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

QUARTERLY PROGRESS REPORT PROGRAM QUARTER 10: JANUARY-MARCH 2014

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

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April 30, 2014

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Author:	Daniel B. Ndlela, SERA Chief of Party Emmanuella Matorofa, SERA M&E/Training Coordinator Peter Miller, SERA Project Director

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ANNEX 2: Performance Monitoring Indicators 1

ACRONYM LIST

AfDB	African Development Bank
BAZ	Bankers Association of Zimbabwe
BTS	Business Tendency Survey
CBR	Central Business Register
CIP	Census of Industrial Products
COP	Chief of Party
COTR/COR	Contracting Officer's Technical Representative/ Contracting Officer's Representative
CSO	Civil Society Organization
CTC	Competition and Tariff Commission
DFID	Department for International Development
DG	Director General
ED	Executive Director
ESAMI	Eastern and Southern African Management Institute
GDP	Gross Domestic Product
GOZ	Government of Zimbabwe
ISIC	International Standard Industrial classification
ICT	Information and Communications Technology
LEDRIZ	Labor and Economic Development Research Institute of Zimbabwe
M&E	Monitoring and Evaluation
MEFMI	Macroeconomic and Financial Management Institute
MIC	Ministry of Industry and Commerce
MOFED	Ministry of Finance and Economic Development
QEI	Quarterly Employment Inquiry
QPR	Quarterly Performance Report
RBZ	Reserve Bank of Zimbabwe
SAPST	Southern Africa Parliamentary Support Trust
SERA	Strategic Economic Research and Analysis
SEZ	Special Economic Zone
SIRDC	Scientific and Industrial Research and Development Centre
SOW	Scope of Work
SS	Survey of Services
STTA	Short-Term Technical Assistance
TFTA	Tripartite Free Trade Area
UNDP	United Nations Development Program
USAID	United States Agency for International Development
UZ	University of Zimbabwe
VAT	Value Added Tax

VMI	Volume of Manufacturing Index
WB	World Bank
ZELA	Zimbabwe Environment and law Association
ZEPARU	Zimbabwe Economic Policy Analysis and Research Unit
ZIA	Zimbabwe Investment Authority
ZIMRA	Zimbabwe Revenue Authority
ZIMSTAT	Zimbabwe National Statistics Agency
ZMRTI	Zimbabwe Mining Revenue Transparency Initiative

SERA HIGHLIGHTS – PROGRAM QUARTER 10

Assistance to ZEPARU

- Policy research: Completion of the ongoing STTA support to ZEPARU through Professor Daniel Makina on studies on financial sector development and mentorship of ZEPARU researchers and the finalization of the research papers from Quarter 9.
 - Role of the financial sector in the economy: An evaluation of enhancement measures for Zimbabwe
 - Financial Regulation and Supervision in Zimbabwe: An Evaluation of Adequacy and Options.
 - Financial Inclusion: Strategies that Make the Financial Markets Work for the Poor in Zimbabwe.
 - Access to bank credit as a strategy to re-industrialization in Zimbabwe

However, still outstanding is the paper on 'Financial Liberalization and Crises: Experiences and Lessons for Zimbabwe'.

- STTA support to ZEPARU: Dr. Dan Fitzpatrick's Research Report on Enhancing Zimbabwe's Regime for Resolving Corporate Financial Distress: Current Challenges and Possible Solutions, was accepted as a deliverable during Q10.
- STTA support to ZEPARU: Engagement by Dr. Robert Kirk continued on the study on Tripartite Free Trade Area (TFTA) Negotiations. This is scheduled to be completed in Q11.
- All four outsourced Value Chains Studies were presented at two dissemination workshops in February. The studies were completed and contracts paid for by end of Q10.
- Regional short-courses: supported 2 economists to attend one regional short-courses offered by ESAMI.
- Long-term training of economists: At beginning of Q10, 11 SERA-funded ZEPARU bursary recipients in the part-time M.Sc. Economics program received their results from exams Q9. All students passed and continue studies at the University of Zimbabwe (UZ). Four students did not have to write exams at the end of Q9 since they are in their final year and are working on their research.

Assistance to ZIMSTAT

Central Business Register (CBR): ZIMSTAT continued data collection with funding support from SERA. In addition, the follow-on purchase order to support cleaning, coding and entry of the collected data was signed and the first invoice issued and paid enabling data entry to proceed apace.

Assistance to the Ministry of Finance and Economic Development (MOFED)

- SERA responded to a request by MOFED to participate in the organizing Committee for the Special Economic Zones and provided a speaker for the SEZ Workshop. The workshop, originally scheduled for February was postponed to April 2014.

1. INTRODUCTION

The USAID Strategic Economic Research and Analysis — Zimbabwe (SERA) Program contract took effect on October 1, 2011, with Nathan Associates Inc. (hereinafter “Nathan”) as the prime implementing partner, for a performance period of four years. USAID developed the SERA Program in partnership with the Ministry of Finance and Economic Development (MOFED) with 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.

