



USAID
FROM THE AMERICAN PEOPLE

USAID STRATEGIC ECONOMIC RESEARCH AND ANALYSIS – ZIMBABWE (SERA) PROGRAM

QUARTERLY PROGRESS REPORT

PROGRAM QUARTER 3:

APRIL - JUNE 2012

CONTRACT NO. AID-613-C-11-00001

This report was produced by Nathan Associates Inc. for review by the United States Agency for International Development (USAID).

JULY 30, 2012

USAID STRATEGIC ECONOMIC RESEARCH AND ANALYSIS – ZIMBABWE (SERA) PROGRAM

QUARTERLY PROGRESS REPORT PROGRAM QUARTER 3:

APRIL - JUNE 2012

CONTRACT NO. AID-613-C-11-00001

Program Title:	USAID Strategic Economic Research & Analysis – Zimbabwe (SERA)
Sponsoring USAID Office:	USAID/Zimbabwe
Contract Number:	AID-613-C-11-00001
Contractor:	Nathan Associates Inc.
Date of Publication:	July 30, 2012
Author:	Bruce R. Bolnick, SERA Chief of Party with Daniel B. Ndlela, SERA Resident Advisor and Emmanuella Matorofa, SERA M&E/Training Coordinator

DISCLAIMER

This document is made possible by the support of the American people through USAID. Its contents are the sole responsibility of the author or authors and do not necessarily reflect the views of USAID or the United States government.

Contents

USAID Strategic economic research and analysis – Zimbabwe (SERA) program.....	i
QUARTERLY PROGRESS REPORT	i
PROGRAM QUARTER 3:.....	i
APRIL - JUNE 2012	i
USAID Strategic Economic Research and analysis – Zimbabwe (SERA) program	ii
QUARTERLY PROGRESS REPORT PROGRAM QUARTER 3:	ii
APRIL - JUNE 2012	ii
ACRONYM LIST	i
SERA HIGHLIGHTS – PROGRAM QUARTER 3.....	1
1. INTRODUCTION	3
2. MANAGEMENT AND ADMINISTRATIVE SERVICES	4
<i>Operations Management and Administration</i>	<i>4</i>
<i>Reports</i>	<i>5</i>
3. TECHNICAL SERVICES: ASSISTANCE TO ZEPARU	5
<i>Research and Analysis</i>	<i>5</i>
<i>Training Parliamentarians.....</i>	<i>7</i>
<i>Training of Economists (short-term).....</i>	<i>7</i>
<i>Training of Economists (long-term).....</i>	<i>9</i>
<i>Workshops and Other Research Dissemination Events.....</i>	<i>10</i>
4. TECHNICAL SERVICES: ASSISTANCE TO ZIMSTAT	10
<i>Support for PICES.....</i>	<i>11</i>
<i>Support for the CBR and COS.....</i>	<i>11</i>
<i>Other support for ZIMSTAT</i>	<i>13</i>
5. CROSS-CUTTING ISSUES	13
<i>Coordination with USAID.....</i>	<i>13</i>
<i>Poverty</i>	<i>14</i>
<i>Gender.....</i>	<i>14</i>
6. IMPLEMENTATION OF THE WORK PLAN	15

7. SERA PROGRAM CHALLENGES.....	15
8. PLANS FOR THE NEXT QUARTER.....	17
<i>Management and Administrative Services.....</i>	<i>17</i>
<i>Assistance to ZEPARU.....</i>	<i>17</i>
<i>Assistance to ZIMSTAT.....</i>	<i>18</i>
9. PERFORMANCE MONITORING.....	18
Annex 1. Implementation of SERA Work Plan through Quarter 3 *.....	1
Annex 2: Performance Monitoring Indicators.....	8
<i>TABLE A2.1 – OUTPUT INDICATORS.....</i>	<i>9</i>
<i>TABLE A.2.2 – INTERMEDIATE RESULT INDICATORS.....</i>	<i>13</i>
<i>TABLE A.2.3 - OUTCOME INDICATORS.....</i>	<i>16</i>
<i>TABLE A.2.4 - CONTEXT INDICATORS.....</i>	<i>18</i>

ACRONYM LIST

ACBF	African Capacity Building Foundation
ADSL	Asymmetric Digital Subscriber Line
CBR	Central Business Register
COP	Chief of Party
COS	Census of Services
COTR/COR	Contracting Officer's Technical Representative/ Contracting Officer's Representative
DG	Director General
ED	Executive Director
EG	Economic Growth
IMF	International Monetary Fund
M&E	Monitoring and Evaluation
MEFMI	Macroeconomic and Financial Management Institute
MEPIP	Ministry of Economic Planning and Investment Promotion
MOF	Ministry of Finance
NSDS	National Strategy for the Development of Statistics 2011-2015
PICES	Poverty, Income and Consumption Expenditure survey
QEI	Quarterly Employment Inquiry
QPR	Quarterly Performance Report
SAPST	Southern Africa Parliamentary Support Trust
SERA	Strategic Economic Research and Analysis
SNA	System of National Accounts
STTA	Short Term Technical Assistance
TIPS	Trade and Investment Policy Strategy
UNDP	United Nations Development Programme
USAID	United States Agency for International Development
UZ	University of Zimbabwe
WEO	World Economic Outlook
WIMAX	Worldwide Interoperability for Microwave Access
ZEPARU	Zimbabwe Economic Policy Analysis and Research Unit
ZIMSTAT	Zimbabwe National Statistics Agency

SERA HIGHLIGHTS – PROGRAM QUARTER 3

Assistance to ZEPARU

- Provision of technical assistance to upgrade the ZEPARU Economic Barometer as a flagship product for the organization; this assistance included a technical review of previous issues, development of a statistical appendix, and development of a (provisional) Composite Index of Leading Indicators.
- Review of 10 ZEPARU research products from 2011 and early 2012, for purposes of improving the quality of research, mentoring research staff, and establishing a baseline for assessing the impact of SERA support.
- Provision of technical assistance to initiate a major ZEPARU study on Mining Sector Policy, to be completed in Quarter 4, and provision of capacity building support for ZEPARU staff in this area of policy research.
- Provision of technical assistance to produce a ZEPARU study on international experience in improving agricultural competitiveness, and provide capacity building support for ZEPARU staff in this area of policy research. The paper will be presented on behalf of ZEPARU at a conference organized by USAID's Zimbabwe Agricultural Competitiveness Project in Quarter 4.
- Agreement with the Ministry of Finance and ZEPARU to assist in planning and managing a High-Level Economics Conference on the theme of *Unleashing Zimbabwe's Economic Growth Potential*, scheduled for August 29-30; SERA support includes involvement on the conference coordinating committee, technical assistance to ZEPARU for management of the event management, and (to be approved) funding for invited or selected papers on key sub-themes.
- Sponsored 3 Zimbabwean economists to attend a training course at the U.S. Bureau of Labor Statistics in Washington on Economic Indicators; and 2 Zimbabwean economists to attend a training course in Arusha on Data Requirements for Economic Management, run by the Macroeconomic and Financial Management Institute (MEFMI).
- Sponsoring ZEPARU institutional support via provision of laptops computers and a high-speed printer to enhance capacity for research and training.

Assistance to ZIMSTAT

- Continued support for ZIMSTAT's Poverty, Income and Consumption Expenditure Survey (PICES), including funding for data editing, coding and processing (to finish in July), and consultancy assistance to review sampling characteristics using results for the first six months of data.
- Support for the creation of a Central Business Register (CBR) as the primary sampling frame for most economic statistics; this support included funding for preparations and training; technical assistance to review preparations and assist with the project planning; and a study tour to Kenya and South Africa by members of the CBR-COS core team.

- Similar support for planning, preparation and training for the first Census of Services (COS) to be carried out in Zimbabwe, in tandem with the CBR. The CBR, COS, and PICES will be cornerstones for a major revision of the national accounts statistics.
- Institutional capacity building through the provision of hardware and software to support the CBR and COS activities and modernize ZIMSTAT's overall database warehousing system.

1. INTRODUCTION

The USAID Strategic Economic Research and Analysis — Zimbabwe (SERA) Program contract took effect on October 1, 2011, with Nathan Associates Inc. (hereinafter “Nathan”) as the prime implementing partner. The four-year SERA program has three **Strategic Objectives**, which may be summarized as follows:

1. Improved economic environment for inclusive growth through evidence-based policy analysis and research.
2. Strengthened capacity for policy development institutions.
3. Improved economic data for use by researchers, policy makers, and other stakeholders.

To achieve these objectives, the program is structured to produce four major **results**:

1. Improved human capacity for evidence-based economic policy analysis and policy management.
2. Strengthened institutional capacity in Government Departments for analyzing, adapting and implementing evidence-based economic policy options.
3. Strengthened research institutions providing analytical support to the economic policy process in response to needs of policy makers.
4. Improved quality, timeliness, and availability of economic data and statistics.

Finally, the SERA contract specifies three **services and tasks** required to produce the intended results:

1. Management and Administrative Services
2. Technical Services: Assistance to the Zimbabwe Economic Policy Analysis & Research Unit (ZEPARU)
 - a. Research and Analysis
 - b. Parliamentarian Training
 - c. Training of Economists (short-term and long-term)
 - d. Workshops (research dissemination and policy dialogue events)
3. Technical Services: Assistance to ZIMSTAT

Nathan is pursuing these aims as a partnership with the Ministry of Finance, via two principal counterpart agencies: the Zimbabwe Economic Policy Analysis and Research Unit (ZEPARU), and the Zimbabwe National Statistics Agency (ZIMSTAT). In essence, our mandate is to deliver *demand-driven* support to ZEPARU and ZIMSTAT in order to strengthen their human and institutional capacity; provide evidence-based research to the government in areas of vital policy concern; rebuild the statistical foundations for economic studies and policy management; and create platforms for research dissemination and public discussion of research findings, as a bridge from technical analysis to effective reform.

