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

QUARTERLY PROGRESS REPORT

PROGRAM QUARTER 5:

OCTOBER-DECEMBER 2012

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

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January 30, 2013

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ACRONYM LIST

ACBF	African Capacity Building Foundation
ADSL	Asymmetric Digital Subscriber Line
BLS	Bureau of Labor Statistics
BTS	Business Tendency Services
CBR	Central Business Register
CGE	Computable General Equilibrium
CIP	Census of Industrial Production
COP	Chief of Party
COS	Census of Services
COTR/COR	Contracting Officer's Technical Representative/ Contracting Officer's Representative
DCOP	Deputy Chief of Party
DFID	Department for International Development
DG	Director General
ED	Executive Director
EG	Economic Growth
EOI	Expression of Interest
ESAMI	Eastern and Southern African Management Institute
FP	Financial Programming
GAMS	General Algebraic Management System
GDP	Gross Domestic Product
GTAP	Global Trade Analysis Project
IMF	International Monetary Fund
ICT	Information and Communications Technology
IT	Information Technology
LEDRIZ	Labor and Economic Development Research Institute of Zimbabwe
LCP	Local Compensation Plan
M&E	Monitoring and Evaluation
MEFMI	Macroeconomic and Financial Management Institute
MEPIP	Ministry of Economic Planning and Investment Promotion
MOF	Ministry of Finance
NGO	Non-Governmental Organization
NMMU	Nelson Mandela Metropolitan University
NSDS	National Strategy for the Development of Statistics 2011-2015
PDA	Personal Digital Assistant
PICES	Poverty, Income and Consumption Expenditure survey
PO	Purchase Order
QEI	Quarterly Employment Inquiry

QPR	Quarterly Performance Report
RA	Resident Advisor
RBM	Results-Based Management
RBZ	Reserve Bank of Zimbabwe
RFP	Request for Proposals
SAM	Social Accounting Matrices
SAPST	Southern Africa Parliamentary Support Trust
SERA	Strategic Economic Research and Analysis
SNA	System of National Accounts
SS	Survey of Services
STTA	Short-Term Technical Assistance
TIPS	Trade and Investment Policy Strategy
UCT	University of Cape Town
UNDP	United Nations Development Programme
USAID	United States Agency for International Development
UZ	University of Zimbabwe
VMI	Volume of Manufacturing Index
WB	World Bank
WEO	World Economic Outlook
WIMAX	Worldwide Interoperability for Microwave Access
ZADMO	Zimbabwe Aid and Debt Management Office
ZEPARU	Zimbabwe Economic Policy Analysis and Research Unit
ZIMRA	Zimbabwe Revenue Authority
ZIMSTAT	Zimbabwe National Statistics Agency

SERA HIGHLIGHTS – PROGRAM QUARTER 5

Assistance to ZEPARU

- From Dec 3 - 14, USAID SERA collaborated with ZEPARU to deliver a two-week long short-course on Financial Programming and Policy. For our partner ministries, this topic was a top priority for training support. The course drew 25 participants (including 12 women) representing the MOF, MEPIP, RBM and ZEPARU.
- SERA engaged three senior consultants to support three ZEPARU policy studies covering, respectively: financial sector development; the contribution of tourism to economic growth; and capital account liberalization. The studies will be written by the ZEPARU researcher fellows, with SERA consultants serving as mentors.
- SERA assisted ZEPARU in developing four concepts for outsourced research to begin in Q6. This included issuance of a Call for Expressions of Interest for studies on industrial value chains, and a study on the economics of employment creation.
- SERA-supported IT experts worked with ZEPARU to develop a new website, as the organization's primary interface with stakeholders and the world at large. The launch is scheduled for January 2013.
- In collaboration with ZEPARU, the SERA program selected one candidate to receive bursary support for pursuing a part-time PhD program in economics in South Africa. The bursary recipient is Mr. Nebson Mupunga, Principal Economist and Deputy Division Chief in the Economic Research Division of RBZ. His intended area for research focuses on developing a framework for determining an optimal public debt portfolio, with application to Zimbabwe.
- In October, The SERA program supported two economists to attend a week-long MEFMI course on Macroeconomic Modeling and Forecasting, held in Lilongwe, Malawi.
- With USAID SERA support, the World Bank collaborated with ZEPARU and MEPIP to conduct a High-Level Technical Dialogue on Zimbabwe Growth Recovery. The Dialogue featured World Bank research on Zimbabwe's Growth Recovery, with a focus on mining, agriculture and manufacturing. The event attracted nearly 200 participants and helped to establish ZEPARU as a center for research dissemination in Zimbabwe.

Assistance to ZIMSTAT

- SERA funded a week-long Training of Enumerators workshop for ZIMSTAT's Central Business Register (CBR) and Census of Services projects. Progress towards carrying out the field work was delayed, however, by the need to revise the implementation plan and develop the sampling frame (drawing on findings from earlier SERA STTA and SERA-funded study tours).
- A SERA consultant completed his technical assessment of survey data and weighting factors from the Poverty, Income, Consumption and Expenditure survey (PICES) of nearly 32,000 households. In addition, the SERA COP provided a review of the draft PICES report. Among other things, this review led ZIMSTAT to add a chapter on the Informal Sector to the final report, which should be launched early in 2013.

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 Report (QPR) covers program SERA Program Quarter 5: October-December, 2012. The report discusses progress during this period on each of the Services and Tasks cited above, as well as challenges faced, and plans for the next quarter. Annex 1 reports on the adherence during Quarter 5 to the tasks and activities proposed in our Work Plan for Year 2. Annex 2 provides the latest update of the Performance Monitoring Indicators from our revised Monitoring and Evaluation Plan, as approved by USAID in September 2012. Annex 3 contains reports on results of our ex-post 6-month evaluation surveys on knowledge retention and on-the-job utilization of knowledge from USAID-SERA supported training programs.

MANAGEMENT AND ADMINISTRATIVE SERVICES

Our activity during the reporting period under this program component focused on management and administration of operations and fulfillment of reporting requirements, in close coordination with USAID.

Management and Administration of Operations

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

Maintaining full and open communications with USAID/Harare is a critical and on-going element of our field operation. 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. Also during Q5, USAID designated Mr. Bigbuoy Chikwavarar as Activity Manager for the SERA bursary program and Parliamentary training activities.

Two special administrative issues relating to USAID regulations were discussed during this quarter.

- The COR again raised the issue of environmental compliance. This was first discussed during the start-up phase. At that time, Nathan was instructed to regard SERA activities as falling under the Categorical Exclusion, so that no action was needed. The issue resurfaced as a result of further discussions within the Mission. At the end of Q5, Nathan was awaiting further guidance from USAID.
- Nathan headquarters raised the issue of compliance with ADS 548 rules relating to cumulative program expenditures in excess of \$100,000 on IT equipment and associated costs. After discussions with the COR in Harare, and headquarter contact with USAID/W, Nathan concluded that the regulation applied to expenditures for specific project activities, and that no action is required on the part of the SERA team.

This component of the project also entails the management and administration of programmatic activities in collaboration with our primary partner organizations, ZEPARU and ZIMSTAT. This includes developing STTA assignments, training events, equipment procurements, and workshops or conferences. These activities are captured below in progress reports and the agenda of activities in prospect for Quarter 6.

Reports

During Quarter 5, Nathan Associates complied with all periodic reporting requirements, including submission of the quarterly financial report, monthly activities calendars, and the quarterly accrual report, among others. We also submitted one success story during the quarter (this was reported in our Annual Report for Year 1) and “weekly bullets” on program highlights, as warranted by activities.

TECHNICAL SERVICES: ASSISTANCE TO ZEPARU

This section reviews SERA support to ZEPARU during Quarter 5. A major element of this assistance continues to be the provision of Dr. Daniel Ndlela as full-time Resident Advisor (though he works at the SERA office much of the time, due to space constraints and logistical problems at ZEPARU).

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

During the quarter, the SERA RA and COP held regular meetings with the Executive Director of ZEPARU. The meetings dealt with developing the agenda for SERA support; implementation arrangements; discussion of technical issues; monitoring progress; and problem solving as needed.

Research and Analysis

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

- Completion of SERA-supported ZEPARU studies started during Q3 and Q4:
 - Study on Financial Sector Reforms (Daniel Makina). Professor Makina submitted the final draft of his study and policy brief summarizing the main points to ZEPARU in early September. In November, ZEPARU completed the editing and formatting of the study. When the SERA office submitted the paper to USAID, the COR found that it needed further editing. This was done by the SERA RA, with approval from ZEPARU. The final paper was approved by the COR in early December.

Based on this, the SERA office informed ZEPARU that henceforth all studies produced with SERA technical assistance would require final editing by the Nathan team.

At the end of the quarter, the SERA office was still awaiting from ZEPARU the edited and formatted version of the policy brief. [This was received in early January, at which point the consultant asked to revise the brief to take into account new developments since September.]

- Study on Agricultural Competitiveness (Martin Webber). The consultant submitted his final report in early October for editing and formatting by ZEPARU. In mid-December ZEPARU sent the edited version to the SERA RA for final review. While the main body of the study, written by Mr. Webber, was in very good shape, the review found that further revision was needed to sections prepared by his collaborator at ZEPARU. This revision should be completed in January 2013.

- Study on Mining Sector Policy (Paul Jourdan). Here, too, the consultant submitted his final report in early October for editing and formatting by ZEPARU. This process entailed lengthy delays. In late December, ZEPARU sent the study to the SERA COP to complete the editing. At the end of the quarter the COP was awaiting responses from Dr. Jourdan on several edit queries. The paper should be finalized for submission to USAID in January 2013.

While the editing of this study was still in process, the Ministry of Finance and the World Bank arranged a conference call with Dr. Jourdan on December 14 to discuss in detail his proposals for reforming the fiscal regime for the mining sector in Zimbabwe. The meeting was chaired by Mrs. Mhini, Director for Revenue at the MOF, and attended by two international experts on the mining sector from World Bank, as well as the SERA COP and the Executive Director of ZEPARU.

- Choice of Future Currency Regime (Keith Jefferis). For this study, an agreement was reached at the outset for a division of responsibilities between Dr. Jefferis and a research collaborator at ZEPARU. After presenting his analysis at the Victoria Falls Conference in August, Dr. Jefferis began writing the report in September. As of the end of December, the ZEPARU sections remained unwritten. We anticipate that the study will be completed in January, for final editing and formatting in February.
- Initiating new STTA support for ZEPARU's research agenda. In November, the SERA program engaged three senior consultants to provide STTA in support of new ZEPARU policy studies covering, respectively: key issues for financial sector development (Daniel Makina); the contribution of tourism to economic growth (Shepherd Nyaruwata); and the economics of capital account liberalization (Keith Jefferis).

In our previous round of STTA to enhance the quality of ZEPARU research products, SERA consultants served as team leaders in collaboration with ZEPARU researchers. For the new round of STTA, the studies will be written by ZEPARU researcher fellows, with SERA consultants serving as mentors. This approach to capacity building is analogous to having dissertation advisors assisting protégés to develop research skills.

