



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

2018 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

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Directors Statement

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1.0 Introduction

1.0 Introduction

1.1 Brief Description of the School/ Unit

The Institute of Economic and Social Research (INESOR) is an interdisciplinary social science research wing of the University of Zambia (UNZA). The institute carries out both basic and applied research. 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 (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 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. In this regard, 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, Africa and the rest of the World. In terms of research infrastructure, INESOR has a Documentation and Information Centre called the Elizabeth Colson Research and Documentation Centre (ECRDC) and Training Centre.

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. Dr. Sydney Malama, one of the Research Fellows from the Health Promotion Research Programme (HPRP) was transferred from INESOR to the School of Natural Sciences on 2nd November 2018.

1.2.2 Initiation of a new project – The Institute initiated one new project with support from the United Nations Educational Scientific and Cultural Organisation (UNESCO). In December, 2017, UNESCO through its Inter-Governmental Committee for the Safeguarding of the Intangible Cultural Heritage approved a grant of US \$ 334, 820. 00 for UNZA to develop and implement a degree programme in Intangible Cultural Heritage (ICH).

The degree programme would be the first of its kind in the Sub-Saharan Africa and therefore, has the potential to attract students not only in Zambia but also from countries within and beyond the Southern African region. The UNESCO funding will support the introduction of the programme and will run it for a duration of 36 months from the year 2018. Thereafter, funding of the programme will be taken over by the Government of the Republic of Zambia. It is however

anticipated that the programme will, in the medium term, be self-sustaining as it would attract enrolment of international students.

- 1.2.3 Keep UNZA Clean - Members of staff continue to participate in the activity from the time it was launched to maintain clean surroundings.
- 1.2.4 The Institute participated in the 2018 editions of the 54th International Trade Fair and the 92nd edition of the Agricultural and Commercial Show in a bid to showcase INESOR's newest research products, expand our clientele and meet our remotest clients. In addition, it is also chance to take advantage of an excellent advertising opportunity.

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

The growth of the agricultural sector has always been considered important for attainment of Zambia's long term growth vision. For instance, in its Vision 2030, Zambia hopes to have an efficient, competitive, sustainable and export-led agricultural sector that assures food security and increased incomes by 2030. This vision for the sector has consistently been carried through in all the four national development plans (NDPs), with the Seventh National Development Plan (7NDP) having the agricultural sector, together with tourism, manufacturing and mining, as the key sectors that have been targeted as the key sectors that

will help to achieve the plan's goal of creating a diversified and resilient economy for sustained growth and economic transformation. This is because the country is relatively well-endowed with natural resources such as land, water and fertile soils that support agricultural activities. However, 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.

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

2.2.2 Economic and Business

Zambia has registered real growth in the gross domestic product of above 5 percent per annum over the last few years with annual inflation dipping into single digit figures. However, this has not translated into notable improvements in standards of living for the majority of Zambians. Human deprivations manifest in pervasive poverty, inequality and unemployment. Economic ills also manifest in high commercial bank lending rates, volatile exchange rates and a burgeoning national debt that threaten future macroeconomic stability. In response to these national development challenges, Zambia has formulated Vision 2030 of becoming "a prosperous middle - income country". The vision is operationalized through five-year rolling development plans. Currently, the Seventh National Development Plan (7NDP, 2017-2021) is underway. The theme of the 7NDP is "accelerating development efforts towards Vision 2030 without leaving anyone behind. Achieving the country's Vision 2030 of "a prosperous middle - income country" and the 7NDP's theme of "accelerating development efforts towards Vision 2030 without leaving anyone behind" needs to rest on a concrete analysis and evidence of policies for equitable and sustainable development. Such evidence can only be obtained from thorough research in the main areas of development and of economic development policies that generates a critical understanding of the various factors that influence development outcomes. The Economic and Business Research Programme (EBRP) responds to this felt need and undertakes research that responds to various contemporary economic development questions.