The present Quarterly Progress Reports (QPR) covers program SERA Program Quarter 3: April-June, 2012. The report discusses progress during this period on each of the Services and Tasks cited above, as well as challenges faced, plans for the next quarter, and updates on SERA M&E indicators. **Annex 1** reports on the adherence or variance during Quarter 3 between SERA activities and targets presented in our Work Plan for Year 1. **Annex 2** provides the latest update of the Performance Monitoring Indicators from our Monitoring and Evaluation Plan.

2. MANAGEMENT AND ADMINISTRATIVE SERVICES

During Quarter 3 our attention under this first component of the program focused on management and administration of program operations and adherence to program reporting requirements, in close coordination with USAID.

Operations Management and Administration

Management and administration of SERA operations proceeded smoothly during the quarter. This included the maintenance of accounts and records, timely payment of wages and payroll taxes, and compliance with USAID regulations on program procurements. Nathan headquarters provided efficient backstopping support as required, in the areas of contract administration, recruitment of consultants, financial management, and reporting.

The COP and Resident Advisor (RA) held regular bi-weekly meetings with USAID's Contract Office Representative (COR), Joshua Smith, to discuss all aspects of program implementation. USAID's EG Team Leader, Dr. Tina Dooley-Jones participated in several of the meetings. The SERA team also held regular meetings with senior management at ZEPARU and ZIMSTAT to determine programmatic priorities for SERA support during CY2012.

Several residual start-up issues were addressed during quarter 3.

- The SERA office completed the procurement and registration of two project vehicles, after lengthy delays relating to protocol procedures.
- USAID informed SERA that further steps might be needed to ensure full compliance with legal requirements for operating as a project office in Zimbabwe. This issue was unanticipated, because Nathan had duly registered the SERA Program Trust as our local entity during the start-up phase, in accordance with a legal opinion obtained at that time. In addition, during our first week of field operation the MOF informed Nathan that there would be no need for a formal Memorandum of Understanding (MOU). Notwithstanding this prior information, the SERA team drafted and submitted a MOU for review by the MOF, with a query on whether there would be a need to re-register as a private voluntary organization (PVO). The COP followed up on this issue several times by email and through direct contact with the key MOF official. On 22 June, the MOF sent a letter through USAID instructing the SERA Program Trust to lodge an application with the Registrar of PVOs in the Ministry of Labour and Social Services. Implementation of this instruction will receive priority attention early in the new Quarter. (The letter from the MOF reached our attention on July 3.)
- The COR raised the issue of obtaining an environmental compliance determination. This issue had been discussed during the start-up phase. The conclusion, as affirmed by the Mission Environmental Officer, was that SERA activities fall under Categorical Exclusion, and hence no

action was needed. The issue resurfaced as a result of questions about the procedure for documenting this conclusion. At the end of the quarter Nathan was awaiting further instruction from USAID on this point, too.

- Nathan discussed with the COR the question of whether to develop a SERA program website. In view of the program design, in which nearly all activities will operate via ZEPARU or ZIMSTAT, and nearly all deliverables will be ZEPARU or ZIMSTAT products, USAID indicated that SERA should remain in the background and not develop a separate website.

In addition to field operations and adherence to contractual requirements, this component of the project also entails the management and administration of programmatic activities, in collaboration with our primary partner organizations. This includes developing STTA assignments, training events, equipment procurements for our partner organizations, and workshops or conferences and other activities and important IT procurements for ZIMSTAT and ZEPARU. These activities are captured in our Quarter 3 performance summary in Sections 3, 4, and the agenda of activities in process for Quarter 4, in section 8.

Reports

During Quarter 3, Nathan Associates complied with the periodic reporting requirements, including the QPR for quarter 2, the quarterly financial report, monthly activities calendars, and the quarterly accrual report, among others. In addition, the field team completed a Data Quality Self-Assessment report providing details on 25 output indicators, 14 intermediate results indicators and 8 outcome indicators as specified in the approved M&E Plan for the SERA program.

3. TECHNICAL SERVICES: ASSISTANCE TO ZEPARU

This section reviews SERA support to ZEPARU during Quarter 3. A continuing element of SERA assistance to ZEPARU has been the provision of Dr. Daniel Ndlela as a full-time Resident Advisor (though he continues to work at the SERA office much of the time, due to space constraints and logistical problems at ZEPARU). An important development during the quarter is that ZEPARU became increasingly supportive of Dr. Ndlela's role in providing technical assistance and management support to the institution. We continue to work on improving this relationship to achieve maximum benefit for capacity building and strengthening the quality of their technical work.

SERA continues to provide the services of a junior economist who is seconded full-time to ZEPARU as their Training Coordinator, to help manage training activities, workshops and other research dissemination events, especially those supported by SERA. In addition, the SERA Training/M&E Coordinator has devoted approximately 70% of her time to supporting ZEPARU-related activities.

During the quarter, the SERA RA and COP held weekly meetings with the Executive Director of ZEPARU. These meetings focused on developing the agenda for SERA support; working out implementation arrangements; problem solving; and establishing a common understanding of the scope for SERA assistance in light of USAID regulations.

Research and Analysis

For this program component, our attention during the quarter focused primarily on five activities:

- Dr. Keith Jefferis (from subcontractor Econsult) provided STTA to assist ZEPARU in upgrading the Economic Barometer by providing detailed comments on earlier volumes, introducing a data annex, and developing an innovative Composite Index of Leading Indicators (ILI) that promises to be highly valued by policy makers and the public at large. Development of the ILI should be completed in July, in time to be incorporated in the next volume of the Barometer. The COP and RA also contributed detailed comments on volumes 3 and 4 of the Barometer, as a vehicle for mentoring ZEPARU staff and improving the quality of their research work. Notably, ZEPARU asked SERA to review volume 4 when it was still in draft, allowing us to offer comment before the product was sent to printing, as an input for capacity building.
- Dr. Jefferies, Dr. Bolnick, Dr. Ndlela and 3 other senior economists reviewed a total of 10 ZEPARU research products from 2011 and early 2012 for the purpose of mentoring ZEPARU research staff and establishing a “baseline” that may be used to assess SERA’s impact on the quality of ZEPARU research. The research reviews were also meant to provide technical feedback for revision of the papers for publication by ZEPARU in a book on Drivers of Growth. The reviews, however, revealed that the baseline situation is characterized by serious deficiencies in the research procedures, the technical writing, and quality control. In view of these findings, the production of this book is no longer under consideration by SERA.
- Work began in June on major study of Mining Sector Policy, in close collaboration with ZEPARU. The technical lead is SERA consultant Dr. Paul Jourdan (through subcontractor IBI), a leading regional expert in the economics of mining. SERA also provided the services of Mr. Isaac Kwesu, a CCN mining sector economist on leave from his position as Chief Economist for the Chamber of Mines. This study is scheduled for completion in time for presentation to the High-Level Economics Conference that the MOF is planning, with ZEPARU and SERA support, for late August (see below).
- Work began on an STTA assignment for Mr. Martin Webber (from subcontractor J.E. Austin) to produce a research paper, through ZEPARU, on lessons from international experience in strengthening agricultural competitiveness. The paper will be presented to a conference on Agricultural Competitiveness, July 11-12, 2012, that is organized by USAID’s Zimbabwe Agricultural Competitiveness Project (Zim-ACP). During his field visit, Mr. Webber will also provide training to ZEPARU staff in the areas of competitiveness analysis and value chain analysis
- SERA also directly contributed to institutional capacity building at ZEPARU by providing 7 laptop computers and a high-speed printer for use for by the professional staff, interns, and research affiliates. This equipment will be used for both research and training activities, much of which will be supported by SERA.

Beyond these primary activities, SERA also provided the following assistance to ZEPARU:

- Funding three interns (all recent M.Sc. graduates in economics from local universities) to provide research assistance to ZEPARU’s professional staff, for a period of one year, beginning in March 2012.
- Funding the printing of 300 hard copies of the January-March issue of the Economic Barometer (volume 4). This support was approved on two conditions: that ZEPARU distribute free copies

electronically (including to USAID); and that ZEPARU will provide data on hard-copy sales of the Barometer. The possibility of SERA funding subsequent issues will be considered after an assessment of the sales data for volume 4.

- Reviewing proposals in response to a solicitation from ZEPARU for ICT services to upgrade the institution's website. As a result of SERA's review of the initial proposals, ZEPARU agreed to engage a senior ICT consultant (via SERA) to develop more detailed specifications that will be used next quarter for a second round solicitation.

In addition to supporting ZEPARU, the SERA team is also mandated to provide "assistance to a range of Government of Zimbabwe ministries, agencies and civil society organizations." In line with this provision, the SERA Resident Advisor was involved intermittently throughout the quarter in confidential discussions with senior officials at the Ministry of Finance (MOF), the Ministry of Economic Planning and Investment Promotion (MEPIP) and the Reserve Bank of Zimbabwe on a wide range of macroeconomic policy issues.

Training Parliamentarians

Although SERA support for training parliamentarians has been slow to develop, important progress was made during Quarter 3. At the outset, the Southern Africa Parliamentary Support Trust (SAPST) submitted an ambitious proposal for SERA to fund the training of Parliamentarians, through ZEPARU. This approach could not be entertained due to its high cost (relative to our budget provision for this component of the project), and USAID rules and policies that preclude the payment of per diems or "sitting fees."

To address these problems, ZEPARU and SERA held further discussions with SAPST to develop a new training proposal involving a series of short seminars on economic literacy and budget literacy, drawing on the findings of a needs assessment produced by ZEPARU in 2011. As Quarter 3 ended, SERA and SAPST were finalizing an agenda to present to ZEPARU and parliamentary leaders. The aim is to initiate the seminar series in September (when parliament next will convene). As part of the proposal, we will suggest the establishment of offering parliamentarians the chance to earn a certificate in basic economics through regular participation in the seminar series.