To produce these results the SERA contract specifies the following services and tasks:

1. Management and Administrative Services for assistance to a range of Government of Zimbabwe ministries, agencies, and civil society organizations, including, among other things, provision of short- and long-term technical advisors, research and training.
2. Technical Services for implementation of a demand-driven agenda to support the twin foci of policy reform and capacity development, including:
 - a. Assistance to the Zimbabwe Economic Policy Analysis & Research Unit (ZEPARU)
 - i. Research and Analysis
 - ii. Parliamentary Training
 - iii. Training of Economists (short-term and long-term)
 - iv. Workshops (research dissemination and policy dialogue events).
 - b. Assistance to ZIMSTAT

In essence, our mandate has been to deliver *demand-driven* support to strengthen human and institutional capacity for partner organizations; 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. Nathan has been pursuing these aims through the provision of technical and financial support to ZEPARU and ZIMSTAT as our principal partner organizations. In addition to these principal partners, SERA began direct support to the MOFED during this quarter, building on the negotiations during the previous quarter between USAID and the MOFED (see section 5. Technical Services: Assistance to other entities). During Q10 USAID-SERA Program held

talks with other partners, namely, the Zimbabwe Environment and Law Association (ZELA) and the Zimbabwe Investment Authority (ZIA) in an effort to identify additional channels of direct support to other partners.

The present Quarterly Progress Report (QPR) covers SERA Program Quarter 10, January-March, 2014.

The report discusses progress on each of the Services and Tasks cited above, challenges faced, and plans for the next quarter. **Annex 1** provides the latest update of the Performance Monitoring Indicators from our revised Monitoring and Evaluation Plan, as approved by USAID in October 2013.

2. MANAGEMENT AND ADMINISTRATIVE SERVICES

For this first program component, Nathan activity during the reporting period focused on management and administration of operations, fulfilling reporting requirements, settling into the new management structure, and expanding avenues of technical support as noted above.

Management and Administration of Operations

Management and administration of SERA Program operations continued to proceed smoothly during this quarter. Recurrent tasks included maintenance of accounts and records, timely payment of wages and payroll, taxes, management of our equipment inventory, and ensuring compliance with USAID regulations on procurements and activities. Nathan headquarters continued to provide 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 SERA Chief of Party (COP) continued to hold regular bi-weekly and of late weekly meetings with USAID's Contract Office Representative (COR), Joshua Smith, to discuss all aspects of program implementation. Also participating in these meetings was Mr. Bigbouy Chikwavarara, the Activity Manager for the SERA-funded bursary program and our Parliamentary training activities.

The management and administration of all programmatic activities is done in collaboration with our primary partner organizations, ZEPARU and ZIMSTAT, and more recently the MOFED. Concomitant tasks include developing and supervising STTA assignments, training events, equipment procurements, and workshops or conferences. These activities are captured in technical sections below (see sections 3, 4 and 5) and the agenda of activities that are under development for following quarter (see section 9).

VAT refunds: At the end of Q10, Nathan Associates had received four VAT refunds from the Zimbabwe Revenue Authority (ZIMRA), covering claims for our operations in Harare through February 2013. The position at the end of Q10 is that the total amount of refunds received is \$21,880.77 out of a total claim of \$35,270.91 leaving \$13,390.14 in refund claims up February, 2014 outstanding. The SERA Program Manager will continue to communicate with USAID's finance office to facilitate this process.

Reports

During Quarter 10, 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 periodic "bullets" on program highlights as warranted by activities.

Management Restructuring

In parallel to the demobilization of COP Bolnick, Q9 saw the transition of Dr. Ndlela from Resident Advisor at ZEPARU, to Chief of Party. To compensate for the loss of the Resident Advisor role, and to

provide additional support to the SERA program, technical and Contracting Officer approval was requested for two new staffing engagements towards the end of Q8.

First Professor Rob Davies to be engaged as a Senior Economic Advisor to ZEPARU to support the development of ZEPARU research activities, provide mentoring and training for research staff including quality control of technical products, and advising on institutional management. Contracting Officer approval for Mr. Davies' daily rate was received towards the end of Q9, and he was contracted by IMANI shortly after. However, due in part to a period of illness early in the year, and in part due to the availability of the ZEPARU ED, as of the end of Q10, Mr. Davies had only managed to obtain slight traction at ZEPARU. For Q11 SERA will continue facilitating connection between Mr. Davies and the ZEPARU researchers.

Second, Mr. Ashok Chakravarti was proposed to provide senior program advisory support to the COP. Contracting Officer approval has now been received as of the drafting of this report and Nathan is in the process of contacting and engaging Mr. Chakravarti.

As a result in the gap in the support envisioned from these two positions during Q9 and Q10, the COP has continued to provide support to ZEPARU for tasks that would be covered by the Senior Economic Advisor to ZEPARU, and has handled all technical management functions. In parallel the expansion of SERA Program partners including the MOFED and potentially ZELA and ZIA has required greater focus on coordination with these new partners. As a result, implementation of planned technical assistance slowed somewhat during this period.

As part of the planned approach to ensure retention of institutional knowledge, Dr. Bolnick was scheduled to be engaged to provide up to 12 days of support to the SERA Program on management and administrative issues. The timing of this support was envisioned to begin early in 2014, allowing Dr. Bolnick time to settle back into the U.S. As of mid-February Dr. Bolnick has been contracted for this support and has to date provided valuable inputs into the SERA Evaluation SOW being planned by USAID, SOW design for upcoming SERA studies, as well as providing recommendations for associated consultants.