Priority Areas

In the next five years the main focus of the EBRP will be on research around optimal short-run macro and microeconomic management and around longer-run issues and policies of sustainable and equitable human development. Priority areas will include:

- (a) Macroeconomics;
- (b) Sector studies (e.g. mining, construction, manufacturing, small-scale industry; banking, trade and finance);
- (c) Competiveness analysis, including the role of innovations, technology, education and skills development;
- (d) Marketing research;
- (e) Labour, employment and the future of work in a digitalized economy;
- (f) Regional cooperation and integration;
- (g) Sustainable growth and human development;
- (h) International trade, finance and development;
- (i) Social protection and poverty reduction;
- (j) Inequality, income distribution and socio-political forces in economic analysis;
- (k) Environmental and natural resource management;
- (l) Institutional factors, regulatory frameworks and behavior of socio-economic groups; and
- (m) Results-based policy monitoring and evaluation, and economic issue-based opinion polls.

The programme will also expand and roll out its capacity building for policy and programming through executive and academic courses in monitoring and evaluation, research methodology and operations research, data analysis, and public policy analysis. The EBRP will also explore future training provisioning for research-oriented post-graduate programmes within the ambit of the Institute's research expertise.

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

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. The health reforms, however, were characterized by a number of challenges including (i) a huge disease burden due to both communicable and non-communicable diseases; (ii) insufficient and declining international and domestic financial resources; (iii) donor dependency; (iv) Human Resources for Health crisis; and (v) 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. The 2011-2015 NHSP was criticised

for not attaching the commensurate weight to preventative and community based health care. To this end, essential departure of the 2016-2021 is its emphasis on the socio-economic determinants and bias toward community health.

The Health Promotion Research Program (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. The program seeks to implement research that will contribute towards the acceleration of the health related SDGs 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 health issues. In the next five years, the HPRP will primarily focus on the following areas for research:

- i. Social determinants of health
- ii. Models of strengthening health systems
- iii. New born, child and maternal health.
- iv. Infectious diseases (HIV and AIDS, Malaria and TB)
- v. The social determinants and consequences of non-communicable
- vi. Behaviour change communication.

2.2.5 Socio-cultural Research Programme

Zambia's population was reported to be at 15.4 million in 2015 projected to increase to 17.9 million by 2020 based on the average annual growth rate of 2.8 percent. At this growth rate, the population is expected to reach 23.6 Million by 2030. A majority (46.0%) of the population is under the age of 15 and is highly dependent (CSO, 2013:10). 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 socio-cultural factors. According to the Seventh National Development Plan (2017:29), cultural factors specifically include values, attitudes and behavioural patterns that are intertwined in various aspects of development. Despite this recognition, Socio-cultural factors, generally, have not been given enough consideration when addressing 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 7NDP 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 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

Zambia is characterized by rapid urban population growth with inadequate essential infrastructure and services, high levels of unemployment and poverty. Addressing these urban challenges requires the generation of scientific evidence on which interventions urban governance, planning and management systems can be based. However, such required research efforts are hampered by inadequate funding and human resources capacity. Urban governance, planning and management are among the key areas needing evidence based interventions. The literature has shown unveiled deficits in housing, water and sanitation against rapid population growth and increasing urban poverty. The adverse situation in the urban areas is exemplified by equally appalling statistics, such as only 33% of urban households having access to safe sanitation, and 44 percent of residents in peri-urban areas having access to safe water supply, and less than 20 percent having 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 a housing deficit since independence, worsened by the persistent rural-urban migration. This resulted from the historically skewed 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.

- i. Migration, urbanisation and urban population dynamics,
- ii. Urbanisation, planning and housing in Zambia

- iii. Informal Settlements and upgrading
- iv. Urban Sustainability and resilience, Urban Services and Infrastructure
- v. Informality and the Informal Economy
- vi. Spatial and land use planning
- vii. Regional Planning and Rural urban linkages
- viii. Urban Poverty, Governance, governability and decentralisation

2.3 Committees and their Functions

INESOR works through 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 of Research Programmes is answerable to the UNZA Senate, the highest Academic decision-making body of the University. It 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 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 a 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 fortnight to look at the operation 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 within the University. 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 2018.