In addition, SERA will be reviewing several "toolkits" that SAPST developed for previous short-courses on economics and finance for parliamentarians (the last of which took place in 2010, on gender budgeting). Finally, looking ahead, SERA and our partner organizations maintain an interest in developing an inception course on the basics of economics and finance for new parliament that will likely be elected in 2013. This is an important issue for discussion with USAID.

Training of Economists (short-term)

At the beginning of Quarter 3, ZEPARU introduced a systematic approach for managing short-course nominations to be funded by SERA, in areas relating to fiscal and macroeconomic policy management. The process involves: (1) prior identification of priority training events; (2) prior solicitation of candidates from economic ministries, with strong emphasis on gender balance; and (3) nomination by ZEPARU of candidates for SERA support. Through this process, SERA funded five economists to participate in regional and international short-term training activities during the quarter:

- Three economists attended an international Seminar on Economic Indicators offered by the Bureau of Labor Statistics in Washington, D.C., 7-18 May, 2012. The beneficiaries were:

- Ms. Sifikile Moyo, Acting Chief Economist, Ministry of Economic Planning and Investment Promotion
- Mr. Jonah Mushayi, Deputy Director for Fiscal Policy and Advisory Services, Ministry of Finance
- Mr. Tawanda Chinembiri, Research Fellow, ZEPARU

The seminar provided participants with an understanding of modern standards and methods for compiling and interpreting key economic indicators, including labor market data, national accounts, industrial production, monetary statistics, manufacturing and trade sales, and agricultural output. BLS staff delivered most of the lectures, but participants also visited other major statistical agencies, including the Census Bureau, Bureau of Economic Analysis, Congressional Budget Office, Federal Reserve, and Department of Agriculture.

- Two economists attended a two-week regional course offered by the Macroeconomic and Financial Management Institute (MEFMI), on Data Requirements for Economic Management: System of National Accounts (SNA 2008) Economic Statistics. The course was held in Arusha, Tanzania, from June 4 to 15. The beneficiaries were:
 - Ms. Vimbayi Paketh, Acting Deputy Director- Policy Planning and Coordination, Ministry of Economic Planning and Investment Promotion
 - Mr. Tidings Matangira, Labour Market Information Systems Manager, ZIMSTAT

This course focused on understanding and compiling national accounts statistics. Topics included: overview of SNA 2008; economic classifications; flows, stocks, and accounting principles; production accounts; expenditure components of GDP; supply and use tables; price and volume measures; informal sector and non-observed economy; data sources; quarterly national accounts; and the relationship between national accounts and other macroeconomic statistics. In addition to lectures, participants shared knowledge on their experiences and methods used to compile national accounts in their respective countries.

As a condition of sponsorship – applying to all SERA-supported external training -- each participant submits a short report to the SERA office on highlights and main lessons from the training. These are available from the SERA office, on request. Participants also agree to provide briefings to their colleagues if so requested by their superiors. In addition, every economist receiving SERA sponsorship to attend a short training course agrees to complete a questionnaire six months after the event, to provide data on knowledge retention and on-the-job utilization of the training.

In addition to these external training courses, ZEPARU and SERA worked with MEFMI (in accord with our Work Plan) to develop a customized in-country short-course on Macroeconomic Analysis and Management for an estimated 20 government economists. The two –week course was scheduled for May 21– June 1, 2012, in Mutare. It was postponed, however, because MEFMI’s standard procedure of paying faculty drawn from their network of Fellows was incompatible with USAID restrictions against any such payment to host-government employees. After MEFMI and ZEPARU found co-financing (from the ACBF) to cover expenses that are ineligible for SERA support, the course was rescheduled for June 18-29. It was then postponed again because of a problem with travel allowances for the participants; this necessitated negotiations between ZEPARU and the economic ministries on the payment of

subsistence allowances (in line with GOZ policy) to complement USAID coverage in-kind for lodging and meals. At the end of the quarter, these discussions were still underway.

Despite the problems encountered in developing this pilot effort to organize in-country short-courses for training economists, the experience helped our partners and our training coordinators to understand USAID regulations and policies on funding such activities. ZEPARU also has a better understanding now of the need for a longer lead time in planning these events. In addition, in discussions about SERA support for in-country short-courses, USAID expressed a strong preference for involving international faculty to work with local counterparts, for the dual purpose of capacity building and cross-fertilization of ideas. Accordingly, SERA provided ZEPARU with a menu of options for pairing international experts with local economists to develop and run customized short-courses in Zimbabwe. We will work out specific plans with ZEPARU early next quarter.

Training of Economists (long-term)

SERA support for the long-term training of economists through the ZEPARU Economic Scholars Program continued in Quarter 3 through bursaries provided to eight government economists who are enrolled in the part-time M.Sc. program in Economics at the University of Zimbabwe. As explained in our previous progress report, the SERA bursary includes: full coverage of tuition costs; payment of fees for registration, library, computer lab, and exams; provision of laptop computers for the duration of their studies; thesis support for third-year students (when they reach that point); and a calibrated transportation allowance. SERA also procured 3 copies of the required textbooks for the core courses, with two going to ZEPARU and one remaining at the SERA Program office; these books are available on loan to the bursary recipients.

We also plan (subject to USAID approval) to fund refresher courses that the Economics Department expects to offer to the part-time M.Sc. students prior to the beginning of the new academic year in August 2012: a refresher course on basic economics for the next cohort of bursary recipients; and a short course on research methods for bursary recipients who will be entering their thesis year. SERA has begun discussions with the Economics Department about the curriculum and cost for the refresher courses; specific proposals will be forthcoming next quarter.

During Quarter 3, recruiting has been in process for the cohort of bursary recipients who will enter the program in August, 2012. The target is to recruit up to 12 government economists for the part-time M.Sc. in Economics at UZ. The process began last quarter with a letter from ZEPARU to the key economic ministries requesting nominations. The letter indicated a strong preference for women candidates. This is a very important, given that the first eight bursary recipients were male. SERA is committed to coming as close as possible to gender equity for the bursary program overall.

In addition to M.Sc. bursaries, the SERA program is designed to provide full bursaries for up to five students to pursue full-time or part-time Ph.D. programs in economics at the University of Cape Town (UCT) or comparable universities in the region.

For both the M.Sc. and the Ph.D. bursaries, the selection process is as follows. First, prospective candidates from the economic ministries must first apply for and gain admission to the respective academic program. Those admitted will then apply to ZEPARU for SERA-funded bursary support. ZEPARU will review the applications, cross-check their employment status with the respective ministries, and nominate the candidates for SERA funding, in consultation with the SERA team. The criteria for final

selection will include gender balance, academic potential, and record of government service, with a strong preference for economists from the MOF and MEPIP.

For UZ, applications for the part-time M.Sc. program closed at the end of April, for matriculation in August. The Economics Department completed the admission decisions in late June and submitted the selections to the University administration for approval. This step should be completed in early July. The Department will then submit names to ZEPARU of the prospective students who are eligible for SERA-funded bursaries – namely, those who are government employees with positions in the economic ministries. ZEPARU will then nominate candidates for SERA support. SERA will then make the final selection, in consultation with ZEPARU, and request USAID approval of the bursaries.

For the Ph.D program at UCT, the deadline for applications is end July, with admission decisions likely in September for matriculation in January, 2013. If any prospective candidates apply to other Ph.D. programs, the decision schedule could vary from that of UCT. As this is written, the SERA office had not received any data from ZEPARU or partner ministries about the number or identify of candidates for these bursaries.

Workshops and Other Research Dissemination Events

During the quarter, SERA supported two research dissemination events. First, we sponsored a ZEPARU Scholars Seminar showcasing thesis research by former ZEPARU bursary recipients or current ZEPARU research fellows for completion of their Master's degrees programs in economics. The presentations showed a mastery of standard tools for empirical research, which is a major goal for the M.Sc. thesis in Zimbabwe. They also showed, however, the need for further experience and mentoring to develop the capacity of these young researchers to produce useful policy analysis.

Second, SERA sponsored ZEPARU Research Fellow Alex Bara to present a research paper on recent experience with mobile money in Zimbabwe, at the International Mobile Money Conference (AMMREC 2012) in Nairobi, Kenya, 1-4 April 2012.

Also during the quarter, considerable effort was devoted to plans and preparations with ZEPARU for future SERA-supported events, the most important being a major seminar by Dr. Justin Lin, former chief economist at the World Bank, and a High-Level Economics Conference scheduled for August, in partnership with the MOF (see section 8: Plans for Next Quarter).

The COP and RA have also urged ZEPARU to alter their familiar approach of packaging research papers on widely differing topics into day-long seminars, and instead introduce a series of short seminars on tightly focused issues, along with occasional major events such as the Justin Lin seminar and the High-Level Economics Conference.

4. TECHNICAL SERVICES: ASSISTANCE TO ZIMSTAT

In line with our Work Plan, SERA support to ZIMSTAT during Quarter 3 focused on three priority projects, as cornerstones for improving the quality of economic statistics: the 2011-2012 Poverty, Income and Consumption Expenditure Survey (PICES); restructuring the Central Business Register (CBR); and the long overdue Census of Services (COS). The SERA COP met regularly with senior ZIMSTAT managers to develop arrangements for supporting these projects. He also met intermittently with officials of other major agencies that are supporting ZIMSTAT in the areas of economic statistics and

institutional capacity building, notably the United Nations Development Programme (UNDP), the World Bank, and DFID.

Dr. Beverley Carlson, senior statistics specialist continued to provide technical assistance to the COP for the development and management of SERA programmatic support to ZIMSTAT. Her tasks during the quarter included: recruiting highly qualified statistics consultants for STTA to ZIMSTAT; reviewing scopes of work for these assignments, and for SERA contract agreements with ZIMSTAT; providing technical support to other SERA consultants working with ZIMSTAT; putting ZIMSTAT in touch with the African Statistical Working Group on Business Registers; and conducting research on websites for statistical agencies (this report will be completed in early July).

