 2019.

Table 5: Workshops and Seminars attended in 2019

Theme of the Conference	Date	Country/Place of Conference	Title of Paper presented	Main Presenter	Target Group	Sponsor
“African Trade Unions Time for Change”	11th - 15th February, 2019	Lomé, Togo	“Are Regional Trade Union Organisations an Opportunity or a burden for Unity?”	Grayson Koyi	Academics, researchers, Civil Society Organisations (CSO), Representatives of Government	International Trade Unions Confederation (ITUC-

					Institutions	Africa)
African Bureau of UNESCO of intergovernmental Committee for the safeguarding of Intangible Cultural Heritage (ICH)	21st March, 2019	Paris, France	To examine and decide on the requests for international assistance of five countries (Cameroon, Djibouti, Eswatini, Malawi and Zambia)	Munukayu mbwe Munyima et al	Djibouti, Eswatini and Malawi funding approved; Cameroon and Zambia were referred for revision and resubmission.	UNESCO
Youth Employment And Migration In Eastern And Southern Africa Project Dissemination Workshop	April 2019	Malawi, Blantyre	Youth Employment and Migration in Zambia	Dr. Chama-Chiliba	Policy makers and researchers from Zambia, Kenya, Uganda and Malawi	IDRC
PEP annual conference: PIERI-Impact Evaluation Government. Mentoring	May 2019	Cape Town, RSA	Impact Evaluation of the Community Based Results Based Financing in Zambia	Dr. Peter Hangoma	Researchers	Partnership for Economic Policy
Healthcare Financing In Africa – Country Case Studies Inception And Capacity Building Workshop,	May 2019	Cape Town, RSA	Effects of Performance Based Financing on Facility Autonomy and Accountability in Zambia	Dr. Chama-Chiliba	Researchers	African Economic Research Consortium
PEP annual conference: PMMA	May 2019	Cape Town, RSA	Work-Study and Educational Mismatch among Youths in Zambia	Mwimba Chewe	Researchers	Partnership for Economic Policy
UNU-WIDER Seminar Series	June 2019	Finland, Helsinki	Intergenerational Transmission of Education, Ethnicity and Pre-colonial African Society	Patricia Funjika	Researchers, Doctoral Students	UNU-WIDER

UNESCO Bureau for the Intergovernmental Committee for the safeguarding of Intangible Cultural Heritage (ICH)	18th June, 2019	Paris, France	To examine and decide on the following: - Utilization of the funds allocated for 'other functions of the Committee' under the Plan for the use of the resources of the Intangible Cultural Heritage Fund - Examination of a request for International Assistance greater than US\$100,000 - Examination of requests for International Assistance up to US\$100,000	Munukayu mbwa Munyima et al	All UNESCO State Parties to the 2003 Convention	UNESCO
Health Economics Conference	July 2019	Basel, Switzerland	Effect of RBF on Facility Accountability and Autonomy	Dr. Chama-Chiliba	Researchers	AERC
PEP Special General Meeting: PIERI-Impact Evaluation Government Mentoring Program	July 2019	Dakar, Senegal	Impact Evaluation of the Community Based Results Based Financing in Zambia	Dr. Chama-Chiliba	Researchers	Partnership for Economic Policy
Book Writers Conference	August	Kigali, Rwanda	Union Organizing Africa	Dr. Grayson Koyi	Researchers	ILO
Regional Migration in the SADC Region	September	Gaborone, Botswana	Options for Portability of Pensions in the SADC Region	Dr. Grayson Koyi	Researchers and policy makers	Solidarity Centre, RSA

