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CORE VALUES

Academic Freedom
Accountability
Equity
Excellence
Green Environment
Innovativeness
Integrity

EDITORIAL TEAM

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DIRECTOR'S MESSAGE

Dear readers,

Greetings from INESOR!



Dr. Jolly Kamwanga

In this edition, we are happy to give you some insights of things that kept us busy in the last Quarter. This newsletter contains stories of a video seminar presentation on findings of a study on Slave Trade held on 17 J. Also contained is a training in Qualitative and Quantitative Data Analysis Methods. Further we are happy to share information on the awarding of three of our staff during the UNZA Institutional Labour Day Celebrations held on 18th May 2018.

Insights of papers presented at two different research fora are also included. These include a paper on Labour Relations and Social Dialogue in Chinese Investments Peer Review Workshop held on 19 April, 2018 at Protea Hotel in Lusaka. We also have an article on issues affecting people living with disabilities emanating from a meeting on Disability held at Intercontinental Hotel on 29 June, 2018. Another paper on Value Chain Analysis of Indigenous Poultry Sub - Sector in Lusaka and Surrounding Districts - Zambia was presented at the Southern Africa Regional Policy Forum held at Southern Sun Hotel, Johannesburg, South Africa from 14 - 15 May, 2018.

The newsletter also includes an orientation workshop for lecturers who will be involved in delivering the first ever Degree Programme in Intangible Cultural Heritage (ICH) to be introduced at the University of Zambia (UNZA). Finally, a story of our on our participation at UNZA's exhibition at the 2018 International Trade Fair held from 26 June to 4th July, where UNZA scooped second prize in the Education Service Providers category.

We welcome comments on these and other aspects of our work. Your contribution and input is valued as they help us improve our work.

Happy reading!

Dr. Jolly Kamwanga

Slave Trade Routes and Activities in Zambia documented

A video seminar on the history of slave trade routes and activities was held on 17 May 2018 at the Institute's Training Centre. The documentary emanated from a study carried out in various parts of Zambia to document the history of slave trade. It is the first of the expected studies to be conducted and forms an Introduction to the video documentary series to run in four parts (Part I to Part IV).

Highlights from part I of the study indicate evidence of key slave trade sites and activities in Northern, Luapula, Copperbelt and Eastern provinces. In telling the story of slave trade in Zambia, it is clear that slavery was practiced by many tribal groups long before the coming of Europeans to Africa. During intertribal wars, victorious tribes often captured some people from the vanquished groups and kept or exchanged them as slaves.

The Ngoni tribal group under Mpezeni were reported to have been such raiders who attacked and captured the valley people.

It is however worth noting that towards the end of the 19th century, church missionaries played a key role in stopping slave trade. For example, at Kayambi Mission in Northern Province, missionaries erected a thick brick fort to protect themselves against gunfire by the slave traders from whom they rescued some slaves.

Spearheading the study was a multidiscipline team comprising six (6) members from Zambia National Commission for UNESCO¹, University of Zambia's Institute of Economic and Social Research (INESOR)², National Heritage Conservation Commission³, National Museums

Board⁴ and Education Television Services Unit under the Ministry of General Education⁵. These were Dr. Charles Ndakala (1), Mr. Munukayumbwa Munyima (2), Ms. Hilda Sinywibulula (1), Mr. Kagosi Mwamulowe (3), Ms. Victoria Phiri Chitungu (4), and Mr. Frank Tolopa(5). Mr. Munyima presented the seminar on behalf of the research team.

The main output of this study is expected to be a book publication beside, a series of video documentaries as earlier alluded to. The other video documentaries suggested and expected to be produced are:

- Part II – Key Findings of the study
- Part III – Environmental and Structural Features associated with the Slave Trade in Zambia
- Part IV – Key Slave Trade Routes in Zambia.

The Video Seminar ended with a discussion providing insightful feedback to the Research Team.