Support for PICES

PICES is a year-long survey of 32,000 households that will provide the best data in a decade on household characteristics; poverty status; education and health attributes of the population; household consumption expenditure patterns and asset holdings; physical living conditions; agricultural activities; employment; migration and remittances; and sources of income including informal sector activities. This information will be invaluable for policy makers, researchers, national income statisticians, donor agencies, local businesses, foreign investors, and civil society groups. The government, donors, the ZIMSTAT Board, and the PICES Steering Committee are expecting to see preliminary results from PICES by August, 2012, and final results by the end of this year.

During the quarter, SERA completed and implemented an agreement with ZIMSTAT to cover the cost of accelerating the processing of PICES data by engaging extra hands to work outside of normal work hours and beyond normal job duties. The tasks include data entry, data coding, and data cleaning. By our calculation, it would have taken more than a year to complete this work using ZIMSTAT's normal complement of data processing staff.

The 12-month cycle of PICES enumeration ended in May. In June, ZIMSTAT completed a final round of field visits to obtain a final set of year-over-year "closing stocks" data. Also in June ZIMSTAT finished editing and coding the questionnaire books for April and May, as well as the closing stock data for June. This completes the data processing phase of the PICES project.

SERA is also providing critical support for the data analysis phase of the PICES project in the form of STTA from Dr. David Megill, a senior mathematical statistician. Dr. Megill has been reviewing PICES data from the first 6 months of the survey to identify technical issues that need attention and recalculate the weights needed for scaling up sample observations to obtain national, provincial and district level estimates of key statistical findings. Dr. Megill will conduct a similar technical review next quarter using the full 12 months of PICES results, as soon as he receives the necessary data tables from ZIMSTAT.

Finally, in connection with our support to the PICES team, the SERA COP became an active member of the PICES Technical Team, which met twice during the quarter. At the second meeting, on May 22, the ZIMSTAT Director in charge of PICES singled out SERA's contribution in filling urgent funding gaps to keep the project on schedule.

Support for the CBR and COS

The CBR and COS projects are central to our mandate to help ZIMSTAT improve the quality and timeliness of economic statistics, as the basis for evidence-based policy analysis and effective policy management.

The CBR project will compile a central register of establishments operating in all sectors and regions of the economy, classified by primary activity using the latest international standard industrial classification codes. When finished, the register will constitute the master sampling frame for collecting basic economic statistics such as the Quarterly Employment Inquiry (QEI), the Census of Industrial Production (CIP), the Volume of Manufacturing Index (VMI), and the Business Tendency Survey (BTS).

The COS project is equally important as a building-block for improving economic statistics. With rapid worldwide growth in ICT, finance, regional and international trade, tourism, and leisure activities, the services sector has become increasingly important in many countries. Yet no census of service enterprises has been conducted in Zimbabwe since a 1981 exercise that covered only distribution activities. Thus, the statistical infrastructure for estimating the economic contribution of services is seriously deficient.

ZIMSTAT initially conceived of the CBR and COS as distinct projects involving separate field surveys. In the interest of cost-effectiveness and timeliness, ZIMSTAT decided to implement the two projects through a single field exercise. They also scaled back the scope of the COS to exclude unregistered enterprises.

Given this streamlined design, SERA completed negotiation during Quarter 3 and signed an agreement for funding phase 1 of the CBR and COS projects, including: procurement of supplies; printing of materials; training of trainers; and training of enumerators. SERA also provided the following support during this quarter:

- Funding for consecutive week-long study tours to Nairobi (by four members of the CBR-COS core team) and Pretoria (six members of the team) in May. The study tours proved to be highly valuable to the team. Among other things, the visits led to critical rethinking about the need to obtain administrative data from ZIMRA, and the importance of convening a stakeholders workshop to discuss the purposes and plans for the CBR and COS projects. The respective trip reports are available from the SERA office on request.
- STTA from Dr. David Chapman, senior statistician. Dr. Chapman spent two weeks in Harare working closely with ZIMSTAT's CBR project team. His activities included offering lessons on best practices for CBR development and maintenance; reviewing the draft CBR questionnaire and training manual; assisting in revision of the questionnaire; helping the CBR team gain a better understanding of how to handle multi-unit enterprises; practical issues relating to the compilation of field lists from administrative records; and preparing a draft CBR plan for consideration by ZIMSTAT. Dr. Chapman's technical report to USAID will be completed in July.
- STTA from Mr. James Aanestad, senior statistician. Mr. Aanestad initially planned to conduct a field assignment focusing on assisting the COS team. For personal reasons he was unable to travel. His support therefore took the form of frequent emails and several phone discussions with the COS team. In parallel to Dr. Chapman (and in collaboration also), Mr. Aanestad reviewed the COS plans, questionnaires and field manuals; provided practical insights from international experience in conducting enterprise censuses and surveys; and providing guidance on the workflow, as well as the format and content of data reports. Mr. Aanestad's technical report to USAID will be completed in July.
- Provision of hardware and software for the CBR and COS projects, including an Oracle database system that will be the foundation for modernizing ZIMSTAT's overall data warehousing system.

- Funding for a Stakeholders Workshop that initially scheduled for early June; this has been put on hold, however, until next quarter.

As of the end of Quarter 3, ZIMSTAT’s CBR-COS team had completed the procurement of materials, the printing of questionnaire books and manuals for use in training, and conducted a highly interactive and constructive training of trainers (TOT) workshop. (The SERA COP participated in the first day of this week-long event.)

In light of findings from the study tours, the STTA from SERA, and the TOT workshop, ZIMSTAT determined to modify the CBR- COS schedule to allow more time for clarifying the operational plans, improving the field lists using administrative records, and revising documentation for the training of enumerators.

Other support for ZIMSTAT

Aside from our support for PICES, the CBR and the COS, the SERA team had intermittent discussions with ZIMSTAT officials during the quarter about other potential forms of support including training courses, upgrading of the website, developing metadata materials, and information events to improve public understanding of economic statistics. Only two such activities were undertaken during the period under review here:

- Through ZEPARU (as noted earlier) SERA sponsored Mr. Tidings Matangira, Labour Market Information Systems Manager from ZIMSTAT to attend the MEFMI regional short-course on Data Requirements for Economic Management: System of National Accounts (SNA 2008) in Arusha.
- Dr. Beverley Carlson conducted a detailed review of the ZIMSTAT website in comparison to statistical agency websites in South Africa, Kenya, Tanzania, Malawi, Uganda, and Zambia (among others), to come up with practical recommendations for improving ZIMSTAT’s electronic front door. Her draft report was reviewed by the COP in late June. The final report will be finished in early July for submission to ZIMSTAT and USAID.

5. CROSS-CUTTING ISSUES

The SERA Program contract identifies four cross-cutting issues as “general program parameters and guidance” applying to overall performance: coordination with other USAID programs; poverty; gender; and staffing.

Coordination with USAID

Establishing and maintaining full and open communications with USAID/Harare is a critical and on-going element of our field operation. The COP and RA held bi-weekly meetings with the COR, Joshua Smith (except for late June, when he was on home leave). The discussions covered a full range of issues including contract interpretations, STTA assignments, technical approval requests, and updates on Nathan’s progress in implementation of the program. The COP and the COR maintained communication by email or phone almost daily, as needed. The COP also participated in the quarterly EG Partners Meeting, chaired by Dr. Dooley-Jones.

Another important collaboration involved USAID’s Agricultural Competitiveness Project (Zim-ACP). First, at the request of the Zim-ACP COP, the SERA COP participated actively in a meeting of the Zim-ACP

advisory board held on May 9. Second, SERA consultant Martin Webber, from J.E. Austin, is producing a paper on lessons from international experience in strengthening agricultural competitiveness, for presentation at a Zim-ACP conference on Agricultural Competitiveness, July 11-12, 2012. In addition, the SERA RA will chair one session at the conference.

Outside the USAID community, the COP and RA held meetings to discuss policy and program issues with the WB, UNDP, DFID, the Economics Department at UZ, MEFMI, and SAPST. We also met with several local economists and leaders from the private sector to discuss topical policy issues, and the COP participated in two of the Business Round Tables organized by the U.S. Embassy.

Poverty

Because the SERA program is demand driven, the scope of our involvement with poverty issues has been and will continue to be defined by the needs of our client agencies. However, we consistently seek to address the poverty problem in Zimbabwe in the context of dealing with other issues. Indeed, the fundamental goal of our support for research, training, and outreach activities with ZEPARU is to improve policy analysis and research dissemination in order to foster *inclusive* growth and employment creation as primary engines for poverty reduction.

For the ZIMSTAT component, support for PICES has been a top priority for SERA. As explained in section 4, PICES will provide policy makers, researchers and other stakeholders with invaluable information on the incidence and distribution of poverty, and economic attributes of poor households. In addition, the assignment for statistics consultant David Megill included a review of ZIMSTAT data and calculations for the FinScope survey on financial inclusion, in addition to his work on PICES.

Several SERA activities with ZEPARU also involved elements relating to poverty reduction. With reference to the activity summaries presented in section 4:

- The ZEPARU Scholars Seminar in May included one paper on the impact of microfinance on rural household poverty in Zimbabwe (by Ms. Evidence Ndari, a SERA CCN employee who is seconded to ZEPARU).
- The ongoing study on Mining Sector Policy will include consideration of the policy regime for small-scale artisanal miners.
- The ongoing study on Agricultural Competitiveness has direct implications for poverty reduction.

At the end of Quarter 3, SERA was also in the process of developing with ZEPARU an outsourced research paper on planning for inclusive growth, and another on the economics of employment creation.

Gender

As with our focus on poverty, the demand-driven design of the SERA Program implies that our commitment to gender mainstreaming has to be filtered through the programmatic needs of ZEPARU and ZIMSTAT. However, we consistently apply a gender lens as far as possible in developing all activities.