Table 1: Statement of Comprehensive Income

Table: Accounts for the year ended 31 December 2018/ Statement of Comprehensive Income

Name	2018	2017
Revenue	K	K
Project Management Fees	439,850	933,472
Other Income	654	148,762
Total income	440,504	1,082,233
Administration Expenses		
Academic Staff Costs	1,900	250
Non- Academic Staff Costs	12,275	36,450
Infrastructure & Maintenance	185,785	250,851
Depreciation	344,164	357,842
Administrative Support Account	161,576	350,959
Total Administration Expenses	705,700	996,352
Surplus	(265,196)	85,881
Other Comprehensive Income		
Dividends		
Revaluation		
Exchange Gain/(Loss)		
Total other Comprehensive Income	-	-
Surplus	(265,196)	85,881

3.2 Human Resource

3.2.1 Staff Strength (Establishment)

As at December 31, 2018, 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.

Table 2: Staffing Levels

Research Program/ Section	Approved	Existing as of December 31 st , 2018	Shortfall/ Surplus
Agriculture and Rural Development	5	1	-4
Economic and Business	5	3	-2
Governance	5	2	-3
Health Promotion	5	2	-3
Socio-Cultural	5	3	-2
Urban Development	5	3	-2
Administration	17	14	-3
Total	47	28	-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, China	July, 2020
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

There were no promotions during the period under review.

3.2.4 Staff Capacity Building

The Institute held a number of workshops in 2018 to enhance 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 enhancing the usage of ICTs among staff:

- a. ICT Equipment Cabinets Maintenance – All the CISCO switches were serviced in order to prolong their lifespan. This activity was conducted on a quarterly basis.
- b. Replacement of Wall Jacks – Ten Wall Jacks which were damaged in 10 different offices were replaced.
- c. 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 carry out 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) undertook during the period under discussion:

- a. The Centre secured credentials for DSpace, an open source repository software, a package typically used for creating open access repositories for scholarly and or published digital content. This was partly to ensure that Information materials are properly stored in line with best practice. DSpace enables the Colson Centre to upload the Institute's works on the University of Zambia Institutional Repository. However, much as a number of journal articles, research reports and working papers have been uploaded, currently, none appears on the IR. This is because the right to approve documents on the system still remains with the University of Zambia Main Library. However, discussions are underway to grant the rights to approve within the Colson Centre. This is important because today's researchers regularly use the internet to find scholarly materials, making it vital that content is made available on the University of Zambia, Institutional Repository to optimize for discoverability by search engines in any location.
- b. Website Content Management was one of the tasks that took center stage with the reorganization of the website in collaboration with CICT from the use of Joomla Content Management System to Drupal. The work is ongoing as information continues to flow.
- c. Digitization of manuscripts: The Colson Centre acquired a plustek Opticbook digitization scanner to be used in the digitization of manuscripts to preserve and improve their accessibility. So far 24 manuscripts have been digitized.

- d. One (1) student from UNZA studying for their Library and Information Studies Degree and two (2) from the Evelyn Hone College studying for their Diploma in the same field were hosted to undertake Library Practical Training at the Documentation Centre as partial fulfilment of their study programmes.
- e. The Institute was part of the schools and units that exhibited at the 2018 editions of the 54th International Trade Fair in Ndola as well as the 92nd Agricultural and Commercial Show in Lusaka, where UNZA scooped second and first prize respectively, in the categories enrolled in.
- f. User statistics of the Documentation Centre remained at average of 9 -10 visitors per day in 2018.
- g. Routine works of the library such as shelving and shelf reading, cataloguing and classification, e.t.c. also continued. About 120 manuscripts and articles were added to the collection thereby increasing the variety of information materials available for use.
- h. Information Dissemination: The Colson Centre successfully generated and circulated 2 separate newsletters and 1newsletter carrying stories for 2 quarters in the year 2018. The newsletters inform stakeholders and other readers on the activities of the Institute on a quarterly basis. The Centre also participated in the dissemination and distribution of other relevant materials.

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. 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.