Implementation Research	September	Lusaka, Zambia	Quantitative Data Analysis in Implementation Research	Dr. Grayson Koyi	Researchers, Policy Makers	UNICEF
Climate Change Mitigation and Adaptation Conference	14-18 October 2019	Mozambique/ Maputo	The Impact of Climate Change in the Unplanned Settlements	Gertrude Ngenda	Climate Change Practitioners from Southern Africa	SIDA, Meteorological Institute of Sweden
Annual Graduate Women's Conference	10-11 October 2019	Zambia/ Lusaka	Drug Trafficking among Zambian Women: What is the Push?	Prof. Mubiana Macwan'gi and Nalukui Milapo	Zambian Graduate Women	Graduate Women Conference
UNESCO Workshop on Policy Development in the field of Intangible Cultural Heritage (ICH)	3-6 November 2019	Zambia/ Kabwe	Attended as Participant	Attended as Participant	Cultural Officers, Officials from National Museums and Academics	UNESCO
Climate Change Mitigation and Adaptation Training	16 November- 6 December 2019	Sweden/ Norrkoping	Attended as Participant	Attended as Participant	Climate Change Practitioners from Southern Africa	SIDA, Meteorological Institute of Sweden
Workers organisation and the future of the informal economy: Inter-regional forum on Trade Union Involvement on Organizing the Informal Economy Trade Unions	8-9 December 2019	Kenya/ Nairobi	Presentation on a Draft Tool to Assess the Collaboration of Trade Unions and Informal Economy	Grayson Koyi	Labour Experts, Trade Union Practitioners and Policy Makers	ILO
Book Writers Conference	15- 18 December	Tanzania/Zanzibar	Organizing as a Strategy for Union Renewal in Africa:	Grayson Koyi	Book Writers, Researchers, Policy Makers	ILO

	r 2019		Experiences and Approaches		and Trade Union Practitioners	
African Bureau of UNESCO of intergovernmental Committee for the safeguarding of Intangible Cultural Heritage (ICH)	21 March, 2019	Paris, France	To examine and decide on the requests for international assistance of five countries (Cameroon, Djibouti, Eswatini, Malawi and Zambia)	Munukayu mbwe Munyima et al	Djibouti, Eswatini and Malawi funding approved; Cameroon and Zambia were referred for revision and resubmission.	UNESCO
“African Trade Unions Time for Change”	11 -15 February, 2019	Lomé, Togo	“Are Regional Trade Union Organisations an Opportunity or a burden for Unity?”	Grayson Koyi	Academics, researchers, Civil Society Organisations (CSO), Representatives of Government Institutions	International Trade Unions Confederation (ITUC-Africa)

5.2 Publications

Below is a list of publications that were done by INESOR staff during the period under review:

Published

Chansa, C., Mukanu, M., **Chama-Chiliba, C.**, Kamanga, M., Chikwenya, N., Bellows, B. and Kuunibe, N., 2019, July. Looking at the Bigger Picture: Effect of Performance-Based Contracting of District Health Services on Equity of Access to Maternal Health Services in Zambia. Forthcoming Health Policy and Planning

Kett, M., Carew, M.T, Asiimwe, J.B., **Bwalya, R.**, Gitonga, A., Nyehn, B.A., Olenja, J., Swartz, L. and Groce, Nora [in] Georgalakis, J. and Rose, P (2019) “Exploring *Partnerships between Academia and Disabled Persons’ Organisations: Lessons Learnt in Collaborative Research in Africa,*’ *IDS Bulletin, Volume 50, No.1, May, 2019.*

Patrick O’Farell, Pippin Anderson, Christina Culwick, Paul Currie, Jessica Kavonic, Alice McClure, **Gertrude Ngenda**, Eoin Sinnott, Nadia Sitas, Carla- Leanne Washbournel, Michelle Audouin, Ryan Blanchard, Benis Egoh, Julie Goodness, Ilse Kottzee, Tom Sanya, William Staffor and Gien Wong.

Towards Resilient Africa Cities: Shared Challenges and Opportunities towards the Retention and Maintenance of Ecological Infrastructure. Cambridge University Press, November, 2019

Rachel Cassidy*, Neha Singh, Pierre-Raphaël Schiratti, Agnes Semwanga, Peter Binyaruka, Nkenda Sachingongu, **Chitalu Miriam Chama-Chiliba**, Zaid Chalab, Josephine Borghi, Karl Blanchet, Mathematical Modelling for Health Systems Research: A Systematic Review of Agent-Based Simulation and System Dynamics Biomedical (BMC) Research Services. Forthcoming BMC Research Services Journal

Shakespeare, T., Mugeere, A., Nyariki, E. & **Simbaya, J.** (2019) “Success in Africa, Disabled People share their Stories,” African Journal of Disability.