In addition to the standard practice of tracking participants by gender in all of our activities, we addressed gender considerations in several other ways during quarter 3:

- Consistently emphasizing with ZEPARU our commitment to gender equity (to which ZEPARU fully agrees, subject to constraints imposed by gender imbalances within our client ministries).

- Working with ZEPARU to achieve approximate gender balance in sponsoring economists to short-term training courses.
- Ensuring that ZEPARU informed the economic ministries of our strong preference for female candidates for the next cohort of bursary awards for the M.Sc. program at UZ, as well as the Ph.D. bursary that will begin next year.
- Requiring ZIMSTAT to include in the CBR and COS questionnaires (see section 4) questions to establish baseline data on registered businesses *that can be identified as majority women-owned*.
- Developing a more systematic procedure for reviewing the gender content of research designs and assessing the gender content of studies, drawing on gender expertise from subcontractor IBI. (Still in process at the end of the quarter.)

The SERA team also made an effort during Quarter 3 to establish baseline data on the number of women economists employed in the key economic ministries. We found that women represent 33 percent of the economists at MEPIP (11 out of 33). Figures are still outstanding for the Ministry of Finance at the time of this report submission.

6. IMPLEMENTATION OF THE WORK PLAN

Given the need to develop virtually all of our activities through collaboration with ZEPARU or ZIMSTAT and in response to their expressed needs, the implementation of activities envisioned in our Work Plan for Year 1: many of the activities have been carried out on schedule; some are behind schedule but in process; and others have not yet been addressed because they have not been priorities for our principal partners. **Annex 1** provides an itemized tabulation of the correspondence or variance between activities targeted in our Work Plan and actual performance during Quarter 3.

7. SERA PROGRAM CHALLENGES

During Quarter 3, notable challenges faced by the SERA team, and our responses, are as follows:

1. Absorptive capacity at ZEPARU.

As a primary component of the SERA Program, “Assistance to ZEPARU” accounts for a major portion of our budget funding for technical assistance (CLIN 2). Implementation of this component has been much slower than expected due to operational and financial constraints within ZEPARU. Through our weekly meetings with ZEPARU and daily interactions at the technical level, it has become apparent that our planned scope of activity exceeds their absorptive capacity, at least under present procedures.

In response, we have urged ZEPARU to make fuller use of Dr. Ndlela’s services to assist with management, technical work, capacity building and mentoring. Dr. Ndlela has become more proactive in helping ZEPARU to move the activities along. Second, we have seconded to ZEPARU a full-time junior economist as Training Coordinator to leverage their resources in planning and running training activities and research dissemination events. Third, we have sought to justify to USAID requests from ZEPARU for upgrading their IT infrastructure and funding for operational activities.

Where this has not been possible, we have provided them with clear explanations of our contract conditions.

In discussions on the Year 2 Work Plan, to begin in July, we will seek new approaches to work around their capacity constraints in order to maximize the benefits of the collaboration with SERA to help ZEPARU fulfill its mandate and achieve our program objectives.

2. Managing ZEPARU expectations and practices in light of USAID regulations and policies

During quarter 3, ZEPARU developed first-time plans for SERA support for research, in-country training, and dissemination activities, only to find that their expectations and standard practices were in some ways inconsistent with USAID regulations or policies, or provisions of the SERA budget. Examples included ZEPARU's usual approach to paying honoraria to speakers or facilitators who are host-government employees (as defined by State Department regulations); holding in-country short-courses outside of Harare, requiring funding for travel expenses and allowances to participants; and paying sitting allowances for Parliamentarians.

As each issue arose, the SERA team and Nathan's head office worked with ZEPARU to clarify the pertinent USAID rules and policies and SERA program contract constraints. The process necessitated restructuring and delaying several activities that were initially planned for Q3. Now that the rules are clear, ZEPARU understands the need to structure activities going forward to be consistent with SERA contract provisions.

3. Outsourcing research through ZEPARU.

As we reached the stage of initiating SERA support to ZEPARU for research and analysis, we encountered a critical question about the use of our budget line for "Research—Subcontracts and Grants in support of ZEPARU." ZEPARU's view was that these resources should be used to support their internal research agenda in line with their institutional work plan, to co-finance gaps in funding from ACBF and GOZ. The issue arose from an ambiguity in the contract, which calls for the contractor (Nathan) to respond to ZEPARU needs and help ZEPARU's develop the capacity to fulfill its mandate, while then stating that the contractor "will provide support and technical assistance to ZEPARU as it outsources certain short and long-term research projects..."

To address this concern, the SERA team sought clarification on the mission's technical interpretation of these contract terms. The response from USAID indicated that this budget line should be used for outsourced research. SERA also sought clarification regarding questions from ZEPARU on modalities for "outsourcing" that are acceptable to the mission. Although ZEPARU management was expecting to access these funds to support their own research, they now understand that the funds are earmarked to help them leverage their internal capacity through outsourcing research.

4. Achieving gender balance in SERA-supported activities.

We face a large gender imbalance in our target groups for research and training. Also, for most activities that we support, the selection of facilitators and participants depends on decisions by our partner agencies, beyond our management control. We strive consistently, however, to ensure that women are actively recruited to participate in SERA-supported activities. For activities where we do have control of the decisions, we endeavor to have women equality represented.

5. ZIMSTAT planning for the CBR and COS projects

In light of advice received from SERA consultant Dr. Beverley Carlson, we were concerned that the schedule established by ZIMSTAT for carrying out the CBR and COS projects did not allow adequate time for dealing with some important operational technicalities. For this reason, we structured the initial agreement with ZIMSTAT to cover only the preparation phase of these important statistical development activities, leaving open the door to revision of the timeline and budget for the implementation phase. We also readily agreed to requests to support study tours and provide STTA to the CBR and COS teams. Along with internal considerations, these preparatory steps contributed to a decision by ZIMSTAT to take more time in developing implementation plans for the CBR and COS projects.

8. PLANS FOR THE NEXT QUARTER

Previous sections of the report summarized SERA Program activities during Quarter 3. This section outlines key activities in process or planned for Quarter 4.

Management and Administrative Services

- Negotiations with ZEPARU and ZIMSTAT on programmatic priorities and activities for the SERA Program Work Plan for Year 2, which begins on October 1, 2012.

Assistance to ZEPARU

- Development and implementation of a consultancy study on strategies for achieving financial and institutional sustainability for ZEPARU.
- Completion of the study on Mining Sector Policies, from the point of view of overall economic development.
- Supporting up to 5 papers on key themes for presentation to the High-Level Economic Summit that the MOF is planning for the end of August. Discussions during Quarter 3 focused on invited papers on financial sector reforms and the choice of a future currency regime, and funding for outsourced research in response to a Call for Papers that will be issued by ZEPARU and the MOF, on specified sub-themes for the conference (TBD).
- SERA support to upgrade the ZEPARU website, including improved website design, content development, and improved IT systems (if necessary).
- Initiation of SERA-supported series of economic literacy seminars for Parliamentarians, in collaboration with ZEPARU and SAPST.
- Sponsorship of two economists to attend a MEFMI regional training course on Financial Programming and Policy, 13 – 24 August 2012, in Rwanda.
- Sponsorship of two economists to attend a MEFMI regional training course on Quantitative Methods and Analysis for Debt and Reserves Management, 20 August – 5 September 2012, in Malawi.
- Development and implementation of at least one customized in-country short- course. In addition to co-financing possible courses developed through MEFMI, we have presented to ZEPARU a menu of new options involving international faculty, for the purpose of capacity building and cross fertilization. Possible topics for the next two quarters include: Financial Programming and Policy; Macroeconomic Research Methodology and Technical Writing Skills;

Budget Management in the Public Sector; and Economic Modeling and Forecasting Using E-Views Software. (See Challenge 2, above.)

- Continued bursary support for 8 ZEPARU Economic Scholars to pursue the part-time M.Sc. program in Economics at UZ, and recruitment of up to 12 new bursary recipients, with a strong emphasis on improving the gender balance. We also expect to fund refresher courses to be offered by the Economics Department to the new students and to third-year students who will be starting their thesis work.
- Selection of up to 5 ZEPARU Economic Scholars to pursue the Ph.D. program in Economics at UCT or a comparable regional institution, with full bursaries from the SERA program.
- Continuation of the ZEPARU Economic Seminar Series, beginning on July 2 with a half-day seminar in collaboration with the WB and MEPIP, featuring Dr. Justin Lin, former Chief Economist at the World Bank, on the topic of *Policies for Fostering Growth: Lessons from the Asian Tiger and Implications for Zimbabwe*.
- A one-day Stakeholders' Workshop to present and discuss a ZEPARU study on *Strengthening the Zimbabwe National Policy Making Process*. The study was commissioned and funded by the Research Council of Zimbabwe.
- A two-day High-Level Economics Conference on Unleashing Zimbabwe's Growth Potential, scheduled for August 29-30, and organized by the Ministry of Finance in partnership with ZEPARU and SERA. SERA and ZEPARU developed the Concept Note, which has been approved by the MOF. The Ministry has given ZEPARU the task of planning and managing the conference with technical support from SERA, through our subcontractor Imani Development (International) Ltd.

Assistance to ZIMSTAT

- Completion of SERA-supported elements of the PICES project, namely the data processing and STTA from Dr. David Megill to review the data and calculations to determine weights for scaling up the sample results to national and provincial level estimates.
- Completion of the SERA-supported preparatory phase of the CBR-COS project, and negotiation of the Phase II agreement covering the field work, data processing, reporting, and dissemination/outreach.
- A comparative review by Dr. Beverley Carlson of statistical agency websites in the region, with recommendations for ZIMSTAT. This review was initiated by the COP to inform discussions with ZIMSTAT about options for SERA support in upgrading their electronic interface with the world.
- A review by Dr. Carlson of available on-line training options for applied statisticians, with a focus on the production of economic statistics. This review was initiated by the COP to inform discussions with ZIMSTAT about options for SERA support on training.