During the latter half of Q10, Peter Miller has provided support to develop the cost drivers study initiated by the request from MIC, and is assisting to realize the planned mining transparency study. He will continue to support the SERA COP providing general and technical support, including through scheduled visits to the field office in April, July, and November 2014.

3. TECHNICAL SERVICES: ASSISTANCE TO ZEPARU

This section reviews SERA support to ZEPARU during Quarter 10 under four sub-components: research and analysis; training for Parliamentarians; training of economists (short term and long term); and workshops and other research dissemination events.

Following the discontinuation of Daniel Ndlela's service as full-time Resident Advisor, Professor Rob Davies was to step in from early Q10 to provide continued assistance in the development of ZEPARU research activities, mentoring and training for the research staff, including quality control of technical products, and advising on institutional management. However, as noted above was not able to start with ZEPARU researchers during the quarter under review.

Nathan has continued to engage a junior economist who is seconded full-time to ZEPARU as Training Coordinator to help manage their training activities, workshops and research dissemination events,

especially those supported by SERA. In addition, the Training/M&E Coordinator at the SERA office devotes approximately 70% of her time to supporting ZEPARU-related activities.

During the quarter, the COP continued to meet regularly with the Executive Director (ED) of ZEPARU, though at times these meetings became irregular due to the busy schedule of the ED and the COP. The meetings address the agenda for USAID SERA support; implementation arrangements for these activities; a variety of technical issues relating to ZEPARU research and training; monitoring progress with SERA-supported activities; and problem solving as needed.

Research and Analysis

For this sub-component, our attention during the quarter focused on three major activities: SERA-supported ZEPARU studies; continued funding of outsourced research; continued monitoring of website development and public information on research products.

SERA-supported ZEPARU studies:

Financial Sector studies: Five studies are being produced by ZEPARU under the guidance, mentorship and supervision of USAID SERA consultant Daniel Makina:

1. Role of the financial sector in the economy: An evaluation of enhancement measures for Zimbabwe
2. Inclusion strategies: Making financial markets work for the poor in Zimbabwe
3. Access to bank credit as a strategy to re-industrialization in Zimbabwe
4. Financial regulation and supervision in Zimbabwe: An evaluation of adequacy and options

These studies were completed at the end of Q9, however by the end of Q10, SERA was still awaiting receipt of these studies from ZEPARU following their internal review and approval process.

However, the fourth paper on 'Financial liberalization and crises: Experience and lessons for Zimbabwe' had not been finalized at the end of Q10.

However, the services of Professor Makina were not mobilized to enable him to work with ZEPARU researchers during Q10 to expand financial sector research to embrace capital markets, insurance and pension sectors. This was partly due to inability of ZEPARU to complete one paper that is still pending from the previous quarter. The following financial sector products which could result in four papers are still expected to be pursued during Q11:

- Two papers covering capital markets
- One paper on micro insurance
- One paper on the reform of the pension sector

Zimbabwe Country Study on Negotiations for the Tripartite Free Trade Area (TFTA): The TFTA-ZEPARU team of ZEPARU, and Ministry of Industry and Commerce researchers: Evangelista Mudzonga, Erinah Chipumho, Jacob Nyamadzawo, Elizabeth Magwaza and Ruvimbo Sandauke completed their Draft Report in early Q10 following the comments and feedback from SERA consultant, Dr. Robert Kirk. However due to continued delays in obtaining research materials from the team members, the paper still had some short-comings especially with regards to calculation of their base case scenario. On a World Bank trip to Zimbabwe in March Dr. Kirk met with the Researchers and the SERA COP to iron out outstanding issues, on the basis of which the researchers revisited the research paper. The consultant provided his feedback on the revised draft on the last

day of Q10, as of the writing of this report the study has been completed by ZEPARU and SERA is awaiting the formatted copy.

Modernization of Laws and Procedures for Resolving Insolvencies: The Bankruptcy Study for the Competition and Tariff and Commission led by Dr. Daniel Fitzpatrick was completed and accepted as a delivery under title: 'Enhancing Zimbabwe's Regime for Resolving Corporate Financial Distress: Current Challenges and Possible Solutions' during the quarter. The study has been a resounding success in Zimbabwe to the extent that both the Competition and Tariff Commission (CTC) and the Government will convene a high level seminar of Permanent Secretaries and Chief Executive Officers during Q11 to discuss its recommendations and map the way forward, SERA is planning to sponsor the return of Daniel Fitzpatrick to contribute to the seminar.

Mining Transparency Study: With Nathan subcontractor IBI, the SERA program has developed a stakeholder driven study in conjunction with the Zimbabwe Environment and Law Association (ZELA) focused on Revenue Transparency in the Mining Sector. The study aims at determining the next steps in Zimbabwe's progress towards meeting the Extractive Industries Transparency Initiative Standards, through the Zimbabwe Mining Revenue Transparency Initiative (ZMRTI), drawing on experiences from other countries. The identification of experts has proceeded well during the quarter and the study is likely to commence in Q11.