- Outsourced research. An important element of our contractual mandate for assistance to ZEPARU is the provision of funding for outsourced research, including technical support, as requested by ZEPARU, in developing and managing the outsourcing arrangements. This work has been very slow to get off the ground. The SERA team has been discussing this issue with ZEPARU management since January 2012, but first steps towards implementation were taken only in Q4. During Q5, ZEPARU made considerable progress in developing four outsourced research activities, with support from SERA on both technical and contract issues. In particular:
 - In October, ZEPARU prepared a concept note for outsourcing up to three studies on industrial value chains, with the aim of identifying measures and reforms to improve the competitiveness of key industries in Zimbabwe. ZEPARU then drafted and issued a Call for Expressions of Interest from prospective researchers or research organizations. This was printed in two local newspapers and one regional newspaper (with funding from SERA). ZEPARU received 16 responses, which were still under evaluation at the end of the quarter. The evaluation will produce a short list, from which ZEPARU will request

full proposals. Once the proposals are received and assessed by ZEPARU, Nathan will submit the documentation to USAID for approval of the funding. This process is likely to be finished in February, with research to begin in March.

- ZEPARU neared completion of negotiations with a senior researcher at the Labor and Economic Development Research Institute of Zimbabwe (LEDRI) for an outsourced study on the economics of employment and job creation. We anticipate that the contract will be submitted to USAID for funding approval in January, with the research to be conducted in February.
- Website development. During Q4, SERA provided STTA to develop specifications for upgrading the ZEPARU website, to serve as the organization's primary interface with stakeholders and the world at large. In Q5 we followed this up by engaging a website development specialist (Kuziva Zimunya) to implement the website upgrade, and a second IT specialist (Sarathiel Chaipa) to oversee this work and help with troubleshooting. The website launch is scheduled for January 2013, with coverage by the press. Once the website is operational, we expect to provide a junior consultant to ZEPARU to populate the content with links to other leading development research websites and research papers.
- Sustainability study. In our Work Plan for Year 1, we planned to engage a consultant during Q4 to conduct a study to develop a strategy for institutional and financial sustainability for ZEPARU. ZEPARU and SERA began in June to search for a consultant with deep experience in institutional development of a successful policy think tank in Africa. This search took much longer than expected, as a number of suitable candidates turned out not to be available. After a lengthy search process, SERA identified an outstanding consultant (Stephen Yeo) for this task in October. The Scope of Work was finalized in early December, and the COR approved the assignment on December 11, conditional on approval of a LCP salary waiver by the Contract Office. Nathan submitted a request for the waiver shortly after receiving technical approval from the COR. At the end of the quarter, this request was still pending. [The waiver was approved in early January.] This important study is scheduled to begin in late January, for completion in March.

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

- Funding three interns to provide research assistance to ZEPARU's professional staff, for a period of one year ending in February 2013.
- On November 9, the SERA RA and the SERA Program Manager (who is also an experienced grant manager) provided ZEPARU research staff with a seminar on writing winning grant proposals to expand their sources of funding. The seminar was very well received by ZEPARU.

This seminar also established a precedent for running in-house seminars for ZEPARU staff. As a follow-on, SERA arranged for a special seminar on the Global Trade Analysis Project (GTAP) database and modeling system, by a visiting consultant who is working on the GTAP modeling for Africa under a grant from the World Bank.
- Through the COR, SERA coordinated with ZEPARU to organize a seminar on public relations to be delivered on January 9.
- In October, SERA provided funding to ZEPARU to renew their 5-user institutional license for the E-Views econometric software package.

- With support from Dr. Keith Jefferis, SERA continued to assist ZEPARU with the development of a Composite Index of Leading Indicators, which should be launched in the near future as a major feature of their Economic Barometer.

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 during 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

SERA support for economics training to Parliamentarians continued to develop very slowly during Quarter 5. Back in Q3, the Southern Africa Parliamentary Support Trust (SAPST) proposed an ambitious training program for SERA funding, through ZEPARU. We could not entertain this approach due to its high cost relative to our budget provision, and USAID rules precluding the payment of per diems or “sitting fees.” To address these issues, ZEPARU and SERA held a sequence of meetings with SAPST to develop a new proposal, drawing on a needs assessment that ZEPARU produced for Parliament in 2011. These plans went through several iterations, each taking several weeks for the turn-around by our partner organizations.

The proposal was finalized shortly before the end of Quarter 4. It involves a launch event for parliamentary leaders, followed by a test run of short seminars on economic literacy and budget literacy, with the curriculum to be regularized for the new Parliament that is likely to convene in 2013. The proposal also offers Parliamentarians a Certificate in Basic Economics through participation in the seminar series.

Our intention at the start of Q5 was to work with Parliamentary leaders (through ZEPARU and SAPST) to organize the launch event and begin the seminar series in October or early November, before Parliament got tied down dealing with the 2013 budget. The Executive Director of SAPST finally presented the proposal to the Clerk of Parliament in November. The concept was received very favorably – in fact, the issue of economic literacy training was highlighted at a Parliamentary workshop in October, with reference to findings from the ZEPARU study. The Clerk indicated, however, that no action could be considered before January 2013. The only other forward movement during Q5 was further discussion between SERA and SAPST on the need to clarify an agenda for the launch event and reach agreement on facilitators to propose for various topics in the seminar series.

The SERA team also offered to review “toolkits” that SAPST developed for previous short-courses on economics and budgeting for parliamentarians (the last of which took place in 2010, on gender budgeting). No action was requested by SAPST during Q5 on this activity.

Training of Economists (short-term)

At the start of the quarter, on October 3, ZEPARU organized an important half-day Consultative Workshop on Training Needs of Key Economic Ministries, funded by USAID SERA. The Workshop attracted 31 participants (19 men and 12 women) from the MOF, MEPIP, RBZ, ZIMSTAT as well as MEFMI, UZ, ZEPARU, SERA, and the COR from USAID. The workshop opened with statements from the ZEPARU Executive Director and the SERA COP, covering the role of ZEPARU and the availability of training resources from USAID. In the second session senior officials from the MOF, MEPIP and RBZ

outlined their respective priorities for economics training. A third session covered presentations by MEFMI and UZ. Each session allowed active discussion covering training issues, administrative procedures, timing of courses, and funding arrangements (not least: questions about USAID rules on per diems and honorariums). The Workshop concluded with a (rough) consensus on the way forward for ZEPARU and SERA, based on a short-list of training priorities.

Our attention then focused on one of the top priorities identified by the workshop: a customized in-country short-course on Financial Programming (FP). The FP model is a widely used consistency framework for macroeconomic modeling by economic ministries and central banks throughout the region. It is also the standard for discussions on macroeconomic policy with the IMF. Nathan Associates had already identified as a likely facilitator for this course a retired IMF macroeconomist who teaches financial programming methods and applications in the graduate program at the University of Cape Town (UCT). Following the workshop, Nathan negotiated an agreement with the consultant (Mark Ellyne) to develop a customized version of his curriculum at UCT and deliver the course for two weeks at in early December. At the request of the consultant (and with USAID approval), Nathan also engaged a teaching associate from UCT to assist with implementation of the course.

The FP course was delivered as scheduled at a training facility on the outskirts of Harare to a full house of 25 participants (including 12 women), representing MOF, MEPIP, RBZ, ZIMSTAT, and ZEPARU, as well as the SERA program training coordinator. The course included morning lectures and discussions, with afternoons devoted to applications and exercises. Topics included an overall picture of the modeling framework, detailed analysis of the macroeconomic sector accounts (fiscal, monetary, external, and real sectors), integration of the sector accounts, applications to policy analysis, and implications for Zimbabwe.

In addition to providing STTA for running the course, USAID SERA also covered all of the venue costs, material expenses, and daily transportation to and from the training site. Despite concerns in many quarters about attrition problems with courses run in or near Harare, only one participant failed to complete the FP course (though several participants missed occasional sessions). The high rate of attendance for the two-week course attested to the importance of the topic, and the quality of the instruction. We hope to arrange a repeat offering of this course in 2013, with ZEPARU economists getting involved in the teaching, under Dr. Ellyne's guidance.

Two other short-courses concepts were identified as priorities for ZEPARU itself, for development of their internal research capacity: a course on writing winning grant proposals; and a course on research methods. Subsequently, ZEPARU agreed to a SERA proposal for running in-house seminars by local experts as an alternative to a full course on grant writing (see Research and Analysis, above). ZEPARU also agreed on an alternative to their idea of running a two-week course on research methods. Instead, SERA is now structuring STTA assignments to provide on-the-job mentoring for ZEPARU research staff as they carry out research assignments (again, see Research and Analysis, above).

Our planning for future in-country training focused on another priority identified at the Training Needs workshop: Advanced Excel Skills. This course was specially requested by the Zimbabwe Aid and Debt Management Office (ZADMO) at the MOF as an urgent requirement. For this purpose, SERA identified a Microsoft-certified local organization for providing Excel training, with well-established course modules at all skill levels. Further discussion was deferred until after the holiday break, with the aim of seeking USAID approval in January for implementation near the end of January.

In addition to developing local short-courses, USAID SERA also continued funding economists to attend external courses. During Q5 we provided support for only one event, due to the press of other activities on the part of ZEPARU and our partner ministries. Specifically, SERA sponsored two individuals to attend MEFMI's one-week regional training course on Economic Modeling and Forecasting, offered by MEFMI from 15-20 October in Lilongwe, Malawi. (A third economist was approved for travel funding, but unable to book a flight to Lilongwe on time.) The beneficiaries were:

- Ms. Erinah Chipumhu, Senior Research Fellow, ZEPARU
- Mr. Machinjike Noell, Economist, Fiscal Policy & Advisory Services, MOF (travel costs only)

The course explored econometric methods used for policy design, analysis and management. It provided hands-on training in techniques for quantifying economic relationships and undertaking quantitative policy research, with an emphasis on applying economic tools to real world problems. In addition, the course was designed to enable researchers to produce economic forecasts on important economic indicators such as inflation, using state-of-the-art models and techniques.

As a condition of sponsorship to attend the MEFMI course in Lilongwe – a condition applying to all SERA-supported external training – each participant submitted a short report to ZEPARU and SERA on highlights and main lessons learned from the course. The reports are available on request from the SERA office. Participants also agree to provide briefings for their colleagues if requested to do so by their superiors. In the present case, ZEPARU assigned Ms. Chipumhu to develop an inflation forecasting model for possible use in the Barometer, as a condition for SERA sponsorship of her participation in the Lilongwe course.

Every economist who benefits from SERA sponsorship to attend a short training course is also asked to complete an evaluation questionnaire six months after the event, to provide data on knowledge retention and on-the-job utilization of the training. Notably, ZEPARU has adopted this ex-post evaluation tool for use in all of their training activities. Appendix 3 presents the questionnaire that SERA developed for this purpose, and reports consolidating the ex-post evaluation results for three SERA-supported training activities that took place in March, May and June, 2012. Some of the main results are summarized in Table 1 on the next page.