9. PERFORMANCE MONITORING

Annex 2 provides three matrices that appear in each progress report to monitor SERA program performance in terms of delivering outputs, achieving results, producing proximate outcomes. A fourth matrix in **Annex 2** provides information on “context indicators” that track Zimbabwe’s progress towards

the SERA program goal of improving the macroeconomic environment for growth. It is too early to expect significant changes at this level of performance, but several observations are worth citing:

- The IMF estimate for 2012 GDP growth has increased this quarter from 4.7% to 5.0%. This is more in sync with the MoF growth projection for 2012 which has been reviewed down to 5.6%.
- Non mineral revenue continues to grow, with April-June revenues for 2012 up 23% over the same period last year.
- Foreign Direct Investment net inflows are estimated to have increased substantially in 2011. Figures from this quarter indicate that the 2011 Estimate for FDI net inflows increased to \$373.4 million from the previous quarter's estimate of \$125.0 million. This is a significant increase from the 2010 figure of \$122.6 million.
- While there is little change in the reported level of formal sector employment for this quarter (425,400 as of March 2012 over the baseline of 422,700 as of December 2008), it is worth mentioning that the response rate on the Quarterly Employment Index upon which this is based has significantly improved from 16.0% for the December 2011 round to 46.6% for the March 2012 round. Discussions continue with ZIMSTAT on disaggregating the final QEI data by sex.
- Annual new business registrations appear to be on track to meet the target of 8,600 for 2012, with 4,994 new registrations as of June.

Annex 1. Implementation of SERA Work Plan through Quarter 3 *

Task/Deliverable (D) / Milestone (M)	Status at end of Q3
1. Management and Administration Services	
1.1. Project start-up activities	
Field start-up team, COP, Resident Advisor	Done
Locate and equip SERA Program office, identify and hire staff, complete office manuals	Done
Register as SERA Program Trust, open SERA bank account, establish field accounts	Done
Establish field accounts	Done
Register with ZIMRA, NSSA, other formalities as needed	Done
Select and procure project vehicles	Done
Coordinate with COTR, other USAID programs, other key donors	Ongoing
Complete SERA Grants Manual	Done
Complete approved sub-contracts	Done
Develop and manage STTA and MTTA assignments	Ongoing
Develop SERA Program website <i>(subject to COTR approval)</i>	Dropped
1.2. Reports	
Submit Annual Work Plan for Year 1	Done
STTA (Dr. Tererai Trent) to assist with mainstreaming gender in Work Plan and M&E Plan	Done
Work Plan revision, if necessary	No revision
Submit M&E Plan for Years 1-4	Done
M&E Plan revision, if necessary	Done
Submit Quarterly Progress Reports	Done
Submit Quarterly Financial Reports	Done
Submit Quarterly Accrual Reports	Done
Submit Activity Reports, Success Stories, Dissemination tools	Activity reports submitted for approval as finalized. 1 Success Story approved to date

Task/Deliverable (D) / Milestone (M)	Status at end of Q3
Submit reports and information products to DEC	No reports and products finalized yet for DEC submission
2. Assistance to ZEPARU	
Provide Senior Advisor to ZEPARU, Dr. Daniel Ndlela	Ongoing
Coordinate with ZEPARU on priorities, activities	Ongoing
Liaise with MOF, MEPIP, Parliament, and ZIMSTAT, through ZEPARU	Ongoing, but liaison with Parliament delayed (see text)
Liaise with other USAID projects & other donors to coordinate SERA support for ZEPARU	Intermittent; SERA STTA to support ZIM-ACP conference in July
Liaise with other partner organizations and stakeholders, through ZEPARU	Occasional
2.1. Research and Analysis	
Review ZEPARU's research agenda on priority issues for 2012	Done
Determine initial priorities for SERA support to ZEPARU on policy research and analysis	Initial priorities reflected in ZEPARU Work Plan for 2012; revisions ongoing in light of new information
Review ZEPARU data systems for economic analysis to assess capabilities and needs	Behind schedule -- crowded out by focus on other activities to date
Review ZEPARU research products from 2011, as tool for mentoring/training	All but one review completed; report to USAID in process
Assist ZEPARU in developing data base of economic statistics, national and international	Work begun in Q3 through STTA from Dr. Jefferis to upgrade Economic Barometer; focus on website data base planned for Q4.
Assist ZEPARU in establishing Research Reference Groups to guide research and strengthen buy-in	Requested by ZEPARU during SERA start-up; no ZEPARU action to date
Provide technical support and mentoring for ZEPARU to conduct high quality and timely policy research in response to needs of MOF and MEPIP.	Technical support and mentoring via STTA assignments (see text); mentoring also ongoing task for Resident Advisor
Support SERA researchers with study tours, as appropriate	No requests to date from ZEPARU

Task/Deliverable (D) / Milestone (M)	Status at end of Q3
Assist ZEPARU in developing the capacity to outsource and manage policy research	SERA clarified USAID rules for outsourcing and reviewed draft SOWs for two outsourced projects. Assistance in managing research ongoing task for Resident Advisor.
Establish guidelines/procedures for SERA contracts or grants for outsourcing	Done, including clarifications during Q3 on USAID policies
Implement, monitor and complete at least 2 contracts or grants for policy research	Two SOWs for outsourced policy research in process.
Assist ZEPARU in strengthening capacity to respond to ad hoc requests from government	During Q3, SERA assisted ZEPARU in responding to request from MOF to partner on High-Level Economics Conference. MOF request for study on manufacturing competitiveness under discussion
Assist ZEPARU in developing policy briefs and press releases on research findings	None to date
Assist ZEPARU in developing financial sustainability plan	Discussions underway in June. SOW to be developed in July; target completion during Q4 as per Work Plan schedule
2.2. Parliamentarian Training	
Determine training needs and priorities for SERA supported seminars, through ZEPARU	Training needs, broadly defined, were determined in 2011 study by ZEPARU. SAPST submitted proposals to SERA well above our budget for this activity; they also required payments not allowed by USAID/Zim policy. New plan in process, via SAPST.
In collaboration with SAPST, determine modalities, scheduling, staffing for these seminars or trainings	SAPST developing new plan involving series of short seminars for SERA support
Design, develop and deliver SERA-supported seminars for Parliamentarians.	Planning stage
Collect and evaluate data on participants, and participant evaluations	No activities yet
2.3. Short-term Training of Economists	
With ZEPARU, identify training priorities for SERA supported short-courses-- local & regional	Done, subject to modifications in light of need for adequate lead time and coordination with ministries.

Task/Deliverable (D) / Milestone (M)	Status at end of Q3
Design, develop and deliver up to 5 short-courses for govt economists.	Initial in-country course developed (with MEFMI), delayed to July because initial plan MEFMI and GOZ practices on honoraria and allowances were inconsistent with USAID restrictions
Sponsor up to 8 individuals in Year 1 to attend regional short-courses	5 individuals sponsored to date to attend courses of less than 2 weeks
Sponsor 4 individuals in Year 1 to attend longer training courses in Africa	2 individuals sponsored during Q3 to attend regional courses of at least 2 weeks -- MEFMI course in Arusha
Collect and evaluate data on participants, and participant evaluations	Data collected for each event
Liaise with USG agencies about possible customized short-courses for SERA Year 2	3 individuals sponsored in May to attend BLS course on Economic Indicators, In Washington
2.4. Long-term Training of Economists	
Develop conditions and procedures for bursaries starting in Jan 2012	Done
Clarify with USAID the eligibility requirements (meaning of "government economists")	Done
Provide bursaries for part-time MSc in Economics at U Zimbabwe, through ZEPARU	Done
Screen gov't economists already in MSc program, for bursaries starting Jan 2012	Done
Determine rules for allocating laptop computers to support MSc program participants	Done
Implement bursaries for term starting Jan 2012	Done
Procure and deliver laptop computers	Done
Develop system for identifying and screening new candidates for entry in Sep. 2012	System for identifying candidates via ZEPARU; provisional screening criteria established
Select candidates for bursaries starting in Sep. 2012	UZ admission decisions coming in July; ZEPARU will then nominate candidates for SERA support
Implement bursaries for term starting Sep 2012	For Q4
Provide bursaries for PhD in Econ at UCT, through ZEPARU	To begin Year 2 due to academic schedule in S. Africa
Develop, with ZEPARU, system for tracking progress of bursary students	Done
Track SERA bursary recipients progress from start to finish	Ongoing

Task/Deliverable (D) / Milestone (M)	Status at end of Q3
Determine priorities for SERA research dissemination workshops (3 to 6 months at a time)	One seminar held in May, one scheduled for early July. Priorities set for 3 other seminars, not yet scheduled.
Design, develop and deliver 10 outreach/dissemination workshops - topics TBD	One seminar held in May, one scheduled for early July.
Assist ZEPARU in planning, organizing and implementing International Economics Conference (date TBD)	Process underway in collaboration with MOF; SERA providing STTA to assist ZEPARU in planning and managing the Conference.
Collect and evaluate data on participants, and participant evaluations	Data on participants being collected for each event, but not participant evaluations (at suggestion of USAID)
Confer with ZEPARU on grant to revive Zim Economics Society as host for research seminars	Discussions to date indicate ZEPARU preference for running their own seminar series
3. Assistance to ZIMSTAT	
Coordinate with ZIMSTAT to define priorities for SERA technical and financial support	Done
STTA (Beverley Carlson) to conduct ZIMSTAT needs assessment as input to SERA Work Plan	Done
Liaise with ZEPARU, MOF, MEPIP to determine data needs for SERA support	Year 1 priorities determined through discussions directly with ZIMSTAT, reflecting MOF priorities
Coordinate with other partner org's and NSS stakeholders on SERA support for ZIMSTAT	Intermittent
Establish guidelines and procedures for SERA contracts and grants relating to support for ZIMSTAT	Done
Implement and monitor SERA funding for contracts or program relating to support for ZIMSTAT	Ongoing
3.1. Improve organization and coordination of the NSS	
Review ZIMSTAT data products and data information materials and needs for development of materials	Ongoing
Develop specifications for upgrading ZIMSTAT website and populating website with data content	SERA provided STTA review of website upgrade needs, but ZIMSTAT (to date) intends to use funding from another donor for this purpose.