The following seven in-house studies on private sector development from Q9 did not start during Q10 due to ZEPARU's focus on completing other studies underway during the quarter:

1. Competitiveness and Private Sector Development of SMEs - Erinah Chipumho
2. Enhancing Women Market Access - Evangelista Mudzonga, Evidence Ndari
3. Access to and use of ICTs by SMEs in Zimbabwe – Jacob Nyamadzawo
4. Enhancing Small and Medium Enterprises through Cluster Development – Cornelius Dube, Priscilla Chipinduro, Owen Murwira
5. The Role of Financial Intermediation in Private Sector Development -Wellington Matsika, Mike Nyawo
6. Women in Business: Special Focus on SMEs -Gamuchirai Chiwunze, Ivy Gurure
7. International Experiences on Growth and Development of SMEs: Implications for Zimbabwe- Ethel Sithole and Evaristo Mugocho.

In principle, these studies are to be carried out by ZEPARU Researchers, under SERA's assistance with STTA for mentorship. SERA is working with ZEPARU to kick start these studies starting with at least two during Q11. Progress will depend on both the availability of ZEPARU researchers and the STTA to mentor them during the coming quarter.

Sustainability study: ZEPARU is still waiting for their Board to make clear their recommendations on the way forward following finalization of the report in August 2013. During Q10 ZEPARU has now started working on prioritizing recommendations for implementation. However one early result from the sustainability study was an agreement for SERA to sponsor Dr. Chigumira to attend a workshop on Leadership Excellence that was conducted by the Institute of Directors in Zimbabwe on April 8-10, 2013 at Victoria Falls. As a condition of this support Dr. Chigumira agreed to submit a report on the conference and its relevance to ZEPARU in terms of new information on tools, approaches or concepts for strengthening the management of ZEPARU and leadership on economic

policy research. This remains an outstanding matter, as at the end of quarters Q7 – Q10 the report had not yet been delivered.

SERA also sponsored Dr. Chigumira to attend the ‘Regional Think Tank Africa Summit’ held in Pretoria, South Africa on 3-4 February, 2014. As with the Victoria Falls trip, Dr. Chigumira agreed to provide a summary report on the Think Tank Summit, however as of the end of Q10 this report was also outstanding.

Bankers’ Association of Zimbabwe (BAZ) study on Harnessing Resources from the Informal Sector: The BAZ, in collaboration with ZEPARU requested SERA to provide STTA to undertake a study to ascertain the nature of challenges currently faced by the informal sector players which has forced them to keep the majority of their earnings outside the formal banking sector. In turn, Professor Daniel Makina has been identified as the most appropriate lead consultant to undertake this study. Professor Makina will be assisted by researchers from both BAZ and ZEPARU. The study is due to start in Q11.

Outsourced research:

The LEDRIZ report titled ‘The Nexus between Growth, Employment and Poverty in Zimbabwe: The Economics of Employment Creation’ was printed during the quarter and is posted on the ZEPARU website. However the report is still be delivered at a dissemination workshop. This report which turned out to be a good piece of research has potential to have positive impact on employment creation and inclusive growth. SERA will approach LEDRIZ to facilitate the public dissemination workshop, in coordination with ZEPARU.

During Q10 all four ‘Value Chain outsourced studies’ were presented at dissemination workshops. The studies carried out by SIRDC were presented at a workshop at Rainbow Towers, Harare on February 6:

- Engineering and Metals Industry Value Chains
- Chemical Industries Value Chains
- Agro-industries Value Chains

The fourth study, by AfriConsult, was presented at the Meikles Hotel, Harare on February 7:

- Textiles and Clothing Value Chains

All studies were thereafter revised in response to stakeholder feedback and approved by ZEPARU during Q10. They will be forwarded to USAID as SERA deliverables in Q11.

During the course of Q10, ZEPARU had still not started working on the outsourced studies on Inclusive Growth due to competing priorities and resource constraints at ZEPARU. As noted earlier in this report, Senior Advisor Professor Rob Davies was not able to start working with ZEPARU researchers as had been planned during the quarter under review.

Website development and Public information.

During Q10, the Website continued to be populated with relevant material including studies carried out by ZEPARU hence providing much added value to the visibility of the policy think-tank. However, as noted last quarter, the website has not been formally launched yet. ZEPARU’s initial reason for not making a public announcement was the scarcity of material on the site; however more material has been added to the website during Q9- Q10. SERA will thus continue to engage ZEPARU in order to improve their public relations approach and encourage publicity of the site.

Beyond these primary activities, SERA continued funding three interns with masters' degrees in economics, to assist with ZEPARU's research and analysis activities. The funding of the interns was renewed from April 2014 to March 2015. This activity combines research support, capacity building, and training.

Training Parliamentarians

During the course of Q10, the Parliamentary Tool kit Report prepared with the assistance of SERA was awaiting printing by ZEPARU after they received the 'foreword by the Speaker of Parliament. Also during the quarter under review, Bigbouy Chikwavarara, of the USAID Growth Office, held discussions with SAPST on the terms and conditions of launching the Economic Literacy "Tool Kit" for the training of Parliamentarians. However, following some consultations with SAPST, SERA is now likely to put the roll-out plan on hold pending resolution of the issue of "sitting fees" expected by parliamentarians which is incompatible with regulations governing USAID support. Consultations are continuing with SAPST and Parliamentary Authorities to resolve the issue and pave the way to proceed.