A potentially important development arose in Q5 that might affect our agenda for short-term training activities. In late October, the Board of Directors of the IMF voted to lift sanctions on providing technical assistance to Zimbabwe in most areas relating to economic policy management. Shortly thereafter, the IMF's regional technical assistance center (Afritec/South, in Mauritius) informed the SERA COP that the Fund is planning a comprehensive program to train government economists in Zimbabwe. Afritec also indicated that the Fund may be interested in collaboration with SERA on these training activities. A similar message reached the SERA office via the COR at USAID, following a debriefing for donors by a visiting IMF mission in November. In response, the SERA COP contacted an official at the IMF Institute for Capacity Development in Washington to initiate discussion about training coordinating and possible collaboration. At the end of the quarter no plans or actions were in process for coordination with the IMF. There could be movement in this direction, though, during the Quarter 6.

Table 1. Summary of main results from 6-month ex-post training evaluation surveys

PAX	New knowledge and information acquired	Practical value or usefulness to the job	Extent to which course matched expectations	Extent to which course addresses Zim. Needs and concerns	Level of difficulty	Personal effort put into the course	Course length in relation to amount & difficulty of content
	Scale: 1-5	Scale: 1-5	Scale: 1-5	Scale: 1-5	Scale: 1-5	Scale: 1-5	Scale: 1-5
MEFMI Data Requirements for Economic Management: SNA 2008, 4-15 June 2012, Arusha, Tanzania							
1.	4/5 Quite a lot	3/5 medium	4/5 high	4/5 high	3/5 medium	3/5 medium	2/5 Too short
2.	5/5 Great deal	5/5 Very high	4/5 high	5/5 Very high	2/5 Very low	5/5 Very high	2/5 Too short
BLS Seminar on Economic Indicators, 7-18 May 2012, Washington D.C.							
1.	3/5 Moderate amount	3/5 Moderate amount	4/5 high	4/5 high	2/5 Very low	3/5 medium	3/5 About right
2.	5/5 Great deal	4/5 high	4/5 high	4/5 high	2/5 Very low	4/5 high	3/5 About right
TIPS workshop on Introduction to Economy Wide Modelling for Policy Analysis, 5-9 March 2012, Pretoria, South Africa							
1.	4/5 Quite a lot	4/5 high	3/5 medium	4/5 high	4/5 high	5/5 Very high	2/5 Too short
2.	5/5 Great deal	5/5 Very high	5/5 Very high	5/5 Very high	4/5 high	5/5 Very high	2/5 Too short
3.	4/5 Quite a lot	4/5 high	5/5 Very high	5/5 Very high	3/5 medium	5/5 Very high	2/5 Too short
4.	4/5 Quite a lot	4/5 high	5/5 Very high	5/5 Very high	3/5 medium	5/5 Very high	1/5 Much too short
5.	3/5 Moderate amount	5/5 Very high	4/5 high	4/5 high	3/5 medium	5/5 Very high	1/5 Much too short

Training of Economists (long-term)

SERA support for the long-term training of economists through the ZEPARU Economic Scholars Program continued in Quarter 5 through bursaries provided to 17 government economists who are enrolled in the part-time M.Sc. program in Economics at the University of Zimbabwe. As explained in previous

progress reports, the 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; and a calibrated transportation allowance. SERA also procured student-versions of Eviews for each laptop computer provided by SERA to the bursary recipients. This is the standard econometric software package used by the UZ economics department; it is also the standard package used by economists in the ministries and the central bank.

In addition to M.Sc. bursaries, the SERA program is designed to provide bursaries through ZEPARU 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. Recruitment for the Ph.D. bursary began in February 2012 with a letter from the Executive Director of ZEPARU to the senior officials in the key economic ministries announcing the availability of this funding. The letter emphasized that “women candidates are strongly encouraged to apply” because of the importance of gender equity. The same message was delivered at several events involving officials from our partner ministries and the central bank. In addition, informal contacts were used in an effort to stimulate interest in the Ph.D. bursary program.

As with the M.Sc. bursary, the selection process for the Ph.D. bursary has been as follows. First, interested candidates from the economic ministries or the macroeconomic cluster must apply for and gain admission to a suitable Ph.D. program. Those admitted then apply to ZEPARU for SERA-funded bursary support, with an endorsement from a senior official in their respective organization. ZEPARU then reviews the applications, cross-checks their employment status, and submits a nomination and request for funding to the SERA COP. The criteria for final selection have included gender balance, academic potential, and position in government service, with a preference for economists from the MOF and MEPIP.

For the Ph.D. training, the normal deadline at UCT for applications to the Ph.D. program is end-July prior to the beginning of each academic year, which coincides with the calendar year. Other Ph.D. programs have their own application deadlines. The Economics Department at UCT informed the SERA office that they were willing to leave the application window open until end-October 2012, for candidates to matriculate in January 2013. In November, we received informal information from UCT indicating that they had received several applications from government economists in Zimbabwe, but that none met the Department’s standards for admission.

In September, the SERA office received the first nomination for the Ph.D. bursary: Mr. Nebson Mupunga, Principal Economist and Deputy Division Chief of the Economic Research Division at RBZ. Mr. Mupunga was accepted into the part-time Ph.D. program in economics at Nelson Mandela Metropolitan University (NMMU) in Port Elizabeth, South Africa, based on his proposal for dissertation research on A Framework for Determining an Optimal Public Debt Portfolio for Developing Countries, with Special Application to Zimbabwe. After interviewing the candidate, reviewing in detail the research proposal, and assessing information on the Economics Department at NMMU, the SERA COP approved the nomination from ZEPARU. The nomination was approved by the USAID COR in October. The SERA program office then proceeded to work with Mr. Mupunga in making all necessary payments and dealing with various logistics (such as medical clearance, medical insurance, student visa, travel schedules, lodging arrangements).

By the end of the Quarter under review, this was the only nomination from ZEPARU for Ph.D. bursary support. Possible explanations for the surprisingly low demand for this funding include: delays in

admission decisions from universities in South Africa; lack of interest in a research degree for jobs within the government; difficulty in getting approval from senior ministry officials to pursue a Ph.D.; inadequate qualifications on the part of many government economists for admission to a suitable Ph.D. program outside Zimbabwe; family responsibilities (especially for women) making it difficult to pursue a Ph.D. program outside Zimbabwe; and reluctance to fall behind peers in seniority by taking leave for several years to study in South Africa.

[As this is written, ZEPARU has identified three more candidates for the Ph.D. bursary, with matriculation in February 2013: two from RBZ for part-time Ph.D. programs at the University of Pretoria and NMMY, respectively; and one from MOF, for a full-time program at the University of Witwatersrand. Two of these nominations have been approved, and a third is in process. Despite our efforts to achieve gender balance, all three are male. Details will be in the next QPR.]

Workshops and Other Research Dissemination Events

SERA was involved in supporting one major activity under this component of the program during Quarter 5. This was a High-Level Technical Dialogue on Zimbabwe Growth Recovery, at Wild Geese Lodge, December 12, 2012. The event was organized by the World Bank in collaboration with ZEPARU and MEPIP, and attracted nearly 200 participants including government officials, private sector leaders, donor representatives, NGOs, and leading local economists, as well as invited international experts.

The Dialogue featured World Bank research on Zimbabwe's Growth Recovery, including four plenary presentations:

- Understanding the Drivers and Linkages (by Nadia Pifaretti, Senior Economist, World Bank);
- Unleashing the Drivers and Creating Linkages (Keynote by Alan Gelb, Center for International Development);
- "Re-Manufacturing" in Zimbabwe (by Rob Davies, consultant to the World Bank)
- Fostering Linkages: Lessons from Local Good Practice (by Ethel Bangwayo, Deloitte & Touche Zimbabwe)

The Dialogue then split into thematic working sessions on mining, agriculture and manufacturing, featuring open and active discussions of major issues facing each sector.

SERA's involvement included facilitating the collaboration between the World Bank and ZEPARU; funding travel costs for one of the external experts, Dr. Hans Binswanger; and participation of SERA's Resident Advisor in the Closing Roundtable. More important than SERA's role was the prominence accorded to ZEPARU. The Executive Director offered welcome remarks and chaired two plenary sessions. In addition, ZEPARU Senior Research Fellows (2 women, 1 man) delivered the breakout session reports to the afternoon plenary session.

Two other Q5 activities relating to this component have been mentioned earlier in the report. First, SERA funded a half-day Consultative Workshop on Training Needs of Key Economic Ministries, which ZEPARU organized and conducted on October 3 (see Training of Economists: Short Term). Second, SERA facilitated an arrangement through the COR for USAID's public affairs office to provide training to ZEPARU on public relations and research dissemination, scheduled for early January 2013.

TECHNICAL SERVICES: ASSISTANCE TO ZIMSTAT

In line with our Work Plan, SERA support to ZIMSTAT during Quarter 5 focused on providing support for 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 Census of Services (COS), now restructured as a Survey of Services (SS).

The SERA COP communicated regularly and met intermittently with senior ZIMSTAT managers to monitor progress with these activities, structure funding for continuation of the CBR/COS-SS projects, and develop new activities for CY2013, as discussed below. The COP also met intermittently with officials of other major agencies that are supporting the development of economic statistics and institutional capacity building for ZIMSTAT, 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 main tasks during the quarter included reviewing draft scopes of work and draft contracts; commenting on progress reports and revisions to the CBR/SS implementation plan; reporting on an international conference on business registries; and networking to identify potential consultants for new STTA assignments.¹

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. ZIMSTAT is producing two PICES reports: one reporting the household survey results, and one on the findings for poverty and income distribution. ZIMSTAT expects to launch the two reports early in 2013. This information will be invaluable for policy makers, researchers, national income statisticians, donor agencies, local businesses, foreign investors, and civil society groups.

The 12-month cycle of field enumeration ended in May 2012. Data coding and data entry were completed in July, with critical funding support from USAID SERA, to keep the project on schedule. SERA also supported the data analysis phase in the form of STTA from Dr. David Megill, a senior mathematical statistician. Dr. Megill reviewed the full 12 months of PICES data to identify technical issues needing further attention and to recalculate the weights for scaling up sample observations to national, provincial and district level estimates of key statistical findings. This work was completed in October.

In addition, the SERA COP has been an active member of the PICES Technical Team, which met twice during the quarter (including once at the SERA office). This involvement included providing detailed comments on a preliminary draft of the PICES household survey report. These comments led to significant revisions in the document, including the addition of a new chapter on characteristics of the informal sector. The COP also provided detailed comments on the methodology section of the PICES poverty report.

¹ At the end of the quarter, Dr. Carlson had not used all of the time under her present consultancy agreement. Nathan Associates therefore extended the performance period to end-February 2013. Our intention is to submit a request prior to that time for continuation of this STTA arrangement through 2013.

Support for the CBR and COS (now SS)

The CBR and COS/SS 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/SS 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 neither ZIMSTAT nor its predecessor CSO has ever conducted a full exercise to collect data on service enterprises. 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, they decided to implement the two projects through a single field exercise, and scaled back the scope of the COS to exclude unregistered enterprises. With the benefit of study tours to Nairobi and Pretoria funded by USAID SERA, STTA from USAID SERA in May and June of 2012, and discussions during the SERA-funded Training of Trainers workshop in July, the CBR/COS core team concluded that their initial implementation plan required substantial revision. This work was delayed due to the pressure on ZIMSTAT resources arising from implementation of the national census in August.