Working Papers Completed during second quarter and available for comments:

Funjika, P. (2019) Intergenerational Transmission of Education, Ethnicity and Pre-colonial African Society – **Journal article draft**

Funjika, P. (2019) Colonial Origin, Ethnic Capital and Intergenerational Mobility in Africa – **Journal article draft**

Koyi G. (2019) Overview of Policies for Formalising the Informal Economy: An International Survey– **Journal article draft**

Kamwanga, J. and Koyi, G. (2019) Decent Work Mainstreaming in Rural Zambia: A Situation Analysis- **Journal article draft**

Koyi, G. (2019) Multi-Unionism in the Public Sector in Zambia: Preventing or Promoting Union Effectiveness? - **Journal article draft**

Koyi, G. (2019) Organising, Membership and Youth Participation in Trade Unions in Africa: Case of a Public Service Union in Zambia- **Book Chapter**

Manuscript submitted to Journal for review

Cheleka Namkando, Frank Chansa, **Chitalu M. Chama-Chiliba***, Factors associated with Youth Migration for Employment in Zambia, **Manuscript submitted to Journal for review** Collins Chansa*, Mulenga Mukanu, **Chitalu Miriam Chama-Chiliba**, Mpuma Kamanga, Nicholas Chikwenya, Ben Bellows, Naasegnibe Kuunibe, Effect of Performance-Based

Nsimabane, A. and **Funjika, P.** (2019) Mobile phone use, Productivity and Labour market outcomes in Tanzania. UNU-WIDER Working paper (Forthcoming)

Simbaya, J. Funjika P. (2019) Evaluation of the impact of PMTCT services in Zambia using EPI services. Working paper (draft form)

Chiliba et al. (2019) ‘Work-study and educational mismatch in Zambia’ submitted to PEP

In Press

Funjika, P., Simbaya, J. & Chibwili, E. (2019) “Client Cost of Accessing “Free” Anti- Retro Viral Therapy at Public Health Facilities in Zambia,” AIDS Research and Treatment Journal.

Kate, M., Bwalya, R. et al (2019) “Exploring Partnerships between Academia and Disabled Person’s Organisations: Lessons Learned from Collaborative Research in Africa,” IDS Bulletin for publication in April, 2019.

O’Farrell, P.... Ngenda, G. et al (2018) “Towards Resilient African Cities: Challenges to the Retention and Maintenance of Ecological Infrastructure,” Cambridge University Press

Kashoki M. E. (2018) ‘Nation - Building in the Context of One Zambia, One Nation’ Gadsden Publishers, Lusaka

Bwalya, R., Simbaya, J., Chitali B. and Mutenekwa, I. (2018) **Are disabled persons engaged in similar work activities as their non- disabled counter- parts in Zambia**

6.0 Reflection

6.1 Challenges

The following are some of the challenges that the Institute experienced during the period under review:

- Shortage of Manpower - about seven (7) Research Fellows were pursuing PhD studies, those who have retired in the past have not been replaced hence limiting the capacity of the Institute to implement activities.
- New Centralised Signatory System causes delays in release of funds (especially that we INESOR offices are not at main campus) as signatories are not always available.
- Old and dilapidated infrastructure for seminars, meetings and short course trainings among others remains a challenge.
- Inability to attract long term bankable research projects where the Institute can generate sufficient revenue.
- Insufficient funds.
- Low publications.

6.2 Outlook of the Coming Year

The following are some of the highlights for 2020:

- The Institute will continue to implement ongoing studies, writing of papers for publication.
- The Institute will continue with capacity building of Policy Makers and Programme Managers through short course trainings.
- The Institute will continue to pursue research grant opportunities in partnership with other schools and units within the university and national and international partners. A couple of grant proposals were developed and we look forward to favourable responses from funders.
- Implement Staff Performance Appraisal System.
- Identify and write proposals for research.
- Enhance links with all units at UNZA
- Improve our publication record - The Institute recognizes the need for the Institute to be a leader in publishing owing to the fact that it is one of the units involved in full time research. Efforts have been made thus far, however, going forward, we plan to step up our publication record as a way of disseminating research findings.