Training of Economists (short-term)

At the start of the quarter, ZEPARU prepared and submitted a Training Program for 2014. The first outcome from this program was a one-week customized short-course on Introduction to Survey Methodology, which was held from 24-28 February 2014 for 23 participants in Harare. This course was requested primarily for ZEPARU researchers to capacitate them in techniques for undertaking primary surveys including processing and analyzing primary data. ZEPARU identified two experts, who were approved to facilitate the training, namely: Dr Enard Mutenheri from the Midlands State University and Dr Florance Matarise from the University of Zimbabwe. Of the 23 participants, 5 were female and 18 were male drawn for ZEPARU and MOFED.

During Q9, the SERA team had made arrangements to fund a 3-week in-country training course on Applied Econometrics for Policy Research for 15 government economists in October 2013. On the final day of the course Professor McNelis had opportunity to meet with the Deputy Governor of the Reserve Bank and discussed a possible follow-up visit to develop with RBZ staff a small dynamic model of the economy for policy simulation and evaluation. The Chief Economist for the Economic Research & Policy Enhancement Division at RBZ subsequently submitted a request through ZEPARU for a three-week course in the area of Research Methodology and Econometrics with the objective of developing the desired model. However, due to funding constraints, the RBZ could not purchase the required software, Matlab, required to undertake this training. We therefore cancelled our support for this course in Q10 and will revive it at such time as the Bank has the required software in place.

In addition, we also sought USAID approval for SERA to fund implementation costs associated with running a second series of four in-country courses on Advanced Microsoft Excel, at two days each in 2014. ZEPARU has indicated that this course continues to be a priority for the client ministries. In collaboration with Ministry of Finance in 2013, we had developed a customized two-day course, using the services of New Horizons, who were the only Microsoft-certified local IT training organization ZEPARU could find in 2012. However, due to the high cost of \$60 per person per day being charged by New Horizons for this training, ZEPARU will be working with SERA to find alternative providers for the 2014 series of courses including possibly a Microsoft-certified individual consultant.

External Courses

ESAMI Course: Financial Planning and Modelling, 10-21 March 2014, Kampala, Uganda.

The beneficiaries of this course were:

- Mr. Jacob Gamu, Senior Economist, Budgets Department MOFED; and

- Mr. Brian Goredema, Acting Chief Economist, Budgets Department, MOFED

This 10-day training course by ESAMI was targeted for senior finance officers, accountants, procurement officers and economists in the public sector. The overall objective of the course was to improve efficiency and effectiveness in resource allocation and management in the public sector. The course is also aimed to provide participants with requisite skills to:

- Develop and apply financial planning and forecasting models to decision making;
- Apply macroeconomic analysis and forecasting tools for budget development;
- Identify and quantify the risks involved in managing public sector finances;
- Plan for and manage change in the organization.

As a condition of USAID SERA sponsorship to attend these external training courses, each participant has submitted a short report to ZEPARU and SERA on highlights and main lessons learned. These 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.

Training of Economists (long-term)

SERA support for the long-term training of economists through the ZEPARU Economic Scholars Program continued in Quarter 10 through funding bursaries for 15 government economists who are pursuing the part-time M.Sc. program in Economics at the University of Zimbabwe; Male = 11; Female = 4. This includes 7 economists from the MOFED, 3 from the Ministry of Industry and Commerce, 1 each from ZIMRA and the Ministry of State Enterprises, RBZ, Ministry of Youth Development Indigenization and Empowerment and Ministry of Transport, Communication and Infrastructural Development. Details of the bursary coverage have been explained in previous QPRs.

Of the 15, 4 are in their final year and are working on their thesis, the other 11 sat for their 2013/2014 first semester examinations in December 2013 and received their results during Q10. All 11 scholars passed their examinations.

The SERA program is also currently supporting three economists pursuing Ph.D. programs in economics in South African universities, namely:

Mr. Nebson Mupunga, Principal Economist and Deputy Division Chief of the Economic Research Division at RBZ. Mr. Mupunga is pursuing the part-time Ph.D. program in economics at Nelson Mandela Metropolitan University (NMMU) in Port Elizabeth, South Africa. His dissertation research proposal focuses on "Simulation Analysis of Optimal Public Debt Management Policies in Low Income Countries: The Case of Zimbabwe." One of Mr Mupunga's thesis paper entitled "Analyzing the Theoretical and Empirical Foundations of Public Debt Dynamics in Zimbabwe" was published by the Economic Research Southern Africa (ERSA) in January 2014 during Q10. The SERA Program also provided co-funding for him to attend the first ERSA Economic Theory Workshop, held from 26-27 March 2014 in Cape Town, South Africa as a discussant. He continues to work on his thesis and another one of his thesis papers entitled "Simulation Analysis of Optimal Strategies for Public Debt Issuance in Zimbabwe: Is there a Trade-Off" has been accepted for presentation at the 11th African Finance Journal Conference, to be held in Durban, South Africa in May 2014, in Q11.