In early October, the CBR/COS team conducted the Training of Enumerators workshop with 179 participants (including 48 women), to prepare for the field operations. The workshop provided thorough training in the purpose of the CBR and COS, the (revised) implementation plan and field procedures, use of the CBR and COS questionnaires, and pilot testing of the questionnaires through trial interviews in the field. In opening the workshop, the Director General of ZIMSTAT expressed gratitude to the USAID SERA program for availing technical and financial assistance and computer equipment for the CBR/COS projects, including funding for the workshop itself – the final activity funded under the Phase 1 agreement with USAID SERA.

Following the training workshop, and partly in response to debate at the workshop, ZIMSTAT's CBR/COS team continued reassessment of the implementation plan. At a technical team meeting on October 23, they informed the COP that negotiation on the terms for SERA funding of the field operations would be delayed until 2013 to allow time for completing a list of establishments to be visited. This requires obtaining business lists from the Zimbabwe Revenue Authority (ZIMRA), collecting data on businesses operating with licenses issued by local government authorities, and cleaning these lists for duplications.

ZIMSTAT also informed the COP that they decided to drop the idea of conducting a full census of the service sector, and would instead implement a more tractable survey of services (SS). This change in plans requires completing the CBR before preparing the sampling frame for the SS. As a result, the overall cost would likely be much higher than the previous estimate.

The repeated and major revisions to the implementation plan reflect the fact that ZIMSTAT had never before implemented a CBR or COS exercise; the core team has therefore been adjusting to new information as they go along. Despite the delays and changes, the CBR and (now) SS projects remain as ZIMSTAT's top priorities for USAID SERA support, to be carried forward in 2013. Although the budget figures were still in flux at the end of the quarter, we expect that the CBR-SS projects will absorb nearly all of our funding for statistical development activities (excluding STTA) through Year 2 of the program.

Other support for ZIMSTAT

Aside from supporting PICES, the CBR and the COS/SS, the Director General (DG) requested USAID SERA support for three new activities as additional priorities for collaboration with ZIMSTAT in Year 2 of our program, mainly through technical assistance. The new activities involve,

1. STTA to work with ZIMSTAT training officials to develop and implement cost-effective distance-learning training modules to upgrade ZIMSTAT professional staff and train new recruits.
2. STTA and equipment to develop plans and procedures for introducing the use of hand-held computer (personal digital assistants, or PDAs) for carrying out economic surveys;
3. STTA for constructing or rebasing key economic indices that are currently out of date or not being produced.

At a meeting in September to validate our Year 2 work plan for support to ZIMSTAT, the DG indicated that action on the new activities should be deferred until December, after completion of the 2013 budget. The COP met again with the DG and his senior officials on December 7 to discuss these activities. The DG and Deputy DG identified primary contacts to work with USAID SERA on each task, and explained their views on how the STTA assignments should be structured.

For activity 1, ZIMSTAT indicated that the development of distance learning material should focus on their new curriculum for training staff pass exams and earn international certification by the Royal Statistical Society.

For activity 2, the initial priority will be to introduce PDA technology into the monthly Consumer Price Index surveys, as a pilot test of this methodology.

For activity 3, the initial priority will be development of a time series Terms of Trade index.

Immediately following the meeting, the SERA team (with support from Dr. Beverley Carlson) began the search for highly qualified consultants to carry out these specialized tasks. This task remained as work in progress at the end of quarter due to holiday vacations.

CROSS-CUTTING ISSUES

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

Coordination with other USAID programs

Aside from participation by the COP in the quarterly EG Partners Meeting, chaired by Dr. Dooley-Jones, there was little opportunity during Quarter 5 for coordination with other USAID programs. In December, the COP responded to a request from Fintrac for assistance in obtaining disaggregated

statistics from ZIMSTAT on trade in agricultural products. Also in December, the COP was invited by Zim-ACP to participate in a brainstorming session to discuss approaches for promoting trade liberalization rather than protectionism in their work with partner agribusiness associations. This meeting was postponed, however, until January.

Outside the USAID community, the COP and RA had intermittent discussions about policy issues and program coordination with the WB, UNDP, DFID, ACBF and SAPST.

Poverty

Because the SERA program is demand driven, the scope of our involvement with poverty issues continues to be defined by needs of our partner agencies. As before, we consistently seek to address the poverty problem in the context of dealing with other policy issues. Indeed, the fundamental goal of our support for research, training, and outreach 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.

With reference to section 4, several SERA-supported activities with ZEPARU during Quarter 5 involved elements relating to poverty reduction. These included: completion of the STTA work on financial sector reform, mining sector policy, and agricultural competitiveness; initiation of studies on the contribution of tourism to growth, and further studies on financial sector development; and negotiations on a contract for outsourced research on the economics of employment and job creation. In addition, poverty reduction was an underlying theme of the High-Level Technical Dialogue on Zimbabwe Growth Recovery, especially the session on agricultural policy.

For the ZIMSTAT component of the program, 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. Specifically during the quarter, the SERA COP provided detailed comments to ZIMSTAT on a draft of their methodology for calculating poverty incidence from the PICES data.

Gender

We apply a gender lens as far as possible in developing all activities. As with our work on poverty issues, however, the demand-driven design of the SERA program dictates that our commitment to gender mainstreaming is filtered through needs of ZEPARU and ZIMSTAT.

In addition to the standard practice of tracking participants by gender in our activities, we can report the following gender-related elements of our activities quarter 5:

- Consistently emphasizing in meetings with ZEPARU and our client ministries the importance of gender balance in all training and outreach activities;
- Working with ZEPARU to achieve approximate gender balance in sponsoring economists for SERA-sponsored training activities. With reference to the summary of activities in Section 3, our results during Q5 were as follows:
 - Training Needs workshop: 12 women, 19 men.
 - Short course on Financial Programming: 12 women, 12 men. (Also one male and one female STTA to facilitate the course.)
 - MEFMI short-course on Macroeconomic Modeling and Forecasting: 1 woman, 1 man.

- MSc bursary: current cadre includes just 1 woman and 16 men. 4 women were accepted for entry into the program this academic year, but 2 women declined the bursary and 1 dropped out due to low grades. (One man also dropped out due to low grades.) The recruiting issues for this program have been discussed in earlier quarterly reports.
- PhD bursary: as of the end of Quarter 5: 1 man.
- Ensuring that gender considerations are incorporated meaningfully in scopes of work for new ZEPARU research supported by USAID SERA.
- Implementing a systematic procedure for scoring the gender content of research designs and assessing the gender content of studies, to support our M&E reporting on “gender content” of SERA-supported studies. (The first implementation was reported in our Annual Report for Year 1, submitted in October 2012.)

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 our Work Plan for Year 2 is heavily affected by decisions of our primary partners on sequencing. Many of the work plan 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 between activities targeted in our Work Plan and actual performance during Quarter 5.

SERA PROGRAM CHALLENGES

During Quarter 5, the SERA team continued to deal with five key challenges carried over from previous reporting periods:

1. Absorptive capacity at ZEPARU. “Assistance to ZEPARU” accounts for a major portion of our technical assistance budget (CLIN 2). Although implementation of this component picked up pace in Q5, the level of activity is still slower than expected due to operational and financial constraints within ZEPARU. To deal with these capacity constraints, ZEPARU has been using Dr. Ndlela’s services as Resident Advisor more fully to assist with management, technical work, capacity building and mentoring. We also continue to second to ZEPARU a full-time junior economist as Training Coordinator to leverage their resources in planning and running training and research dissemination events. In addition, with case-by-case approval from the COR, we supported ZEPARU operations through upgrading their website and funding selected operational expenses relating to SERA-supported research, training or dissemination activities.
2. Outsourcing research through ZEPARU. We continued to encounter slow progress in using a major budget allocation for “Research—Subcontracts and Grants in support of ZEPARU.” ZEPARU only slowly came to accept the value of outsourced research to support their institutional development. During Q4, they took initial steps to develop local contracts for two outsourced studies; during Q5

negotiations continued for the study on employment creation, but the study on inclusive growth was deferred due to unavailability of the researcher and the need to reconsider the scope of work.

Meanwhile, the SERA RA assisted ZEPARU management in developing a call for Expressions of Interest for a series of outsourced research studies on industrial value chains in Zimbabwe. The EOI was published in late October, generating 16 proposals. The RA also assisted ZEPARU in developing a systematic procedure for scoring the responses. At the end of the quarter, the evaluation was still in process.

We expect that ZEPARU will sign three or four contracts for outsourced research during Q6. Nonetheless, this budget line will remain seriously underused. Nathan Associates will continue discussions with the COR on use of these resources.

3. Identifying candidates for Ph.D. bursary support. Nathan anticipated a flood of applicants for USAID SERA-funded bursaries to pursue Ph.D. degrees. We also expected that information about the bursary would flow easily starting from the first official notification to the ministries last February. As Q5 began, we had just one nominee for bursary support to a part-time Ph.D. program, and none for any full-time programs. We therefore renewed our efforts to publicize the program through announcements at workshops and meetings, and through direct communication with five leading universities in South Africa to let them know about this funding opportunity in case any government economists from Zimbabwe were accepted into their Ph.D program. At the end of the quarter, bursary funding for the first candidate had been approved by USAID, but no other nominations had come in.

As discussed in our previous QPR, SERA and ZEPARU learned from this experience that information sent to the ministries through standard channels does not reach all of the target audience. ZEPARU now copies important training notifications to relevant Directors in the ministries, in addition to the Secretaries. Second, we have learned that there is little effective demand for Ph.D. studies in South Africa among government economists. (See Training of Economists – Long Term, above.)

As this report is written, three new Ph.D. bursary nominations have arrived (to be reported in the QPR for Q6). Even with these additions, we anticipate falling below our budget target for this component of the program; we will work with the COR to ensure productive use of any residual funds through other training and capacity building activities.

4. Dissemination of research. Another challenge for USAID SERA has been to help ZEPARU disseminate research to a broader audience, where it might influence public opinion and strengthen the political incentives for progressive reforms. ZEPARU's standard approach to disseminating research has been to hold a workshop where papers are presented and discussed within a limited audience. ZEPARU has not done much, however, to disseminate research more broadly through electronic or hard copy distribution, or by posting research on their website for public access. Nor have they an established a practice of sending press releases or arranging press coverage for their research products.

During Q5, SERA supported a major upgrade of the ZEPARU website, to be launched in January 2013. This will be a primary vehicle for research dissemination. In addition, through the COR, the SERA team made arrangements for the U.S. Embassy information office to provide ZEPARU with special training on public relations.