Head of History Department, at UNZA, Prof. Bizeck Phiri makes his contribution during the Plenary Session

Nine (9) trained in Quantitative and Qualitative Data Analysis

A total of nine (9) people were recently trained in Qualitative and Quantitative Data Analysis by the Institute of Economic and Social Research (INESOR) in a training workshop held for 2 weeks from 11-29 June 2018. The course is designed to introduce participants to basic quantitative and qualitative methods of data analysis and uses a hands-on approach where participants practice various methods of data analysis using data sets.



Training participants taking notes during a class

The course targets programme managers, Monitoring and Evaluation (M&E) officers and other decision makers, and researchers, to further enhance their data analysis skills.

In terms of content, it covers the following broad subjects:

- Basic qualitative and quantitative analysis methods
- Techniques of data diagnosis
- Qualitative data analysis using appropriate software (Atlas.ti, NVIVO)
- Quantitative data analysis using appropriate software (SPSS)

- Combining quantitative and qualitative data analysis methods

To participate in the training, it is a requirement that an individual possess the following:

- University/College qualifications
- Working in research, planning, monitoring and evaluation, behavior change, public policy environments
- Some working knowledge of basic statistics

Speaking during the closing ceremony, Acting Director, Mr. Grayson Koyi stated that the programme was about knowledge generation for impartation and aimed at building capacities of programme managers in development issues. “We trust that in a measured way, we have motivated you sufficiently, where you already understood, that, we have been able to arrive at a heightened level of understanding. And it is our hope that this knowledge will impact somebody out there or at least will go a long way in trying to answer development questions that affect us as a people. As an Institute, it is our desire to bridge the gap between academia and practitioners,” he said.

Mr. Koyi also thanked the participants for choosing INESOR and stated that he looked forward to seeing them in subsequent trainings if not as participants but also as facilitators as the Institute was exploring the possibility of bringing in participants as facilitators.

Some of the organisations that have been trained include Zambia Police Service, Ministry of Finance and National Planning (MOFNP), Zambia Law Development Commission (ZLDC), Anti -Corruption Commission (ACC) and Zambia Center for Accountancy Studies (ZCAS), among others.

The POLYGRAM project was developed in response to a felt need to address two key challenges confronting the Institute. The first challenge was the growing gap between the Institute as a knowledge generating Centre on one hand, and policy makers and industry practitioners as end-users of the knowledge on the other. The second challenge was the steady decline in funding for research from both within the University of Zambia and external sources that constrained the Institute’s capacity to fulfill its mandate of advancing learning and knowledge generation.

Through POLYGRAM, the Institute has subsequently been recognised as a National Centre for Capacity Development in Monitoring and Evaluation for the Government of the Republic of Zambia.



INESOR Labour Day Awardees pose for a photo with other INESOR members of staff who attended the event

UNZA awards INESOR staff for outstanding performance

Three (3) members of staff at the Institute were recently awarded by the University of Zambia (UNZA) during the Labour Day Institutional Celebrations, in recognition of outstanding performance, held on Friday, 18th May 2018 at the UNZA Graduation Forum. The awardees included Coordinator in the Economic and Business Research Programme, Grayson Koyi, Senior Administrative Officer, Wamunungu Musialike and Messenger/ Cleaner, Christine Zulu, who walked away with a Tablet, Deep Freezer and 4 plate Cooker, respectively.

The UNZA Labour Day Institutional Celebration is an annual event which is preceded by the National International Labour Day Commemorations every year. The event which was

held under the theme “Building Partnerships for Sustainable National Development through Decent Job Creation and Social Justice,” saw a number of UNZA employees from various departments awarded for their exceptional performance.

After the ceremony, the awardees and two people of their choice were treated to snacks and drinks at UNZA, Common Wealth Village where they shared a light moment with management and representatives from the three UNZA Unions.

Speaking during the same event, UNZA Vice Chancellor, Prof. Luke Evuta Mumba congratulated the awardees for their hard work and contribution towards the mission and vision of UNZA. He however, also explained that he was aware of the negative work culture being exhibited by some of the employees, urging them to pull up their socks. He stated that such employees were clearly robbing the university of its money as they were being paid for work that they were not doing.