Task/Deliverable (D) / Milestone (M)	Status at end of Q3
Provide funding, equipment and STTA to improve accessibility of timely data on ZIMSTAT website	SERA supplied Oracle software and some equipment needed for upgrading data warehousing system, needed to improve accessibility of data
Provide funding and STTA to establish direct data link with ZEPARU and other gov't agencies	Discussions with MEPIP indicate that they have system in place, and are willing to share it with ZEPARU
Develop and produce meta-data and manuals for data producers and users	Development and dissemination of meta-data will be a condition for funding implementation of the CBR-COS project; discussions also held on meta-data for PICES.
Develop and deliver public information events or trainings for producers and users of economic statistics	CBR-COS stakeholders workshop approved, but delayed until Q3 due to time constraints.
3.2. Develop physical, IT and statistical infrastructure	
Determine specific role for SERA in meeting priority needs for data development	Ongoing
Provide financial support, as needed, for completion of PICES survey	Financial support provided for PICES data processing; activity to be completed in July
Provide technical support, as needed for PICES data analysis	STTA assignment in progress
Provide TA and funding for modernization and overhaul of central business registry (CBR)	Funding provided for Phase 1 (preparations and training); STTA assignment conducted. Negotiations begun for funding implementation and completion of CBR.
Provide TA and funding for Census of Services (COS)	Funding provided for Phase 1 (preparations and training); STTA assignment conducted. Negotiations begun for funding implementation and completion of CBR.
Determine training needs for ZIMSTAT staff development	SERA support for CBR-COS Training of Trainers (completed) and Training of Enumerators (schedule TBD).
Assess other resources available for delivering training in applied statistics	STTA review of available on-line resources underway.

Task/Deliverable (D) / Milestone (M)	Status at end of Q3
Develop and deliver training for ZIMSTAT staff, or fund staff for training provided by other org's.	CBR-COS Training of Trainers completed; Training of Enumerators planned but rescheduled to Q4.
Review IT systems and database management systems in ZIMSTAT	SERA supplied hardware for CBR-COS projects and Oracle software for upgrading data warehousing system
Develop specifications for strengthening the internal data management system at ZIMSTAT	Specifications developed by ZIMSTAT in connection with IT needs for CBR-COS project
Identify and deliver TA and IT equipment to strengthen internal data management systems	Requested hardware and software delivered
Identify and deliver other equipment such as motorbikes and GPS units to facilitate field work	No decision yet from ZIMSTAT on SERA provision of GPS for CBR-COS project and subsequent field work.

** Several items from the Year 1 Work Plan are omitted here because they were sub-task details or illustrative examples only.*

Annex 2: Performance Monitoring Indicators

Table A2.1. Output Indicators	A-9
Table A2.2. Intermediate Results Indicators	A-13
Table A2.3. Outcome Indicators	A-16
Table A2.4. Context Indicators	A-18

TABLE A2.1 – OUTPUT INDICATORS

	Item	Baseline	Source	SERA YEAR 1 Annual Target	2011 Actuals	2012 Actuals			SERA YEAR 2 Annual Target
					Oct – Dec	Jan – Mar	Apr – June	July - Sept	
1. Assistance to ZEPARU									
1.	Equipment specified by ZEPARU and approved by USAID procured and delivered	not applicable	SERA	ZEPARU sign off on delivery of equipment	Awaiting specifications from ZEPARU	Laptops requested for use by research fellows and interns	Laptops and printer request approved by USAID, procured and delivered		ZEPARU sign off on delivery of equipment
A. Research and Analysis									
2.	Study completed on financial sustainability for ZEPARU	not applicable	ZEPARU	Done	Agreement with ZEPARU on need for this study	Discussions cont'. Study planned for July-Sep	Study on agenda, planned for STTA for July-Sept		Study findings accepted
3.	Number of completed policy studies by ZEPARU with SERA support: total, and with gender content	0	ZEPARU	6, 3	0	1,0 (Barometer vol. 3 during Q)	1,0 (Barometer vol.4 during Q)		8, 4
4.	Number of completed policy studies outsourced by ZEPARU with SERA support: total, and with gender content	0	SERA	2, 1	0	0	0		4, 2
5.	Person-hours of training in fiscal policy and fiscal administration supported by USG assistance (USAID PMP indicator): total, women	0	SERA	1500, 750	0	200, 80	1120, 140		2500, 1250
6.	Number of days of SERA technical assistance in fiscal policy and fiscal administration (USAID PMP indicator)	0	SERA	150	0	2	92		150

B. Parliamentarian Training									
7.	Number of SERA-supported seminars for Parliamentarians, on economic policy and economic literacy.	0	SERA	4 seminars	0	0	0		6 seminars
8.	Number of Parliamentarians trained with SERA support: total, women	0	SERA	60, 30	0	0	0		100, 50
C. Short-term Training of Economists									
9.	Number of SERA-supported customized short-courses for govt economists.	0	SERA	4 customised short courses	0	0	0 implemented, 1 course to begin in July		5 customised short courses
10.	Number of government economists attending customized short-courses: total, women	0	SERA	80, 40	0	0	0		100, 50
11.	Number of individuals sponsored to attend regional short-courses: total, women	0	SERA	8, 4	0	5,2	0		8, 4
12.	Number of individuals sponsored to attend longer training courses in Africa: total, women	0	SERA	4, 2	0	0	5, 2 incl. 3,1 (BLS in Washington DC)		4, 2
D. Long-term Training of Economists									
13.	Number of individuals w/ SERA bursaries to part-time MSc in Economics at U Zimbabwe: total, women	0	SERA	20, 10	0	8,0	8,0		20, 10
14.	Number of individuals w/ SERA bursaries to PhD in Economics at UCT - total, women	0	SERA	5, 3	0	0	0		5, 3
E. Workshops									
15.	Number of SERA-supported workshops or seminars	0	SERA	8	0	0	1		10

16.	Number of participants in SERA-supported workshops or seminars- total, women	0	SERA	400, 200	0	0	32,9		500, 250
3. Assistance to ZIMSTAT									
17.	Number of SERA-supported training courses for data producers and/or users	0	SERA	1	0	0	0		2
18.	Number of participants in SERA - supported training courses for data producers: total, women	0	SERA	20, 10	0	0	0		40, 20
A. Improve organisation and coordination of NSS									
19.	Number of meta-data documents and data manuals produced and posted on-line with SERA support	0	SERA	0	0	0	0		2
20.	Number of public information events on economic statistics, through ZIMSTAT	0	SERA	2	0	0	0		3
21.	Number of participants in SERA-supported public information events through ZIMSTAT - total, women	0	SERA	100, 50	0	0	0		150, 75
B. Develop physical, IT and statistical infrastructure									
22.	Equipment specified by ZIMSTAT and approved by USAID procured and delivered	not applicable	SERA	ZIMSTAT to sign off on delivery of equipment	Awaiting specifications (ZIMSTAT undertaking needs assessment)	CBR –COS specifications received. Procurement in process.	CBR-COS software and hardware procured and delivered		ZIMSTAT to sign off on delivery of equipment
23.	Number of SERA-supported training events for ZIMSTAT staff	0	SERA	1	0	0	3 (2 study tours, 1 training workshop)		2
24.	Number of participants in SERA - supported training courses for ZIMSTAT staff - total, women	0	SERA	20, 10	0	0	32, 6		40, 20
25.	Cum. number of online courses	0	SERA	plans established	0	0	Review initiated		1

	in economic statistics developed/supported by SERA						over available online courses in economic statistics		
--	---	--	--	--	--	--	--	--	--

TABLE A.2.2 – INTERMEDIATE RESULT INDICATORS

	Item	Baseline	Source	SERA YEAR 1 Annual Target	2011 Actuals	2012 Actuals			SERA YEAR 2 Annual Target
					Oct - Dec	Jan – Mar	April - Jun	Jul - Sept	
Assistance to ZEPARU									
A. Research and Analysis									
1.	Number of policy briefs/studies drafted and presented for public/stakeholder consultation as a result of USG assistance(USAID PMP indicator): total, and with gender content	0	ZEPARU	8, 4	0	0	0		10, 5
2.	Number of economic research material available through online library on the ZEPARU website	12 (9 Periodic articles, 3 serials)	ZEPARU	>=30 papers	= Baseline	No change	No change		>=60 papers
B. Parliamentarian Training									
3.	Survey on knowledge retention and on the job utilization of content from SERA supported training, 6 months after each course by sex	0	ZEPARU	Results for each seminar	0	Survey tool being developed	Survey tool being developed		Results for each seminar
4.	Number of MPs completing Certificate Program: total , women	0	Parliament	Programme established	Discussed with ZEPARU	Discussed with SAPST	Discussion cont'd with SAPST		10, 5
C. Training of Economists									
5.	Survey on knowledge retention and on the job utilization of content from SERA supported training, 6 months after each course by sex	0	ZEPARU	Results for each course	0	Survey tool being developed	First survey scheduled for September 2012		Results for each course
6.	Cum. number of gov't economists completing MSc-Econ at U Zim w/ SERA support - total, women	0	University of Zimbabwe	0	0	0	0		4, 2
D. Workshops (policy dialogue events)									