5. ZIMSTAT planning for the CBR and COS/SS projects

In preparation for the Training of Enumerators workshop conducted in early October, ZIMSTAT provided the SERA office with a “final draft” of the implementation plan for the CBR-COS project. Following the workshop, however, the CBR-COS core team informed the SERA COP that field operations were postponed to allow adequate time for compiling business lists; and that they now planned to carry out a survey of services (SS) after completing the CBR, instead of conducting a full Census of Services in tandem with the CBR. Negotiations on the contract for funding the next phase of the CBR/SS project was delayed pending completion of the listing exercise.

At the end of the quarter under review, ZIMSTAT was still negotiating with ZIMRA for access to a list of businesses that are active tax filers. Also, the CBR-COS core team began to visit district and municipal councils to obtain local lists of licensed businesses. This task was proving to be complicated, time consuming, and more costly than expected. Although the CBR and COS activities are taking much longer than originally planned, and the budget has been revised several times, ZIMSTAT has sound reasons for making these changes. If anything, it would have been a mistake to rush the implementation of the CBR and COS projects, in light of issues arising from SERA-supported study visits and STTA, including the importance of obtaining business lists from ZIMRA.

PLANS FOR THE NEXT QUARTER

Previous sections of the report summarized SERA Program activities during Quarter 5. This section outlines key activities in process or planned for Quarter 6.

Management and Administrative Services

- Proposal from Nathan headquarters for budget realignment (within the existing ceiling) to provide for a DCOP for Years 3 and 4, and fund selected ZEPARU research expenses, among various technical adjustments.
- Propose to USAID a decision on staffing the DCOP position for years 3 and 4, contingent on approval of the budget realignment.

Assistance to ZEPARU

- Continuation of ongoing STTA assignments involving mentoring of ZEPARU researchers conducting studies of the tourism sector, financial sector development, and capital account liberalization, respectively.
- Implementation and completion of STTA assignments to produce a study recommending measures for institutional and financial sustainability of ZEPARU.
- Implementation by ZEPARU of at least 3 outsourced research contracts, funded by USAID SERA, including one study on the economics of employment creation, and two studies on improving the competitiveness of major industrial value chains.
- Two rounds of training for government and central bank economists in Advanced Excel Skills.
- Funding for at least 6 economists to attend regional short-courses offered by MEFMI or ESAMI.
- Launching of new ZEPARU website.

- Funding for a junior economist as STTA to populate the website with relevant content and linkages, so that it will become a central source in Zimbabwe of information on policy research for economic development.
- Upgrading the ZEPARU Barometer through launching the new Composite Leading Indicators index and introducing a ZEPARU inflation forecasting model.
- Initiating more effective measures to inform the public about ZEPARU research and training activities.

Assistance to ZIMSTAT

- Publication of the (SERA-supported) PICES results
- Implementation of next phase of the CBR project
- STTA to develop Terms of Trade indices, and build capacity for ZIMSTAT staff in this area
- STTA to develop distance-learning training modules for ZIMSTAT staff to achieve international certification through the Royal Statistical Society.
- STTA to assist ZIMSTAT in introducing hand-held computer technology (personal digital assistants, or PDAs) to the monthly Consumer Price Index survey.

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 provides information on “context indicators” that track Zimbabwe’s progress towards the USAID-SERA program goal of improving the macroeconomic environment for growth. With no claim to attribution on the part of SERA, several observations are worth citing:

- As an important step towards debt relief, an IMF Mission in November completed negotiations to prepare the ground for a Staff Monitored Programme to be introduced in 2013.
- In the October 2012 World Economic Outlook database, the IMF increased its estimate of GDP growth for 2012 from 4.7% to 5.0%. Its estimate for 2013 is now 6.0%. Meanwhile, in his budget speech, the Minister of Finance downgraded his estimate of GDP growth to 4.4% in 2012 and 5.0% in 2013. All of these estimates reflect a sharp deceleration of growth compared to the rates achieved in 2010 and 2011.
- ZIMSTAT disseminated results from the May-June 2011 Labor Force Survey (LFS), and provided the SERA team with provisional labor force results from the larger PICES survey for 2011-2012.
 - With the “strict” ILO definition, the LFS reports an overall unemployment rate was 5.4% (males 4.7%, females 6.0%; rural 1.2%, urban 15.3%). Corresponding figures for PICES are 7.7% overall, 6.9% male, 8.4% female, 1.6% rural and 21.9% urban.

- With a broader definition,² the overall unemployment rate was 10.7% (males 6.6%, females 14.5%; rural 3.4%, urban 26.1%). The provisional PICES report did not report figures for the broad definition.
- Wage employment accounted for 22.2% of the labor force (31.2% for males, 14.1% for females). PICES found 23.8% of the labor force with paid employment (males 31.2%, females 16.2%).
- Non-mineral revenue amounted to \$3.3 billion in 2012, an increase of 25% from 2011.
- Year-on-year growth in bank deposits (through November) decelerated to 23.8%, from 42.6% at end-December 2011. This deceleration is not unexpected, given that the ratio of deposits to GDP has reached normal levels for a low-income country, and bank lending from the rapid deposit growth in 2011 led to a sharp increase in non-performing loans.
- RBZ revised estimates that FDI inflows in 2012 totalled \$504 million, compared to \$387 in 2011.
- The World Bank released the new Doing Business report for 2013. Zimbabwe's was essentially unchanged at 172 (out of 185 countries), compared to 171 (out of 183 countries) in 2011. This shows that Zimbabwe has made very little progress in improving its business environment.

² The broader definition relaxes the requirement that the individual has been seeking work during the reference period, in addition to wanting a job and being available to work.

Annex 1. Implementation of Year 2 Work Plan – Status at end of Quarter 5 *

Year 2 Work Plan Task/Activity	Status at end of Q5
1. Management and Administration Services	
1.1. Project management and administration	
Coordinate with COTR, other USAID programs, other key donors	Ongoing
Develop and manage STTA and MTTA assignments	Ongoing
Maintain project accounts consistent with budget parameters, and documentation for audit	Ongoing and up to date
Maintain documentation for activities, expenditures, and monitoring indicators	Ongoing and up to date
Complete IT review in compliance with ADS 548	Nathan HQ query to USAID/W led to conclusion that the ADS 548 compliance review is not required at this time
Provide Training Coordinator to ZEPARU for management of SERA-supported activities	Ongoing
1.2. Reports	
Submit Annual Report for Year 1 (also serving as Quarterly Report for Q4)	Done
Work Plan revision, if necessary	Year 2 Work Plan approved by USAID
Submit Quarterly Progress Reports	On schedule
Submit Quarterly Financial Reports	On schedule
Submit Quarterly Accrual Reports	On schedule
Submit Activity Reports, Success Stories	On schedule
Submit monthly activities reports and weekly highlights to mission	Monthly activity reports submitted on schedule Weekly bullets submitted to COR as warranted One success story submitted: Contributing Intellectual Leadership to Unleash Zimbabwe's Growth Potential (see Annex 4 to this QPR)
Submit Annual Work Plan for Year 3	Scheduled for Q8
Submit updated M&E Plan for Year 3 – 4	Scheduled for Q8
Submit reports and information products to DEC	In process
2. Assistance to ZEPARU	

Year 2 Work Plan Task/Activity	Status at end of Q5
Provide Senior Advisor to ZEPARU, Dr. Daniel N	Ongoing
Provide financing for 3 research interns	Ongoing – current arrangement ends in February 2013
Coordinate with ZEPARU on priorities, activities	Ongoing, with slow progress on many activities – see Section 7 of this QPR (SERA Program Challenges).
Liaise with MOF, MEPIP, Parliament, through ZEPARU	Intermittent, as appropriate. RA has regular discussions with senior officials at MOF and MEPIP. COP participated in MOF and WB meeting on fiscal regime for mining sector on Dec 14 (featuring SERA consultant Paul Jourdan, by conference call). See item 2.2 below for status of liaison with Parliament
Liaise with other USAID projects & other donors to coordinate SERA support for ZEPARU	Intermittent meetings and discussions with WB, UNDP and DFID. Also contact with IMF on possible collaboration in training or TA. Assistance to other USAID projects: (1) COP assisted Fintrac in getting trade data from ZIMSTAT. (2) COP agreed to participate in Zim-ACP brainstorming session on trade policy scheduled for January 11.
Coordinate with ZEPARU in developing Work Plan for Year 3 of the SERA Program	Scheduled for Q8
2.1. Research and Analysis	
Provide technical support and mentoring to assist ZEPARU in producing at least 8 high quality research products on topics of importance to MOF and MEPIP.	<ul style="list-style-type: none"> - Completed STTA-led study on Financial Sector Development and Resource Mobilization (D. Makina) - Work in progress with ZEPARU on editing and formatting two other STTA-led studies, on Mining Sector Policy (P. Jourdan) and Agricultural Competitiveness (M. Webber). - Work in progress with ZEPARU on study of Choice of Currency Regime (K. Jefferis) - STTA approved and initiated for mentoring ZEPARU researchers in three research areas: <ul style="list-style-type: none"> • tourism and growth; • financial sector development; • capital market liberalization - Continued TA for development of Composite Leading Indicators as new feature of Barometer
Provide funding as “paying agent” for ZEPARU for completion of 3 outsourced research projects and at least 4 new outsourced projects	

Year 2 Work Plan Task/Activity	Status at end of Q5
Economics of Employment Creation from	Contract negotiation underway between ZEPARU and LEDRIZ, with SERA assistance; expectation that study will be submitted to USAID for approval in January
2 x competitive grant from ZEPARU for policy research in key areas	15 responses received to call for EOIs on studies of strengthening industrial value chains; evaluation of EOIs nearing completion, to be followed by RFP and selection of up to 3 research teams.
Paths to Inclusive Growth (continuation from Year 1)	Researcher initially identified by ZEPARU no longer available; progress on hold pending action on previous two outsourcing arrangements
Financial and institutional sustainability study for ZEPARU (continuation from Year 1)	Assignment approved as STTA rather than outsourcing
Enhancing the Role of Women in Business	No action to date
Provide capacity building support in managing outsourced research	Ongoing, but slow due to absorptive capacity at ZEPARU
Incorporate gender mainstreaming in policy studies	We are actively reviewing SOWs and drafts for gender content, and tracking gender content using new scoring system approved by USAID as part of our M&E plan
Assist ZEPARU in strengthening capacity to produce policy briefs in response to ad hoc requests from Government	No requests during Q5 from Government for ad hoc policy briefs. But production of policy briefs is now a regular feature of SOWs for STTA assisting with ZEPARU research.
Assist ZEPARU in developing press releases on research findings	Through COR, arrangements made for PR training from USAID public affairs office, scheduled for Jan 9.
Assist ZEPARU with planning and delivery of monthly research dissemination seminars	Ongoing discussion. Still ad hoc, rather than regular. During Q5, presentations for ZEPARU research staff given on: <ul style="list-style-type: none"> • GTAP database and Modeling System (P Minor) • Writing winning grant proposals (D Ndlela and A Zengeni)
Complete assistance for upgrading ZEPARU website (continuation from Year 1)	Website upgrade implemented with SERA funding for IT specialist (Kuziva Zimunya) under P.O., supervised by SERA STTA (S Chaipa). Website should be ready for launch in January.
Assist ZEPARU in developing website content, including on-line library of resource materials (data, documents and research links)	Scheduled for Q6, after website upgrade finished
Assist ZEPARU in enhancing access to international data and studies for research staff	Ditto
2.2. Parliamentarian Training	