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. Sydney Malama supervised two (2) Masters Students from the Veterinary and Medicine Schools, respectively and one (1) PhD student in the School of Medicine at UNZA
- 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 2018 Research Projects

Title of Research Project	Brief Description	Funders	Start and Finish Date
Evaluation of the LO-Norway Zanzibar Trade Union Congress (ZATUC), Tanzania Cooperation Programme, 2015- 2018	This was an end evaluation of the organisation development programme for the ZATUC, Tanzania. The programme was implemented in the period 2015-2018.	Labour Organisation of Norway/ Norwegian Agency for Development Cooperation (NORAD)	August – October 2018
Evaluation of the LO-Norway- National Organisation of Trade Unions (NOTU) Uganda Corporation Programme, 2015-2018	This was an end of project evaluation of an organisation development programme for the NOTU in Uganda. The project covered the period 2015-2018.	Labour Organisation of Norway/ NORAD	September - December 2018
Development of a Data Catalogue for the National Performance Framework (NPF) and the 7 th National Development Plan (NDP)	This project has been harmonising key performance indicators in the NPF with those in the 7 th NDP and developing monitoring and evaluation templates for automating the national development monitoring and evaluation system.	Die Deutsche Gesellschaft fur Internationale Zusammenarbeit (GIZ)/ Ministry of National Development Planning (MNDP)	August - December 2018
Opportunities for Value Addition in Zambia’s Mining Industry Minerals Value Chain: The Case for Socio-Economic Consideration (collaboration with School of Mines)	The project is a sub- component of the project being undertaken by the School of Mines. 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.	African Development Bank (AfDB) - Education for Sustainable Development in Africa (ESDA)	June - December 2018
Bridging the Gap,	The purpose of this research is to	Economic and Social	November

Examining Disability in Four African Countries, Household Survey	conduct a comprehensive analysis to explore the apparent gaps between policy formulation and implementation.	Research Council (ESRC)/ University College, London	2015 - November 2018
Levers of Success	The Levers of Success aimed to trace the enabling factors that have contributed to the success of selected persons with disabilities who are deemed as being successful. This is in line with the aim of empirically documenting the factors that enable persons with disabilities to succeed in life.	Leonard Cheshire Disability	May, 2015 - November, 2018
Decent Work (DW) Mainstreaming in the Integrated Rural Development Strategy	The aim of the study was to systematically diagnosis the Decent Work (DW) deficits to explain the underdevelopment and poverty in the rural economy in Zambia. Second, integration and mainstreaming of decent work issues in the Integrated Rural Development Operation Strategy (IRDOS) under the Seventh National Development Plan (NDP).	International Labour Organisation (ILO), Ministry of Finance and National Planning (MFNP)	December 2016- December 2018
Urbanization and National Development Planning in Zambia	Using Zambia as a case study, this project focused on the national development planning process, content and implementation to answer two key questions: i) is Urbanisation's potential being harnessed and leveraged for achieving Zambia's national and sectoral development goals? If not, why? ii) What can be done to ensure Urbanisation is better harnessed and leveraged to enable the achievement of these development goals and priorities?	United Nations Economic Commission for Africa (UNECA)	June 2017- March 2018
Development of the Ministry of Labour and Social Security (MLSS) Five Year Strategic Plan for Labour Market Information and Statistics (2018-2022) and a Data Catalogue	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).	MLSS	May 2017- March 2018
Options for Reducing Corruption in Procurement in the	The purpose of this study was to identify options of reducing Corruption in procurement in the Construction Sector	Anti-Corruption Commission (ACC)	January 2017- December

Construction Sector: The Case of Zambia.	in Zambia.		2018
Assessment of Factors leading to Malnutrition in Zambia using Living Conditions Monitoring (LCMS)	Using existing data from the LCMS, the purpose of this study was to assess the drivers of Malnutrition in Zambia.	UNZA/INESOR – PhD Research (Reading University)	2013-2018
Resource Allocation of HIV/AIDS Resources; A Case Study of Two Districts	The main aim of this study was to review the programme needs and resource allocation for HIV/AIDS in Lusaka and Kabwe Districts and future financial sustainability in NASF priority areas.	Avenir Health	July 2017- January 2018
Documenting Zambia's Hidden Heritage	The aim of the study was to trace and document slave trade routes, activities and sites in various parts of Zambia. Provinces from which field data was collected include Copperbelt, Eastern, Luapula, Lusaka and Northern.	UNESCO	February 2017- January 2018
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)	2014 - TBA
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

5.1 Workshops and Seminars

The Table below gives a summary of the workshops and seminars that were attended by INESOR staff in 2018.