And representatives from the three (3) UNZA Unions namely; University of Zambia Researchers and Lecturers Union (UNZALARU), University of Zambia Professional Staff Union (UNZAPROSU) and University of Zambia Allied Workers Union (UNZAWU) thanked management for recognizing the efforts of their members.



UNZA Labour Day awardees pose for a group photo with UNZA Management

The Union leaders however, urged management to work towards addressing the numerous challenges being faced by their members, such as outstanding gratuities and other benefits, among others so as to ensure that they are highly motivated.

Zambia's Poultry Sub - sector remains underdeveloped despite its potential in contributing to national development, study reveals

A study conducted by the Institute of Economic and Social Research (INESOR) on Value Chain Analysis of the Poultry Sub - Sector in Lusaka and surrounding areas has revealed that despite the high potential of the Poultry Sub - sector in contributing to national development, it has remained largely neglected mainly because most agricultural policies are biased towards crop production and large livestock, such as cattle.

This came to light during a presentation entitled Value Chain Analysis of Indigenous Poultry Sub - Sector in Lusaka and Surrounding Districts - Zambia made by Coordinator in the Agricultural and Rural Development Programme at INESOR, Mr. Richard Bwalya at the Southern Africa Regional Policy Forum held at the Southern Sun Hotel, Johannesburg, South Africa from 14- 15 May, 2018.

The forum drew participants from 11 Southern African countries of Angola, Botswana, Lesotho, Malawi, Mauritius, Mozambique, Namibia, Republic of South Africa, Swaziland, Zambia and Zimbabwe and was co-hosted by the African Economic Research Consortium (AERC) together with University of Pretoria. The regional policy forums are platforms through which policy - relevant research by AERC network faculty researchers in the areas of agriculture and natural resource management are disseminated to policy makers and other stakeholders in the rural development subsector, including smallholder farmers. They are designed to achieve the following objectives:

- To share with policy makers and other policy stakeholders evidence from AERC faculty research pertinent to issues affecting the agriculture and rural development sub-sector in sub-Saharan Africa;
- Generate policy dialogue on agriculture, climate change and natural resource management;
- Provide an opportunity for faculty researchers, and by extension AERC, to learn of other challenges confronting policy makers that require further research.

The study showed that although the sector is organised as follows; Production, Wholesaling (which included to some extent assembling transportation), Retailing, Consumption which incorporated demand, a number of challenges hinder the operations in the various subsectors.



The study further acknowledged that government is in the process of finalising a specific livestock policy to govern the sector. In view of this, a number of subsector specific recommendations were made to address the challenges being faced in the poultry sector (as the demand for free range chickens keeps escalating especially among the affluent due to its low fat content compared to broilers).

Study identifies lack of proper documentation of labour relations and social dialogue in Chinese construction investments



A study conducted on Labour Relations and Social Dialogue in Chinese Investments in Africa with a case study was China Jiangxi Construction in Zambia has revealed a number of challenges being faced by those working in these firms.

The study, conducted by Coordinator in the Economic and Business Research

Programme at INESOR, Mr. Grayson Koyi recognises that despite the Chinese having made major investments in the Zambian Infrastructure Sector (targeting sectors such as telecommunications, transport, construction, power plants, waste disposal, and stadia), Labour Relations and Social Dialogue in Chinese investments have not been well documented.

This came to light during a presentation on ‘Labour Relations and Social Dialogue in Chinese Investments in Africa: A case study of China Jiangxi’ made by Mr. Koyi at a Peer Review Workshop held on 19 April, 2018 at Protea Hotel in Lusaka.

The study revealed that despite the extensive legal protection of workers through government enacted national laws and approved international regulations, there are undoubtedly unfair practices and a large numbers of workers at Jiangxi in Zambia remain unrepresented, oppressed and exploited (as evidenced by poor working conditions, hours of work and benefits and wages which were generally below the national minimum wage for workers in this category). The absence of union representation and collective bargaining attests to this reality. It must be noted that the absence of union representation and collective bargaining bear great implications for the decent work agenda, particularly as it relates to fundamental rights and principles at work.