Year 2 Work Plan Task/Activity	Status at end of Q5
In collaboration with Parliamentary leaders and SAPST: design, staff, schedule and deliver at least 6 SERA-supported seminars for Parliamentarians on Economic and Financial Literacy.	During Q5, r. Chigumira participated in discussions about training needs for Parliamentarians, including a focus on economic literacy training (based on a study done by ZEPARU in 2011). Also, SAPST provided the Clerk with the ZEPARU-SERA draft proposal for economic literacy training. Follow-on discussions and possible launch event expected in January or February, 2013.
Implement Certificate Program in Basic Economics for Parliamentarians, through ZEPARU	Included in the ZEPARU-SERA draft proposal for economic literacy training. Awaiting action response from Parliamentary leadership.
2.3a. Short-term Training of Economists	
With ZEPARU, quarterly review of training priorities for SERA support	SERA supported Consultative Workshop on Training Needs of Key Economic Ministries convened by ZEPARU in early October. Results have informed ongoing discussions with ZEPARU on priorities for SERA support.
With ZEPARU, design, develop and deliver 5 customized local short-courses for economists.	
Financial Programming	Short course developed and delivered, Dec 2012
Advanced Excel spreadsheet skills	Identified as priority from Training Needs Workshop, followed by request from MOF. Planning initiated in December with the aim of implementing first program in January or February
Other in-country short-courses	Under discussion with ZEPARU; possibility of collaboration with IMF
Support 20 government economists to attend regional short-courses (2 per course)	- 2 economists sponsored to attend 1-week MEFMI short-course on Macroeconomic Modeling and Forecasting, Lilongwe, Oct 2012
Support 8 government economists to attend longer regional training courses (2 per course)	None during this quarter
Support 3 government economists to attend BLS course in Washington on Economic Indicators	Scheduled for Q7
Conduct ex-post evaluations 6 months after each training event to assess value on the job and knowledge retention	Ongoing; see Annex 3 to the present QPR
2.3b. Long-term Training of Economists	
Continue bursary funding for government economists selected as ZEPARU Economics Scholars for part-time MSc program in Economics at UZ	17 bursary recipients pursuing MSc program: 20 selected, 2 dropped due to failing exams; 1 dropped out after getting funding for full time study elsewhere

Year 2 Work Plan Task/Activity	Status at end of Q5
Continue monitoring use of laptop computers provided by SERA to ZEPARU Scholars at U	Ongoing; intermittent intern engaged via P.O. to assist with this a
Complete decisions on SERA funding of bursaries to up to 5 government economists for PhD programs in economics at UCT or another regional institution (full time or part time)	Active recruitment efforts continued, including offer from UCT to extend deadline for SERA-supported applicants to end-October. In the end only one candidate nominated and approved. See text.
Provide full funding for government economists selected as ZEPARU Scholars for PhD programs	Funding provided for registration, visa, health insurance. Arrangements in place for funding travel and other costs starting in Feb 2013
Provide laptop computers to government economists selected for SERA-funded ZEPARU Scholars for PhD programs	Done
Provide necessary logistical and personal support to SERA-funded ZEPARU Scholars in South Africa	Ongoing, through SERA-funded training coordinator at ZEPARU and Training coordinator at SERA field office
Monitor use of laptop computers provided by SERA to ZEPARU Scholars (MSc and PhD)	Ongoing; intermittent intern engaged via P.O. to assist with this activity
Track progress of all SERA-funded bursary students	Ongoing, through SERA-funded training coordinator at ZEPARU and Training coordinator at SERA field office
Assist ZEPARU in planning, organizing and implementing annual International Economics Conference for 2013 (possibly in collaboration with MOF)	Initial discussions held with ZEPARU in December. Concept to be developed further in Q6.
Assist ZEPARU in presenting at least 2 other workshops to disseminate research and foster discussion of economic policy issues	<ul style="list-style-type: none"> - SERA served as liaison between World Bank to establish collaboration with ZEPARU on High-Level Technical Dialogue on Zimbabwe Growth Recovery, Dec 12, 2012. SERA funded one international speaker. - SERA served as liaison to connect ZEPARU with TRALAC from South Africa, for collaboration on Workshop on the Tripartite Free Trade Area, in January, 2013 (but no SERA funding)
2.4. Workshops and other research dissemination events	
Assist ZEPARU in planning, organizing and implementing annual International Economics Conference for 2013 (possibly in collaboration with MOF)	Scheduled for planning to begin next quarter.
Assist ZEPARU in presenting at least 2 other workshops to disseminate research and foster discussion of economic policy issues	Scheduled for Q6 and Q8. During Q5, SERA facilitated an arrangement between ZEPARU and the World Bank office in Harare to collaborate on holding a High-Level Technical Dialogue on Zimbabwe Growth Recovery, at Wild Geese Lodge, December 12, 2012. The event was attended by nearly 200 people. SERA also funded travel costs for one of the key speakers, Dr. Hans Binswanger.

Year 2 Work Plan Task/Activity	Status at end of Q5
3. Assistance to ZIMSTAT	
Coordinate with ZIMSTAT on priorities, activities	Ongoing as-needed meetings, determined by ZIMSTAT progress and schedules
Liaise with other donors to coordinate SERA support for ZIMSTAT	Ongoing intermittent discussions with WB, UNDP
Fund completion of Central Business Register (CBR) project	Training of Enumerators conducted by ZIMSTAT in early October; further SERA funding on hold pending restructuring of CBR implementation plan
Fund completion of Census of Services (COS) project	Training of Enumerators conducted by ZIMSTAT in early October; further SERA funding on hold pending restructuring of COS implementation plan – converted now to Survey of Services (SS)
STTA for creation of service sector index (or multiple indices)	Scheduled for later in the year, after the SS is completed (see previous entry)
STTA for rebasing of Volume of Manufacturing Index, Terms of Trade Index, and possibly other economic indices	ZIMSTAT indicated preference to begin with Terms of Trade Index; STTA recruiting process begun in December
STTA for development of on-line and distance-learning training modules	ZIMSTAT indicated priority will be translation of new training curriculum into distance-learning format; STTA recruiting process begun in Dec.
STTA and funding for infrastructure to implement and sustain on-line and distance-learning training modules	Scheduled for later in the year, after initial STTA assignment
STTA and equipment for pilot project to introduce PDA technology to economic surveys.	ZIMSTAT indicated priority will be development of PDA technology for Consumer Price Index surveys as pilot project
Co-finance public information events and workshops for data producers and data users in the National Statistical System (NSS), relating to SERA-funded activities	No activity during this quarter

* This table excludes some lines from the Year 2 Work Plan that were included only as sub-tasks or illustrative examples.

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
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TABLE A2.1 – OUTPUT INDICATORS

	Item	Baseline	Source	SERA YEAR 1 Actuals	SERA YEAR 2 Annual Target	SERA YEAR 2 Actuals			
						Oct-Dec	Jan-Mar	Apr – June	July - Sept
1.	Number of completed policy studies by ZEPARU with SERA support: total, and with gender content	0	ZEPARU	Total: 8 With gender content: 2	Total: 8 With gender content: 4	Total:1 Mining Sector Policy With gender content:1			
2.	Number of completed policy studies outsourced by ZEPARU with SERA support: total, and with gender content	0	SERA	0	Total: 4 With Gender Content: 2	0			
3.	Person-hours of training completed in fiscal policy and fiscal administration supported by USG assistance (USAID PMP indicator): total, women	0	SERA	Total: 1680 Women: 400	Total: 2500 Women: 1250	Total: 2730 Women: 695			
4.	Number of days of SERA technical assistance in fiscal policy and fiscal administration (USAID PMP indicator)	0	SERA	285	360	138			
5.	Number of SERA-supported seminars for Parliamentarians, on economic policy and economic literacy.	0	SERA	0	6 seminars	0			
6.	Number of Parliamentarians trained with SERA support: total, women	0	SERA	0	Total: 100 Women: 50	0			
7.	Number of SERA-supported customized short-courses for training economists.	0	SERA	1 customised short course	5 customised short courses	1 customised short course (Financial Programming)			

	Item	Baseline	Source	SERA YEAR 1 Actuals	SERA YEAR 2 Annual Target	SERA YEAR 2 Actuals			
						Oct-Dec	Jan-Mar	Apr – June	July - Sept
8.	Number of economists attending customized short-courses: total, women	0	SERA	Total: 17 Women: 4	Total: 100 Women: 50	Total: 24 Women:12			
9.	Number of individuals sponsored to attend external short-courses: total, women	0	SERA	Total: 12 Women: 5	Total: 20 Women: 10	Total: 2 Women: 1			
10.	Number of individuals sponsored to attend longer external courses: total, women	0	SERA	Total: 2 Women: 1	Total: 8 Women: 4	0			
11.	Number of individuals w/ SERA bursaries to part-time MSc in Economics at U Zimbabwe: total, women	0	SERA	Total: 18 Women: 2	Total: 20 Women: 10	Total: 17 Women: 1			
12.	Number of individuals w/ SERA bursaries to PhD in Economics at UCT - total, women	0	SERA	0	Total: 5 Women: 3	Total:1 Women: 0			
13.	Number of SERA-supported outreach/dissemination workshops	0	SERA	4	3	1			
14.	Number of participants in SERA-supported workshops or seminars a) total, women b) government, private sector, ZEPARU/SERA, other	0	SERA	Total: 366 Women: 81 Government: 166 Private sector: 62 ZPR/SERA: 49 Other: 89	a) Total: 300 Women:150 b) For tracking purposes no targets	a) Total :184 Women: not available b)Government: 53 Private Sector: 40 ZPR/SERA: 9 Other: 82			
15.	Number of meta-data documents and data manuals produced and posted on-line with SERA support	0	SERA	0	2	0			

	Item	Baseline	Source	SERA YEAR 1 Actuals	SERA YEAR 2 Annual Target	SERA YEAR 2 Actuals			
						Oct-Dec	Jan-Mar	Apr – June	July - Sept
16.	Number of SERA-supported public information events on economic statistics, through ZIMSTAT	0	SERA	0	3	0			
17.	Number of participants in SERA-supported public events through ZIMSTAT - total, women	0	SERA	0	Total: 150 Women: 75	0			
18.	Number of SERA-supported training events for ZIMSTAT staff	0	SERA	3 (2 study tours, 1 training workshop)	2	1 (training workshop for enumerators)			
19.	Number of participants in SERA - supported training courses for ZIMSTAT staff - total, women	0	SERA	Total: 32 Women: 6	Total: 40 Women: 20	Total: 179 Women: 48			
20.	Cum. number of online courses in economic statistics developed/supported by SERA	0	SERA	Online training courses to be developed with ZIMSTAT in SERA Year 2	1	STTA recruiting begun in Dec for development of on-line and distance-learning training modules			