Mr. Prudence Stephen Moyo, Senior Economist, Economic Research Division, RBZ. Mr. Moyo is pursuing the M.Phil/Ph.D. programme in Economics at the University of Pretoria. Under this program his first year consists of M.Phil courses in Microeconomics, Macroeconomics, and Econometrics. Upon successful completion of these courses he will focus on dissertation research, on a topic to be determined at that time. At the end of Q9, Mr Moyo sat for year-end examinations

of the M. Phil courses in Monetary Economics and Banking, Microeconomics, Macroeconomics and Econometrics. He received his examination results in Q10 in which he passed all his coursework examinations, thus fulfilling the required coursework requirements for his Ph.D. He has started working on his PhD thesis, beginning with a research proposal which he is expected to submit in Q11.

Mr. William Kavila, Chief Economist, Economic Research & Policy Enhancement Division, RBZ. Mr. Kavila is pursuing the part-time PhD in Economics at NMMU in Port Elizabeth. His proposed dissertation topic is on “Zimbabwe: from High Inflation to Hyper-Inflation, 1980-2012.” Mr Kavila continues to work on his thesis and finally received approval on his research proposal from the supervision committee at NMMU in March 2014.

The SERA Program office – especially our Training/M&E Coordinator, Emmanuella Matorofa – has been working closely with the M.Sc. students and the three Ph.D. candidates to ensure that all procedures are followed, all logistical requirements are met, and all necessary payments are made.

Workshops and Other Research Dissemination Events

As mentioned previously, the four outsourced ZEPARU value chain studies were presented at two research dissemination workshops as follows:

The first three Value Chains studies by SIRDC presented at a one day organized dissemination workshop on 6th February were the following:

- Agro and Food Industries Value Chains;
- Engineering and Metals Industry Value Chains; and
- Chemicals Engineering Value Chains.

The fourth Value Chains study by the AfriConsult Consultants was presented on 7th February on:

- Cotton to Clothing Industry Value Chains.

The opening remarks of the dissemination workshops were conducted by the Minister of Industry and Commerce, the Hon. Mike Bimha. Both the Minister and Permanent Secretary of the Ministry took part and actively participated in the workshops which were well attended by government and industry stakeholders.

4. TECHNICAL SERVICES: ASSISTANCE TO ZIMSTAT

USAID SERA assistance to ZIMSTAT during Quarter 10 continued to focus on providing funding for development of a Central Business Register (CBR), as a cornerstone for improving the quality of economic statistics. Our support for the Survey of Services (SS) has been deferred to Q11, because ZIMSTAT must first complete the CBR to establish the sampling frame for this very important survey.

Support for the CBR and SURVEY OF SERVICES (SS):

As mentioned in the previous QPRs, SERA has continued to emphasize that the CBR project is central to its mandate to help ZIMSTAT improve the quality and timeliness of economic statistics as the basis for evidence-based policy analysis and effective policy management. Once completed, the CBR will provide 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 (ISIC) codes. This will constitute the master sampling frame for collecting basic economic statistics such as the Survey of

Services (SS), Quarterly Employment Inquiry (QEI), Census of Industrial Production (CIP), Volume of Manufacturing Index (VMI), and Business Tendency Survey (BTS).

During the quarter, SERA continued to support data collection by ZIMSTAT to re-establish the CBR covering basic data such as economic sector, business turnover and employment, and gender of ownership. Of the 6 payments scheduled under the related Purchase Order (PO), 5 have been processed covering direct support for data collection, resulting in 69,709 questionnaires being distributed and 56,945 retrieved as of March 2014. ZIMSTAT continues to retrieve questionnaires as part of their regular program of economic data collection program.

The 6th and final payment for the CBR Data Collection exercise will be made once the CBR Final Report and Women in Business Data Summary are completed. These items can only be completed once the current CBR Data Coding and Entry exercise is completed.

COR and CO approval for the Purchase Order to support the CBR Data Coding and Entry exercise were obtained in Q8 and Q9 respectively and the PO signed with ZIMSTAT in Q10, when the agency was ready to begin. As of the drafting of this report the first of four payment tranches for this PO have been completed and ZIMSTAT is providing the required monthly processing report.

Survey of Services (SS): given the dependence on the CBR, this activity is pending completion of the CBR Database to provide the required sampling frame. As noted in the previous Quarterly Report the projected cost of the SS is \$4.3m. DFID has indicated funding of \$3m will be available and SERA has indicated \$500,000 in funding would be available, pending USAID approval. With additional funding from AfDB likely, the activity should be fully funded. Once ZIMSTAT has the sample design and final budget estimate, SERA will coordinate with other donors on the final funding arrangements, and negotiate the contract for SERA support and obtain USAID approval. The SS is now likely to begin during Q11 through to Q12.