The study therefore reached a conclusion that the recent patterns of trade and investment between China and Zambia were not commensurate with trends in the nature and patterns of labour relations and social dialogue.

In light of the findings, the following recommendations were made:

- **The need to develop a comprehensive construction development policy** that should address among other concerns, the protection of local contractors and business, small-scale builders and retailers in a way that ensures that citizen economic empowerment becomes a reality.
- **The need to Strengthen the employment and industrial relations law and enforcement mechanisms:** There is need to strengthen the institutional mechanism for the enforcement of the labour law to ensure foreign investors can at all times adhere to national labour legislation, including legislation on provision of adequate social protection for all categories of workers.
- **The need to enhancing trade union capacities to organise the unorganised:** Trade unions must therefore act on existing possibilities to broaden their coverage and begin to organise employees on short-terms casual contracts and heighten their organising activities in Chinese owned construction enterprises.

Study highlights key Gaps in transforming lives of people with disabilities



A study conducted by Zambia Agency for Persons with Disability (ZAPD) and INESOR-UNZA on disability has identified key gaps that need to be addressed in order to transform the lives of people with disabilities.

Presenting research findings on the subject, Dr. Joseph Simbaya stated that the study identified the following key gaps in the quest to transform the lives of people with disabilities as: i) lack of budgetary allocations for disability issues; ii) weak information and monitoring systems; and iii) lack of policy enforcement mechanisms. He also acknowledged that the study was built on previous researches conducted in the same field of study.

And ZAPD Board Chairman, Mr. Hamanyanga Miyoba stated that the study was conducted with a view of highlighting unmet needs and rights of persons with disabilities and the level of financial and human resources required to ensure that these issues are addressed, hence identifying ways to overcome challenges and promote improved monitoring and evaluation strategies to ensure inclusion in future. This was during the Global Disability Summit (GDS) / Bridging the Gap (BTG) stakeholders consultative meeting, held at Intercontinental Hotel on 29 June, 2018.

It was a consultative forum for interaction and the summit was well attended by stakeholders from the Government ministries, Donor Agencies, Academia, Disabled People's Organisation (DPOs) and the media. It was aimed at sharing research findings from the study whose theme was 'Bridging the Gap: Examining Disability and Development in Zambia,' in order to gain more insights and consolidate recommendations to be presented by the Zambian delegation at the global summit in London, United Kingdom (UK).

Generally, the study was aimed at developing a deeper understanding of persons with disabilities as included in the country's development programs such as Education, Health, Social Protection and Labour market.

Plans to develop and implement a Degree Programme in Intangible Cultural Heritage (ICH) reach an advanced stage



UNZA Librarian, Ms. Christine Kanyengo delivering a speech on behalf of the UNZA Vice Chancellor

Plans to introduce the first of its kind Degree Programme in Intangible Cultural Heritage (ICH) in Africa by the University of Zambia (UNZA) through the Institute of Economic and Social Research (INESOR) with support from the United National Educational Social and Cultural Organisation (UNESCO) have reached an advanced stage.

This is evidenced by the orientation workshop that was held for lecturers that will participate in the development of course materials and implementation of the UNZA–UNESCO ICH Degree Project from 11-15 June 2018 at the Graduate School of Business Studies formerly known as Common Wealth Youth Development Centre at UNZA.

Recently, UNESCO through its Intergovernmental Committee for the Safeguarding of the Intangible Cultural Heritage approved a grant of US \$ 334, 820. 00 during its 12th session meeting that took place from 4-9 December 2017 in Jeju Island in the Republic of Korea, for UNZA to develop and implement a degree programme in ICH.

The degree programme in ICH to be introduced at UNZA would be the first of its kind in the Sub - Saharan Africa. Therefore, the programme 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.

According to UNESCO, ICH is said to be the practices, representations, expressions, knowledge skills as well as the instruments, objects, cultural arte facts and cultural spaces associated therewith – that communities, groups and in some cases individuals recognize as part of their cultural heritage. This however does not include elements that are not compatible with existing human rights instruments as well as with requirements of mutual respect among communities, groups and individuals and of sustainable development.