TABLE A.2.2 – INTERMEDIATE RESULT INDICATORS

	Item	Baseline	Source	SERA YEAR 1 Actuals	SERA YEAR 2 Annual Target	SERA YEAR 2 Actuals			
						Oct – Dec	Jan – Mar	April - Jun	Jul - Sept
1.	Number of policy briefs/studies drafted and presented for public/stakeholder consultation with USG assistance(USAID PMP indicator): total, and with gender content	0	ZEPARU	Total: 6 With gender content: 3	Total: 10 With gender content: 5	0			
2.	Number of economic research material available through online library on the ZEPARU website	12 (9 Periodic articles, 3 serials)	ZEPARU	Data not available. Website down. SERA supporting website upgrade.	>=60 papers	Website down. Data not available. (SERA assisting with website upgrade.)			
3.	Survey on knowledge retention and on the job utilization of content from SERA supported training, 6 months after each course, results disaggregated by sex	0	ZEPARU	Survey tool developed. Parliamentarian training planned for Year 2	Results for each seminar	No seminars held yet. (see next line)			
4.	Number of MPs completing Certificate Program: total , women	0	Parliament	Proposal completed. Awaiting discussion with Parliament	Total: 10 Women: 5	SAPST discussed plan with Clerk of Parl. Launch event expected next quarter.			
5.	Survey on knowledge retention and on the job utilization of content from SERA supported training, 6 months after each course, results disaggregated by sex	0	ZEPARU	1 underway (for TIPS course.) Summary of results to be submitted in October 2012	Results for each course	3 surveys completed. (see annex 3 for results reports)			
6.	Cum. number of semesters completed by gov't economists pursuing MSc-Econ at U Zim w/ SERA support - total, women	0	University of Zimbabwe	6 (of 8 bursary recipients, 6 passed, 1 failed, 1 is waiting to sit for suppl. exam. (No women in	Total: 48 Women: 24	Total: 24 Women: 1			

	Item	Baseline	Source	SERA YEAR 1 Actuals	SERA YEAR 2 Annual Target	SERA YEAR 2 Actuals			
						Oct – Dec	Jan – Mar	April - Jun	Jul - Sept
				first cohort of MSc bursaries)					
7.	Number of press releases published or positive news reports on SERA-supported outreach/dissemination events: total, and with gender content	0	SERA	Total: 9 With gender content: 0 Details on file available on request	Total: 10 With gender content: 5	0			
8.	Number of economic reports produced by ZIMSTAT with lag of no more than 12 months	2 – revised (CPI report; Poverty Datum Line Report)	ZIMSTAT	4	6	4 Quarterly Digest of Statistics, CPI , Business Tendency Survey, Poverty Datum Line Report			
9.	Completion and publication of the Poverty, Income, Consumption Expend. Survey (PICES)	field work underway	ZIMSTAT	Field work, data entry, processing and SERA STTA completed. Draft ICES report completed for tech. committee review.	Report completed and disseminated	Final Draft of ICES report completed. Findings presented to the tech. steering committee. Stakeholders' workshop to discuss findings expected in Q2			
10.	Completion of Central Business Registry (CBR) update	poor quality data	ZIMSTAT	Field work delayed for plan revision. Local and regional study visits and training of trainers conducted. Training of 130	Results Disseminated	CBR, COS (now SS) training of 179 enumerators and team leaders completed in October 2012. Schedule for data collection depends on negotiations with ZIMRA for lists of tax			

	Item	Baseline	Source	SERA YEAR 1 Actuals	SERA YEAR 2 Annual Target	SERA YEAR 2 Actuals			
						Oct – Dec	Jan – Mar	April - Jun	Jul - Sept
				enumerators and 20 teams leaders planned for October 2012		filers.			
11.	Completion of Census of Services (COS)	Last done 1981 (partial coverage only)	ZIMSTAT	Plan approved but being reconsidered in light of study tours and STTA.	COS completed and index of Services developed	COS converted to Survey of Services (SS). SERA funding on hold pending restructuring of implementation plan. SS to take place after CBR is finished.			
12.	Number of ZIMSTAT staff using/completing SERA-supported on-line training courses: total, women	not applicable	ZIMSTAT	on - line training plan established	Online training courses to be developed with ZIMSTAT in SERA Year 2	STTA recruiting begun in Dec for development of on-line and distance-learning training modules			

TABLE A.2.3 - OUTCOME INDICATORS

	Item	Baseline	Source	SER YEA Actuals	SERA YEAR 2 Target	SERA YEAR 2 Actuals			
						Oct – Dec	Jan - Mar	Apr - June	Jul - Sept
1.	Number policy briefs/ studies analysed and drafted with USG assistance, presented for public/stakeholder consultation and that contribute to new policies approved/ passed for implementation (USAID PMP Indicator); total and with gender content	0	ZEPARU	0	Total: 2 With gender content: 1	Total: 2 With gender content: 2 (Mining Sector Policy; Financial Sector Development)			
2.	Number policy briefs/ studies analysed and drafted with USG assistance, presented for public/stakeholder consultation and that contribute to new policies approved/ passed where implementation is confirmed to have begun (USAID PMP Indicator); total and with gender content	0	ZEPARU	0	1	Total: 2 With gender content: 2 (Mining Sector Policy; Financial Sector Development)			
3.	Number of "hits" and downloads of policy briefs/reports/studies posted on ZEPARU website	568 hits 353 downloads	ZEPARU	Data not available. SERA support for website upgrade began	100% increase over prior year	Data not available, website still down. SERA assisting with website upgrade.			
4.	Number of local trainers capacitated to deliver short- courses for training gov't economists, through SERA support: total, women	0	ZEPARU	0	Total: 4 Women: 2	0			
5.	Amount of funding for ZEPARU, excluding time-limited donor support	Budget vote 2010=\$10,000 2011=\$200,000	ZEPARU	\$78,550 (of which \$65,000 from GoZ)	\$300,000, incl. \$200k budget vote + other sources	CY2012 results: GOZ: \$100,000 Res Grants: \$19,295			

	Item	Baseline	Source	SERA YEAR 1 Actuals	SERA YEAR 2 Target	SERA YEAR 2 Actuals			
						Oct – Dec	Jan - Mar	Apr - June	Jul - Sept
6.	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 processing Complete. First draft ICES report completed for tech. committee review. CBR,COS training of enumerators planned for October 2012	CBR update and COS data complete	Final Draft of ICES report completed. CBR, COS (now SS) training of enumerators and team leaders completed in October. Data collection scheduled to commence in 2013			
7.	Number of economic reports available on the ZIMSTAT website, with lag of no more than 12 months	1 (revised) Poverty datum line report	ZIMSTAT	3	4	3 Quarterly Digest of Statistics, CPI report, Poverty datum line Report			

TABLE A.2.4 - CONTEXT INDICATORS

	Item	Baseline	Source	SERA YEAR 1 Actuals	SERA YEAR 2 Annual Target	SERA YEAR 2 Actuals			
						Oct – Dec	Jan - Mar	Apr - June	Jul - Sept
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 growth estimate for 2012 remains at 4.7%; projection 6.3% in 2013; 5.2% in 2014; 4.7% in 2015	IMF baseline proj. for 2013 exceed by 0.5% = 3.5%	IMF growth estimate for 2012 increased to 5%			
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	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	Draft PICES report under tech. review. Final draft expected in Feb 2013.			
3.	Growth in formal sector non-gov't jobs (total, male, female), excluding agriculture.	422,700 = latest ZIMSTAT data for Dec 2008. No breakdown by sex available	ZIMSTAT	Number age 15+ employed outside gov & agric Total: 1,079,082 Women 380,575 (Nathan calc., data from draft ICES 2011/12)	10% growth in formal sector jobs	Number age 15+ employed outside gov & agric: Total: 1,074,405 Women: 370,350 (Nathan calc. using data from final draft of ICES 2011/12)			

	Item	Baseline	Source	SERA YEAR 1 Actuals	SERA YEAR 2 Annual Target	SERA YEAR 2 Actuals			
						Oct – Dec	Jan - Mar	Apr - June	Jul - Sept
4.	Non-mineral revenue (NMR)	2.6 billion (2011)	Baseline from ZIMRA 2011 Revenue Performance Report	NMR for July-Sept = \$823.4m Same period 2011 = \$717.4m Growth = 15% Total = \$2321.9m through to Sept. 2012	Non-mineral revenue gr. >= growth of non-mining GDP	Net Collections for 2012 = \$3.257 billion 2011 = 2.6 billion Growth = 25%			
5.	Percentage of central government expenditure on social services and productive infrastructure (excl. personnel cost)	Est. 18.42% (September 2011)	MOF	16.4% (Jan-Jun 2012) No data currently available on government spending for the third quarter of 2012	22%	Est. 18.3% (September 2012)			
6.	Improved debt management	Controversy on use of HIPC	MOF	Validation and consolidation of national debt on-going. IMF to decide on GoZ's request for a SMP in October 2012	Plan for debt relief and IMF Staff Monitored Program	IMF relaxed most restrictions on TA to Zimbabwe. GoZ negotiations with IMF continue on the Staff Monitored Program.			
7.	Foreign direct investment, net inflow (US\$ millions)	\$105m, 2009 \$122.6m, 2010 (RBZ Actuals)	Baseline: Actuals: RBZ BOP Data	2011 = \$387m 2012 projection = \$550m	FDI for 2013 surpasses RBZ projection for 2012 of \$540m	2012 projection revised down to \$504m			

	Item	Baseline	Source	SERA YEAR 1 Actuals	SERA YEAR 2 Annual Target	SERA YEAR 2 Actuals				
						Oct – Dec	Jan - Mar	Apr - June	Jul - Sept	
8.	Formal sector employment, non-govt: % women	37% of women formally+informally employed. Data n.a. on formal sector jobs by sex	Zimbabwe Demographic and Health Survey 2010 -2011	% “employed” age 15+ in non-gvt excl. agric. Male = 64.7% Female = 35.3% (Nathan calc., data from draft ICES 2011/12)	10% growth	“Employed” in non-gvt excl. agric., age 15+ : Male = 65.3% Female = 34.7% (Nathan calc., data from final draft ICES 2011/12)				
9.	New business registrations (number per calendar year)	8550 in 2011	Registrar of Companies	7693 (through to September 28, 2012)	10000	10176 (through to Dec 2012)				
10.	Doing Business Ranking	171 out of 183 countries for 2012	IFC/WB Doing Business Report 2012	171 out of 183 countries for 2012	157	172 out of 185 countries for 2013				
11	Level and Growth of deposits in banking system	December 2011 total deposits = \$3318.2 million, Growth = 42.6%	RBZ Monthly Report	July 2012 total deposits = \$3697.6m Growth from year earlier = 27.2%	20% growth	November 2012 = \$3624.7m Growth = 23.8%				
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	4.6%* (July 2012)	9.0%	7.1%*				
13	World Bank Statistical Capacity Indicator (Indicator from NSDS Monitoring F/Work).	49 (2011)	World Bank	53 (2012)	65	53 (2012) Data produced annually each September				

* RBZ methodology for reporting interest rates has changes; the current best estimate of Interest Spread is given here.