Support for the Website Development:

The design phase of the ZIMSTAT Website upgrade continued through Q10. A draft report was completed at the end of Q9 by local website design consultant Kuziva Zimunya. Peter Miller and Dr. Beverley Carlson provided in-depth review and comment on the report and highlighted areas for further discovery and investigation which continued during Q10. As part of ZIMSTAT's request for assistance to revamp the website it was noted that an online version of the ZIMDAT database was desired. However clarification on the technical details around how the database is currently stored and developed, and the intended audience is still being sought to work out an integration approach for this component. In addition clarification on the publishing and approval process for ZIMSTAT statistical outputs, needed to propose an appropriate workflow entry point for uploading documents to the website, is outstanding mainly due to difficulty in meeting with representatives from the Public Information Office. Follow-up meetings and a workshop to present findings of the discovery and design phase, and validate the proposed new website architecture are scheduled for early Q11.

5. TECHNICAL SERVICES: SUPPORT TO OTHER PARTNERS

Following the formalization of the direct channel for program activity with MOFED during Q9, governing the provision of technical or financial assistance through USAID SERA, the Ministry followed up with the first specific request to the SERA Program to provide direct assistance during Q10. MOFED requested SERA to assist in the provision of experts to prepare and present papers to the All Stakeholders Consultative Workshop on the re-establishment of Special Economic Zones (SEZs) which was initially scheduled for 20th February during Q10. SERA identified and engaged Dr. Robert Kirk to prepare and

present a paper on the 'Impacts of SEZs on Transformation of the Economy'. The workshop had been originally planned for February during the quarter under review, but finally took place in early Q11.

6. 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:

The COP continued to liaise with the USAID on programs pertaining to coordination of the SERA program with other Partners under USAID. The COP and the M&E coordinator attended a meeting on 'Branding and Marking' by the Partners. Though the SERA Program Manager had previously been conversant with issues of 'branding and marking', the session was very useful on updating the participants on these issues. The presentation raised the awareness of the Partners on the importance of good branding practices.

Outside the USAID community, the COP continued with intermittent discussions on policy issues and program coordination with the WB, UNDP, DFID, and AfDB, with particular focus on coordination of support to ZIMSTAT (see Assistance to ZIMSTAT, above). In addition the COP and the COR organized other meetings with partners other than ZEPARU aimed at expanding the SERA program. Meetings were called and organized with the MOFED to discuss the support for the Special Economic Zones (SEZs) workshop which has been implemented as noted above. In addition meetings were held with the Zimbabwe Environment and Law Association to follow up on the IBI proposed study on 'Short Term Technical Assistance on Revenue Transparency in the Mining Sector' and with the Zimbabwe Investment Authority (ZIA) on a study of the 'Improving Business Environment'. These initiatives are at various levels of planning for implementation in Q11.

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. However, the SERA Program consistently seeks to incorporate the poverty lens in 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 the summary of our assistance to ZEPARU, above, several SERA-supported activities during Q10 involved elements relating to poverty reduction. These included: continued support for the studies on financial sector development, development of the upcoming study requested by BAZ on access to finance by SMEs, and support for the printing of the outsourced research on the economics of employment creation. The COP continued to hold discussions with ZEPARU on a series of outsourced studies on the issue of inclusive growth; an activity developed during Q8, but was put on hold pending the finalization of the value chains studies, which have now been completed.

For the ZIMSTAT component of the program, our support continued to concentrate on the finalization of the CBR during Q10.

The senior management at ZIMSTAT singled out the CBR and the SS as being especially important initiatives, with the CBR being cited as critical to the compilation of economic data as the census is to demographic data, and that these are the only two statistical surveys mandated by special Statutory Instruments.

Gender

The SERA team applies a gender lens as far as possible in developing and managing all of our activities. As with our work on poverty issues, however, the demand-driven nature of our program means that our efforts on gender mainstreaming are filtered through needs of ZEPARU and ZIMSTAT.

In addition to the standard practice of tracking participants by gender in our activities (see Annex 2), we can report the following gender-related elements of our activities in Quarter 10:

- Consistently emphasizing the importance of gender balance in meetings with ZEPARU and client ministries in all USAID-SERA supported training and outreach activities.
- Working with ZEPARU to incorporate gender considerations meaningfully in scopes of work for research supported by USAID SERA. In line with earlier discussions between SERA and ZEPARU, their new research programs on both private sector development and inclusive growth include studies on women in business, for which we expect to provide technical assistance.
- Our ongoing monitoring and evaluation activity includes scoring the gender content of research designs and SERA-supported studies (see Annex 2).
- Working with ZEPARU to come as close as possible to achieving gender balance in sponsoring economists for SERA-sponsored training activities. With reference to the activities summarized in Section 3, our results during Q10 were as follows:
 - o Short course on Introduction to Survey Methodology: for 23 participants with 5 women, 18 men.
 - o MSc bursary: 4 women, 11 men.
 - o PhD bursary: 3 men, no women. Again, the recruiting challenge for this program was discussed in earlier quarterly reports.

Through to the end of Q10, our cumulative gender balance for local and external short-courses was 34% women, compared to approximately one-third representation of women in the target group of economists in key economic ministries.

As a condition of SERA support to the CBR Inquiry, ZIMSTAT agreed to provide a chapter of the CBR Final Report focused on Women in Business. The data will include number of establishments, number of employees, and turnover, disaggregated by province and by ISIC classification.