Table 5: Workshops and Seminars attended in 2018

Theme of the Conference	Date	Country/Place of Conference	Title of Paper presented	Main Presenter	Target Group	Sponsor
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Decent Work Mainstreaming in the Integrated Rural Development Operation Strategy Dissemination	5 January, 2018	Zambia/ Lusaka – Twaangale Lodge	Final Report for the Mainstreaming Decent Work in the integrated Rural Development Operational Strategy 2017-2018	Grayson Koyi and Dr. Jolly Kamwanga	Planning Official in the Ministry of National Development Planning and International Labour Organisation (ILO) Representative	ILO
Labour Sector Performance Framework Dissemination	31 January 2018	Zambia/ Lusaka - Intercontinental Hotel	Zambian Labour Sector Performance Framework	Grayson Koyi	Ministry of Labour and Social Services (MLSS) and subordinated institutions such as National Pension Scheme Authority (NAPSA), Public Sector Performance Fund (PSPF), Workers Compensation Fund Control Board (WCFCB), Zambia Revenue Authority (ZRA), Technical Education Vocational and Training Authority (TEVETA), Patents and Company Registration Authority (PACRA), Smart Zambia	European Union (EU)
Extent and Nature of Integration of Urbanisation in National Planning	28 February 2018	Zambia/ Lusaka - Intercontinental Hotel	Extent and Nature of Integration of Urbanisation in National Planning	Grayson Koyi	Policy Makers and Planners in the main line Government Ministries and Provinces	United Nations Economic Commission for Africa (UNECA)

Indaba on Water and Sanitation Service Delivery	6 February 2018	Zambia/ Lusaka - Mulungushi International Conference Centre	Attended as Participant	Various	All organisations involved in water and sanitation	Engineering Institution of Zambia (EIZ)
Financial Needs Assessment Workshop for Bio-diversity Finance Initiative (BIOFIN)	12-13 February 2018	Zambia/ Chisamba - Fringila Lodge	Attended as Reviewer	BIOFIN Representative – Bruno Mweemba	Technical Committee Members	United Nations Development Programme (UNDP), Ministry of Lands and Natural Resources (MLNR)
Social integrity, transparency and accountability workshop	12-13 February 2018	Zambia/Lusaka – Intercontinental Hotel	Corruption in Zambia	Nalukui Milapo	Office of the Vice President, Ministry of Community Development and social Services, Ministry of Religious Affairs, Embassy of Norway and other Cooperating Partners	Embassy of Norway
World Economic Outlook: An African Perspective	5-9 March 2018	United States of America (USA)/ Washington DC	A Critical Analysis of the World Economic Outlook Report by the IMF: An African Perspective	Grayson Koyi	Economists, Researchers and Policy Makers from International finance Institutions and International Trade Union Organisations	International Trade Union Confederation (ITUC)

Evidence for Impact; translating research into gains for primary health in Zambia	20- 22 March 2018	Zambia/Lusaka – Mulungushi International Conference Centre	Prevention of Mother-to-Child Transmission of HIV in Zambia	Dr. Joseph Simbaya	Ministry of Health, National HIV/AIDS/TB Council and all Cooperating partners of the Zambian Health Sector	Population Council
Stakeholders Meeting on the Review of the Witchcraft Act Chapter 90 of the Laws of Zambia	22 March 2018	Zambia/ Lusaka - Mika Hotel	Attended as Participant	Zambia Law Development Commission (ZLDC) Representative	House of Chiefs, Ministry of Chiefs and Traditional Affairs, Civil Society, Traditional Chiefs, Women’s Groups, Traditional Healers and Practitioners Association of Zambia (THPAZ)	ZLDC
Southern African Development Cooperation (SADC) Monitoring and Evaluation (M&E) Reporting Workshop	10 -13 April 2018	Zambia/ Lusaka- Twaangale	Attended as Trainee	Attended as Trainee	Cluster Advisory Groups that deal with Education, Educational Institutions, Policy Makers and Planners	SADC
China in Zambia: Peer Review Workshop	19 April 2018	Zambia/ Lusaka- Protea Hotel	Labour Relations and Social Dialogue in Chinese Investments in Africa: The case of Jiangxi Construction in Zambia	Grayson Koyi	Planning Official in the Ministry of National Development Planning and ILO Representative	ILO
Decent Work Mainstreaming in the Integrated Rural Development Operation Strategy Dissemination	5 June 2018	Zambia/ Lusaka – Twaangale Lodge	Final Report for the Mainstreaming Decent Work in the Integrated Rural Development Operational Strategy 2017-2018	Grayson Koyi and Dr. Jolly Kamwanga	Planning Official in the Ministry of National Development Planning and ILO Representative	ILO