Speaking at the workshop, UNZA Vice Chancellor Prof. Luke E. Mumba who spoke through a representative, expressed gratitude to UNESCO for its support towards the introduction of this programme. He also stated that the project had come at the right time given that our national policy recognizes culture as a fundamental dimension of national development

“Culture and ICH help to strengthen the independence, sovereignty and identity of Zambian people. And it is for this reason that the Seven National Development Plan has recognized culture as an essential part of the country’s development agenda ” he said

The event was well attended by several people including representatives of the Minister of Tourism and Arts (MOTA), Secretary General of the Zambia National Commission for UNESCO, Dr. Charles Ndakala, INESOR Director, Dr. Jolly Kamwanga and UNZA Vice Chancellor Prof. Luke E. Mumba who was represented by UNZA Librarian Ms. Christine Kanyengo, among others.

INESOR participates in the 2018 International Trade Fair



UNZA exhibitors pose for a group photo after scooping second prize in the education category

The Institute of Economic and Social Research was among the Schools and Units that participated in the 2018 International Trade Fair held under the theme *'Private Sector: Key to Industrialisation,'* held from 25 June - 4 July 2018 in Ndola, Copperbelt Province, where UNZA scooped second prize in the Education Service Providers Category.

The event was characterized by an exhibition of activities and services offered by the University through its various units and departments. In this regard, the Institute showcased its diverse research portfolio in line with the theme.

Among the units that exhibited at the 2018 International Trade Fair were Academic Office, Technical Advisory Development Unit (TDAU), UNZA Health Services, School of Veterinary Services, School of Natural Sciences, Confucius Institute, School of Nursing Sciences, School of Public Health, School of Medicine, School of Health Science as well as INESOR. The UNZA stand attracted patrons from all walks of life such as students and would be students, representatives of Government Departments, Cooperating Partners, Civil Society Organisations and UNZA Alumni, among others.

ABOUT INESOR

Established in 1938, as Rhodes Livingstone Institute, INESOR is an interdisciplinary social science centre of the University of Zambia (UNZA). The Institute conducts both basic and applied research and consultancy. Our research activities are organized around six thematic areas: Agriculture and Rural Development, Economic and Business, Health Promotion, Governance, Socio – Culture and Urban Development.

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CAPACITY BUILDING THROUGH SHORT COURSES

As part of our contribution to knowledge development, we offer short trainings courses. The short courses are tailor made and held on a quarterly basis with the aim of raising the capacities of Researchers, Policy Makers, Program Managers, and students to engage more effectively and achieve evidence based policy and program decision-making. They are also targeted at practitioners working in public, private, media, NGOs, students and members of the public who may be interested and working in an environment related to Research, Planning, Monitoring and Evaluation. Some of the courses offered are Research Methods, Data Analysis, Monitoring and Evaluations and Policy Analysis. We also provide various tailor made courses to various organisations on request. So far, we have trained the Zambia Police Research Department, Ministry of Finance and National Planning Monitoring and Evaluation Planners, among others.

Contact us for more details

ELIZABETH COLSON RESEARCH AND DOCUMENTATION CENTRE



ECRDC Issue Desk

The Elizabeth Colson Research and Documentation Centre (ECRDC) is the information unit of INESOR. It is situated within INESOR premises and was primarily set up to support the research needs of the Institute but has over the years extended its services to students, lecturers, researchers and the general public. The services offered are reference, dissemination and internet or computer services.

The centre has an excellent collection of journals and periodicals, Research Reports, Manuscripts, Off Prints, Government Documents, Historical and Cultural information. The ECRDC collection is being added to the main UNZA library catalogue to ensure that the collection is searchable and viewable online through the UNZA website. The ECRDC is open from 08:00-17:00 hours Monday to Friday except week ends and public holidays. We invite to visit our centre and sample our collection for all your research and study requirements.