7.	Number of press releases published or positive news reports on SERA-supported outreach/dissemination events: total, and with gender content	0	SERA	10, 5	0	0	0		20, 10
8.	Implementation of ZEPARU International Economics Conference with ACBF co - funding	October 2006 only one held to date	ZEPARU	Groundwork for Conference #1 complete	Discussion initiated	MOF&ZEPARU to launch Zim. Econ. Summit with SERA co-funding. Target: August 2012	Conference Coordinating Committee established. STTA engaged to assist ZEPARU in implementation of conference and up to 5 papers under development		Conference #1
Assistance to ZIMSTAT									
A. Improve organization and coordination of NSS									
9.	Number of economic reports produced by ZIMSTAT with lag of no more than 12 months	0	ZIMSTAT	2	0	1 (inflation reports)	2 (Quarterly Digest of Statistics and Inflation Reports)		6
B. Develop physical , IT and statistical infrastructure									
10.	Completion and publication of the Poverty, Income, Consumption Expend. Survey (PICES)	field work underway	ZIMSTAT	Survey/Data entry completed	Field work underway	Fieldwork ends in May. Six months of data entry completed	Data processing underway, to be completed end of July. STTA assisting with data review		Report completed and disseminated
11.	Completion of Central Business Registry (CBR) update	poor quality data	ZIMSTAT	Field work conducted	Discussions initiated on SERA support	ZIMSTAT plans in process. SERA funding for phase 1 approved.	Local and regional study visits and training of trainers conducted. Field work scheduled		Results disseminated

							for September		
12.	Completion of Census of Services (COS)	last done 1981	ZIMSTAT	Plan approved	Discussions initiated on SERA support	ZIMSTAT plans in process. SERA funding for phase 1 approved.	Local and regional study visits and training of trainers conducted. Field work scheduled for September		Census Completed
13.	Response rate on Quarterly Employment Inquiry, within 3 months	2% for September 2011 round	ZIMSTAT	20%	2% for September 2011 round	16% for December 2011 round	46.6% for March 2012 round		30%
14.	Number of ZIMSTAT staff using/completing SERA-supported on-line training courses: total, women	not applicable	ZIMSTAT	on - line training plan established	Not yet initiated	Not yet initiated	Not yet initiated		20, 10

TABLE A.2.3 - OUTCOME INDICATORS

	Item	Baseline	Source	SERA YEAR 1 Annual Target	2011 Actuals	2012 Actuals			SERA YEAR 2 Annual Target
					Oct - Dec	Jan - Mar	Apr - June	Jul - Sept	
Assistance to ZEPARU									
1.	Number of policies/ legislation reformed and implementation started, as a result of USG assistance (USAID PMP indicator)	0	ZEPARU	TBD in consultation with USAID	0	0	0		TBD in consultation with USAID
2.	Number of "hits" and downloads of policy briefs/reports/studies posted on ZEPARU website	568 hits 353 downloads	ZEPARU	50% increase over baseline	= Baseline	Data not yet available	Data not yet available. SERA support for website upgrade started		100% increase over prior year
3.	Number of local trainers capacitated to deliver short-term courses for gov't economists, through SERA support, by sex	0	ZEPARU	2, 1	0	0	0		4, 2
4.	Amount of funding for ZEPARU, excluding time-limited donor support	Budget vote 2010=\$10,000 2011=\$200,000	ZEPARU	\$200 000 2012 budget vote	FY2012 budget vote = \$200,000	No change	No change		\$300 000, incl. budget vote + other sources
Assistance to ZIMSTAT									
5.	Improved National Income and Product Accounts (NIPA) statistics using PICES data and economic surveys that benefit from CBR upgrade	Seriously deficient statistical inputs to NIPA	ZIMSTAT	PICES data collection complete	Seriously deficient statistical inputs to NIPA	PICES field work to finish May 2012. CBR and COS projects in planning stage.	PICES field work completed. CBR, COS preparations and training in process		CBR update and COS complete

6.	Production of timely economic statistics (Indicator from NSDS Monitoring framework with SERA focus on economic statistics.	TBD with ZIMSTAT during 2012 Q1	ZIMSTAT	Plans developed	Technical discussions initiated with ZIMSTAT	Technical discussions continued	Technical discussions have focused on PICES, CBR and COS		50% of economic statistics compliant with GDDS on timing and frequency
7.	Number of downloads of economic data tables or documents on ZIMSTAT website	Data not captured by ZIMSTAT	ZIMSTAT	Data collected and reported to management monthly	Data not captured by ZIMSTAT	Data still not captured by ZIMSTAT	Data still not captured by ZIMSTAT		TBD in consultation with ZIMSTAT

TABLE A.2.4 - CONTEXT INDICATORS

	Item	Baseline	Source	SERA YEAR 1 Annual Target	2011 Actuals	2012 Actuals			SERA YEAR 2 Annual Target
					Oct - Dec	Jan - Mar	Apr - June	Jul - Sept	
Economic Growth									
1.	Real GDP Growth relative to IMF projection for 2012-2015, from WEO Sep 2011	IMF estimate 6.0% for 2011; projection 3.1% in 2012; 3.0% for 2013-15	IMF for updated estimates, ZIMSTAT for actuals	IMF baseline proj. for 2012 achieved = 3.1%	IMF growth estimate for 2011 increased to 9.3%	IMF growth estimate for 2012 increased to 4.7%	IMF growth estimate for 2012 increased to 5%		IMF baseline for 2013 exceed by 1%=4%
Poverty Reduction									
2.	Poverty indicators as available (total, male, female)	UZ/MZF 2011: total consumption poverty rate = 87%	Agencies conducting poverty surveys, with or w/o SERA support	PICES 2012 completed	UZ/MZF 2011: total consumption poverty rate = 87%	No new poverty data available at this time.	Prevalence of underweight children under 5=11.1% male, 8.4% female, 9.7% total (ZDHS 2010 - 2011, MDG indicator for eradicating extreme poverty & hunger)		PICES data published; Quick Poverty Survey instrument developed
Employment Creation									
3.	Growth in formal sector non-gov't jobs (total, male, female), excluding agriculture. No breakdown by sex available	422,700 = latest ZIMSTAT data for Dec 2008. No breakdown by sex available	ZIMSTAT	Conduct and publish timely quarterly employment surveys	422,700 = latest data, for Dec 2008. No breakdown by sex.	No change. Discussions initiated with ZIMSTAT on QEI disaggregation by sex.	425,400 for March 2012. No breakdown by sex available.		10% growth in formal sector jobs

Fiscal Management and Administration									
4.	Non-mineral revenue (NMR)	2.65 billion (2011)	Baseline from ZIMRA 2011 Revenue Performance Report	NMR growth to exceed growth of non-mining GDP c	2011 NMR = \$2.65 billion	NMR for Jan–Mar 2012 = \$723.9m. Same period 2011 = \$573.2m. Growth = 26.3%	NMR for Apr – June 2012 = \$784.4m. Same period 2012=\$642.2m. Growth= 23%		NMR growth exceeds growth of non-mining GDP
5.	Percentage of central government expenditure on social services and productive infrastructure (excl. personnel cost)	Est. 18.42% (September 2011)	MOF	25%	Est. 18.4% (thru Sept. 2011)	10.2% (Jan–Feb 2012)	16.4% (Jan–Jun 2012)		30%
Debt relief									
6.	Improved debt management	Controversy on use of HIPC	MOF	Analysis of pathways to debt reduction	Controversy on use of HIPC	GoZ issued Zim. Accelerated Arrears clearance and Debt Mgt and Dev't Strategy (ZAADDs)	IMF encouraging that RBZ debt be approved and ratified by parliament to allow for calculation of the full national debt and implementation of debt strategy		Plan for debt relief and IMF Staff Monitored Program
Investment Promotion									
7.	Foreign direct investment, net inflow (US\$ millions)	\$105m in 2009 \$122.6m in 2010 (RBZ Actuals)	Baseline: Actuals: RBZ BOP Data	FDI inflow for 2012 no less than for 2011	\$122.6million (RBZ actuals for 2010)	\$125million (RBZ estimate for 2011)	RBZ estimate for 2011 revised up to \$373.4m Projections for 2012 = \$540m		FDI inflow for 2013 at least double 2012

Gender Equity									
8.	Formal sector employment, non-gov't: % women	37% of women formally+informally employed. Data n.a. on formal sector jobs by sex	Zimbabwe Demographic and Health Survey 2010 - 2011	10% growth from baseline	= Baseline	No new data. Discussions initiated with ZIMSTAT on QEI by sex.	No new data. Discussions continued with ZIMSTAT on QEI by sex.		10% growth
Business environment									
9.	New business registrations (number per calendar year)	8550 in 2011	Registrar of Companies	8600	8550 in 2011	2527 (through March 30, 2012)	4994 (through June 29, 2012)		10000
10.	Doing Business Ranking	171 out of 183 countries for 2012	IFC/WB Doing Business Report 2012	164	171 out of 183 countries for 2012	Data produced annually	Data produced annually.		157
Financial Sector									
11.	Level and Growth of deposits in banking system	December 2011 total deposits = \$3318.2 million, Growth = 42.6%	RBZ Monthly Report	25% growth	December 2011 total deposits = \$3318.2 million. Growth from year earlier = 42.6%	Feb 2012 total deposits = \$3377.6 million. Growth from year earlier = 37.4%	May 2012 total deposits = \$3580.2 million Growth from yr earlier=30.9%		20% growth
12.	Bank interest spread (% points) (average lending rate less SERA estimate of average interest cost of deposit funds)	Est. 9.9% (October 2011)	RBZ Monthly Weekly Reports	9.9%	Est. 9.9% (October 2011)	Est.10.2% (January 2012)	5.2%* (April 2012)		9%
13.	World Bank Statistical Capacity Indicator (Indicator from NSDS Monitoring F/Work).	49 (2011)	World Bank	50	49 (2011)	Data produced annually	Data produced annually. Published in September when the WDI comes out.		65

* Methodology change – with effect from week ending 30 March 2012, deposit rates quoted include Building societies and POSB rates.