Global Disability Summit/Bridging the Gap Stakeholders Consultative Meeting	29 June 2018	Zambia/ Lusaka- Intercontinental Hotel	Bridging the Gap: Examining Disability and Development in Four (4) African Countries: Kenya, Sierra Leona, Uganda and Zambia	Dr. Joseph Simbaya	Civil Society Organisations, Policy and Makers and Planners	Leonard Cheshire Disability
First Aid Staff Training	21-22 August 2018	Zambia/ INESOR Training Centre	None	Representatives from Zambia Red Cross Society	INESOR Staff	INESOR
Seminar presentation on Readership of Zambian Stand-alone Online Newspapers: An Analysis of Reach, Reader Demographics and Motivations for Reading	23 August 2018	Zambia/ INESOR	Readership of Zambian Stand-alone Online Newspapers: An Analysis of Reach, Reader Demographics and Motivations for Reading	Parkie Mbozi	Academia, Media Practitioners	INESOR
HIV/AIDS Technical Working Group Meeting	20 September 2018	Zambia/ Ministry of Health (MOH)	PMTCT National Evaluation	Dr. Joseph Simbaya	Members of the HIV/AIDS Technical Working Group	MOH
4th Biennial Conference of Association of Critical Heritage Studies (ACHS)	1-6 September 2018	China/ Hangzhou – Zhejiang University	Challenges of Research on Trans- Boundary Cultural Heritage in Southern Africa Challenges of Research on Trans- Boundary Heritage in Africa	Munukayumbwa Munyima	Professionals in the Heritage field	Chinese Embassy and UNESCO
Evaluation of NORAD funded Programme in Zanzibar Trade Union Congress (ZATUC)	27 August-1 September 2018	Tanzania/Zanzibar	Preliminary Findings of the Evaluation of NORAD funded Programme in Zanzibar Trade Union Congress	Grayson Koyi	National Leadership of ZATUC	Labour Organisation of Norway / NORA

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5.2 Publications

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

Published

Monde, N., Munyeme, M., Muwonge, A., Muma, J. B., **Malama, S.** (2018) **Characterization of Non-Tuberculosis Mycobacterium from Humans and Water in an Agro - pastoral Area in Zambia** BMC Infectious Diseases doi 10.1186/s12879-017-2939-y

Edward, A., Sanchez, J. F., Chhorvann, C., Bowles C., **Malama, S.**, and Chege, J. (2018) **Impact of Community Oriented Interventions on Pediatric Care-seeking Practices - A Multi - Country Study in Cambodia, Guatemala, Kenya and Zambia** Preventive Medicine Community Health, doi: 10.15761/PMCH.1000105 ISBN 2516- 7073

Daka, B., **Chibwili, E.**, Mwitwa, H.D., **Malama, S.** (2018) **Determination of the Correlation between Nutritional and Socio – Economic Status of Under-five Children in Lusaka District** ARC Journal of Health and Nutrition Vol. 4, Issue 2, 2018 ISSN 2455-2550 doi: <http://dx.doi.org/10.20431/2455-2550.0402005>

Shakespeare, T., Mugeere, A., Nyariki, E. and **Simbaya, J.** (2018) **Success in Africa: Disabled People share their Stories** African Journal of Disability ISSN: 2223-9170, E- ISSN: 2226-7220

In press

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

Koyi, G. et. al. (2018) **Factors Influencing Trade Union Effectiveness in the Public Service in Zambia: Associations and Mediating Effect** – submitted to EID Journal based in Sweden

Koyi G. et. al. (2018) **Trade Union Effectiveness in the Public Service in Zambia** – Journal Article Draft – under peer review, submitted to Indian Journal of Industrial Relations

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, 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 2019:

- 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.