Annex 3: Training Evaluation—ex-Post (6-month) Surveys

This Annex presents the evaluation questionnaire that SERA developed to administer six months after each training event to provide data on knowledge retention and on-the-job utilization. The annex also contains summary reports on results of ex-post evaluations for the following SERA-supported courses:

1. Trade and Industrial Policy Strategies (TIPS), Introduction to Economy Wide Modelling for Policy Analysis Workshop, 5-9 March 2012, Pretoria, South Africa
2. Bureau of Labour Statistics (BLS), International Seminar on Economic Indicators, 7-18 May 2012, Washington D.C.
3. MEFMI Regional Workshop on Data Requirements for Economic Management: System on National Accounts (SNA 2008), 4-15 June 2012.

PARTICIPANT EVALUATION QUESTIONNAIRE FOR SERA-SUPPORTED TRAINING ACTIVITIES (To be completed by all trainees/participants, 6 months after completion of training activity)

Details of Program

Name of Program: _____

Venue: _____

Dates: _____

Details of participant

Name of participant: _____

Gender: _____

Name of Employer: _____

Current Position: _____

1. Please rate the following aspect of the training activity on a scale of 1 to 5, where 1 = very little; 2 = some; 3 = moderate amount; 4 = quite a lot; 5 = great deal.

How much new information and knowledge
did you acquire in this course? 1 2 3 4 5

2. What are the three important learning objectives (specific economics skills, tools, or theories) that you learnt in the course and did not know already?

i) _____

ii) _____

iii) _____

3. Do you currently retain enough knowledge to explain/present a seminar to your colleagues on each of the learning objectives specified above? Explain briefly. Please do not answer with only yes/no.

Item (i) _____

Item (ii) _____

Item (iii) _____

4. Did you make a presentation on what you learnt from this training activity (highlights, benefits, relevance) to your co-workers after completing the course? _____

5. Please rate the following aspect of the training activity on a scale of 1 to 5, where 1 = very low; 2 = low; 3 = medium; 4 = high; and 5 = very high.

Practical value or usefulness for your job.	1	2	3	4	5
Extent to which the course matched your objectives or expectations	1	2	3	4	5
Extent to which the course addresses needs and concerns that is relevant to Zimbabwe.	1	2	3	4	5
Level of difficulty for you.	1	2	3	4	5
The personal effort you put into the course.	1	2	3	4	5

Comments: _____

6. Please provide up to three specific examples of how the course has actually been useful to you on your job:

i) _____

ii) _____

iii) _____

7. Please indicate conditions, if any, which have limited your ability to use the skills and knowledge gained in this course for your job.

i) _____

ii) _____

8. Please rate the following aspect of the training activity on a scale of 1 to 5, where 1 = much too short; 2 = too short; 3 = about right; 4 = too long; 5 = much too long:

Course length in relation to the amount and difficulty of the content.	1	2	3	4	5
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9. Would you recommend this training to your colleagues? _____

What in particular would you tell your colleagues they would gain in taking this course to improve their knowledge/skills as an economist in service to the public?

i) _____

ii) _____

10. Other comments and recommendations for improving future courses and seminars.

Thank You!

Report on the results of the survey on knowledge retention and on the job utilisation of content from the Trade and Industrial Policy Strategies (TIPS) Introduction to Economy Wide Modelling for Policy Analysis Workshop, 5-9 March 2012, Pretoria, South Africa

The USAID SERA program sponsored the following 5 economists to attend the TIPS workshop on computable general equilibrium (CGE) modelling, held at the TIPS offices in Pretoria from 5-9 March 2012:

- Ms Josephine Tito, Principal Economist - Ministry of Economic Planning and Investment Promotion
- Ms Auxillia Ndaona, Senior Economist - Ministry of Finance
- Mr Tawanda Chinembiri, Research Fellow - ZEPARU
- Mr Jacob Nyamadzawo, Research Fellow - ZEPARU

- Mr Cornelius Dube, Research Fellow - ZEPARU

All 5 participants participated in the SERA survey on knowledge retention and on the job utilisation of content from training activities in September 2012, 6 months after the course was undertaken.

All participants reported that they had gained a significantly large amount of new information and knowledge from this course, and listed the following as the important learning objectives learnt that they did not know already:

- Construction of Social Accounting Matrices (SAMs) from given information
- Application of SAMs to economic theory and in economic analysis
- Use of CGE Modelling in economic analysis
- Analysis and economic interpretation of results of various models

Three participants, including the two females indicated that they had found the course to be moderately difficult with the remaining two male participants reporting that the course had been highly difficult. However, all the participants reported that the course had highly met their expectations and they had put a lot of personal effort into the course since this was an introductory course in a relatively new area for them.

Although none of the 5 participants made a presentation on what they learnt from this course to their co-workers after completing the course, they indicated that they currently retain enough knowledge to explain/present the specified learning objectives above. The participants added that the course was an introductory course and they would need further training in order build specialist expertise in economy wide modelling. One participant reported that she had a discussion with her supervisor on the highlights, benefits and relevance of the training after completion of the course.

Due to data limitations and unavailability of GAMS software, the participants reported that they have not been able to directly utilise the new knowledge and skills gained on the development of SAMs and application of CGE modelling on their jobs. However, as economists in the public service, they reported that the course had equipped them with adequate skills to analyse and evaluate results of any model presented to them on the job. Three participants highlighted that through this CGE modelling course, they now have a new appreciation of sectorial linkages within the economy from constructing SAMs. The course also presented them with the different dynamics in the economy through the use of CGE modelling as well as equipping them with the ability to forecast economic behaviour after introduction of different policy shocks.

All participants indicated that the course length was too short and recommend that for future courses and seminars, there should be longer in-country customised courses to ensure that there is more in-depth training, and there is no overload of new information. The in-country customised courses will be tailor made to the specific needs of Zimbabwe and will allow for a larger number of economists to be trained in order to build a pool of experts that would lead the construction of a macro model for Zimbabwe. The participants further suggest that the necessary software and tools needed for applying the new knowledge and skills on the job (GAMS) from trainings must be made available.

Report on the results of the survey on knowledge retention and on the job utilisation of content from the Bureau of Labour Statistics (BLS) International Seminar on Economic Indicators, 7-18 May 2012, Washington D.C.

Through funding from the USAID SERA Program, 3 economists attended the BLS international seminar on economic indicators, held in Washington D.C from 7-18 May 2012:

- Mr Tawanda Chinembiri, Research Fellow - ZEPARU
- Mr Jonah Mushayi, Deputy Director – Ministry of Finance (MOF)
- Ms Sifikile Moyo, Acting Chief Economist – Ministry of Economic Planning and Investment Promotion (MEPIP)

Out of the 3 trainees, 2 participated in the USAID SERA survey to assess knowledge retention and on-the-job utilization of the training content in November 2012, 6 months after the course was undertaken.

The two participants reported that the course presented them with some new and some additional information and knowledge on economic indicators and listed the following as the main important learning objectives learnt:

- Calculation of key economic indicators such as inflation, unemployment and GDP
- Data sourcing and sample size selection
- Data analysis and presentation

Only one participant from MEPIP made a presentation on the highlights and benefits from the course to co-workers on completion. However, the two participants reported that they currently retain enough knowledge to explain/present the specified learning objectives above, given ample time to prepare and review some of the course material. The participant from MEPIP reported that the skills acquired on calculation of economic indicators, analysis and presentation have been useful on the job, particularly in the compilation of monthly and quarterly bulletins on the state of the economy. She added that the course had refined her skills to process and interpret data from other agencies such as statistics from ZIMSTAT. The two participants were in agreement that the course addressed the needs and concerns relevant to Zimbabwe and matched their individual objectives and expectations.

Participants rated the level of difficulty for this course at relatively low levels and indicated that the 2-week course length in relation to the level of difficulty of the course had been sufficient. In this regard, the participants reported that they only had to put a moderate-to-high level of effort into the program.

Participants recommend that a larger group of economists undertake this course, with a greater emphasis on the methodology for calculating economic indicators. They added that such training will enable their co-workers to develop skills to analyse the impact of and correlation among important economic statistics and develop skills in presenting timely statistical reports.

Report on the results of the survey on knowledge retention and on the job utilisation of content from the MEFMI Regional Workshop on Data Requirements for Economic Management: System on National Accounts (SNA 2008), 4-15 June 2012.

The USAID SERA Program provided funding for ZIMSTAT Statistician-Mr Tidings Matangira and MEPIP Economist-Mrs Vimbai Paketh, to attend the MEFMI Regional Workshop on Data Requirements for Economic Management: SNA 2008 held in Arusha, Tanzania from 4-15 June 2012.

The two trainees participated in the USAID SERA survey to assess knowledge retention and on-the-job utilization of the training content in December 2012, 6 months after the course was undertaken.

Both participants reported that the course had presented them with new information and knowledge on national accounts concepts and methodologies and listed the following as the main important learning objectives learnt:

- Sequence of Accounts: Major highlight was the framework of the SNA that consists of the opening balance sheet, the accumulation accounts and the closing balance sheets. The linkage between each of them was also explained.
- Supply and Use Tables: The two basic identities of supply and use tables were explained i.e. by product: total supply = total use ; by industry: total input = total input
- Functional/Expenditure Classifications of products were given as: COICOP-Classification of Individual Consumption According to Purpose; COPNI- Classification of the Purpose of Non-Profit Institutions Serving Households; COFOG- Classification of the Functions of Government; COPP- Classification of the Outlays of Producers According to Purpose.

Both participants reported that they made presentations and had discussions with co-workers on the highlights and benefits of the workshop after completion. They also stated that they currently retain enough knowledge to explain/present a seminar to colleagues on the learning objectives specified above but at varying levels. As a data user, the MEPIP economist reported that the course had introduced her to new concepts and methodologies but as a beginner; she felt that she did not have sufficient skill and knowledge to explain the concepts fully. The ZIMSTAT statistician on the other hand reported that he is able to fully explain the concepts learnt and gave a brief explanation on the above-mentioned learning objectives.

Participants also gave brief descriptions of how the course had been useful on the job. According to the ZIMSTAT statistician, the course provided useful information on: economic classification and coding of industries and occupations; collection of information on the informal sector and other hidden economic activities; construction of supply and use tables which is essential in coming up with some satellite accounting of sectors of the economy. As a data user and economist involved in policy formulation with MEPIP, the second participant reported that it was enlightening to learn how national accounts are compiled and to acquire new concepts which facilitate better use of the national accounts on the job.

The participants rated the level of difficulty for this course at relatively low levels but indicated that they had still put a lot of effort into the course. They also reported that the 2-week course length had been too short for the amount of material covered in this course.

Both participants are in agreement that similar workshops on national accounts concepts and methodology would be beneficial to their co-workers. However, they differ on how future courses should be undertaken. The ZIMSTAT statistician recommends that there should be separate courses for data users and compilers but the MEPIP participant applauds the interaction of compilers and users and suggests that there should be more workshops targeting both users and compilers.