7. IMPLEMENTATION OF THE WORK PLAN

Given the need to develop our activities through collaboration with ZEPARU, ZIMSTAT or other Stakeholders and in response to their expressed needs, the implementation of our Work Plan for Year 3 is heavily affected by the decisions and actions of these partners. Many planned activities have been carried out on schedule, some are behind schedule but in process, and others have not been prioritized by our partners. This continued to be the case both during Q9 and Q10 where the implementation of our programs were affected by elections activity and the post elections inertia and the rather slow start of the new Government. The newly combined ministries of Ministry of Finance and Economic Planning (MOFED), previously Ministry of Finance and Ministry of Economic Planning and Development, on one hand, and the newly constituted Ministry of Industry and Commerce, which took over the role of the previous Ministry of Regional Integration and International Cooperation, have since gained momentum in working with our program. **Annex 1** provides an itemized summary of the status of activities targeted in our Work Plan for Year 3, as implemented through Quarter 10.

8. SERA PROGRAM CHALLENGES

During Quarter 10, the SERA team dealt with the following key challenges, including two (items 1 and 2) carried over from the previous reporting period:

1. Absorptive capacity at ZEPARU: USAID SERA continued to work with ZEPARU to improve their absorptive capacity. The COP continued to assist ZEPARU in developing technical work, capacity building, and mentoring during the quarter. It was hoped that during Q9 and Q10, this service would be delivered by a senior economist to be engaged through our sub-contract, Imani Development. The services of Professor Rob Davies were secured by the end of Q9, and as noted above he will continue to work on gaining traction with ZEPARU researchers, with the assistance of SERA.

The SERA program continues to provide ZEPARU with a full-time Training Coordinator to augment their limited staff capacity.

2. Developing the new channel of program activities through direct support to MOFED and other counterparties: Efforts to develop a new channel for program activities through direct support to the MOFED and other stakeholders continued to move during Q10. The challenge remains to expand engagement of the Ministry beyond the training for Ministry Policy Directors involved in technical and policy oriented work. However, during the quarter, we managed to work with Mr Thabai Donald Dhliwayo, Director of Investment Promotion in the ad-hoc Steering Committee for the facilitation of the SEZs workshop. It is anticipated that this will prove a much needed entry into the programmatic activities of MOFED. The other programmatic activities that took shape during the quarter were the proposed ZELA study on Revenue Transparency for the Mining Sector and the proposed ZIA study on 'Improving Business Environment Climate'. These studies will be implemented during Q11.
3. The expected follow-up in-country training activity - Applied Econometrics for Policy Research, in collaboration with RBZ was not undertaken during the quarter. As noted above, this was due to the lack of required software at the RBZ for the course. The Deputy Governor of the Reserve Bank, Dr. K. Mlambo is working to make sure that the central bank is equipped with this institutional software following which SERA will revisit provision of the training course.
4. The Public Finance Management Budget Control course to be implemented in collaboration with the MOFED, remained in abeyance as this course failed to take place in Q10. By the end of Q10 there was still no clear direction from the Ministry of Finance on scheduling the Public Finance Management and Budget Control course.
5. Progress on the design phase of the ZIMSTAT website moved slowly during the early part of Q10. This is in part due to delays in reviewing and finalizing the first draft of the design report. In addition as noted above clarifications on the purpose and technical architecture of the ZIMDAT database are proving time-consuming to obtain.

9. Planning for the Next Quarter

This section outlines selected key activities that were in process during Q10 which will continue into Q11 and new activities planned for Q11.

Assistance to ZEPARU

- Finalization of the four outsourced value chain studies and their submission as deliverables by May.

- Conduct another round of training for government and central bank economists in Advanced Excel Skills.
- Initiate the study on Mineral Revenue Transparency with subcontractor JE Austin.
- Initiate the study on Cost Drivers, Analysis of Zimbabwean Goods and Services with subcontractor IBI.
- Initiate the follow-on study on Improving Competitiveness in the Tourism Sector, currently in the planning stage, with subcontractor IMANI.
- Initiate the planned study for the Bankers Association of Zimbabwe to identify obstacles experienced by the informal sector in accessing, and the banking sector in providing financial services.
- Assist ZEPARU in developing effective measures to disseminate research products and public information on those products, including for the LEDRIZ report on employment.
- Provide funding or co-financing for ZEPARU research seminars and workshops relating to SERA-supported studies.
- SERA will work with the ED to identify and implement priority recommendations from the report on Developing Financial and Institutional Sustainability for ZEPARU produced by SERA Consultant Stephen Yeo.
- Conduct local short-courses on: (1) Public Finance Management – Budgeting and Budget Control, and (2) Monitoring and Evaluation of Projects.
- Fund 10 economists (more or less) to attend regional short-courses offered by MEFMI, ESAMI, or other regional organizations.
- Continue funding ZEPARU bursaries for 15 government economists to pursue part time M.Sc. program in economics at UZ.
- Continue funding ZEPARU bursaries for 3 economists from RBZ who are pursuing Ph.D. programs in South Africa.
- Provide technical assistance on grant-writing, to assist ZEPARU in attracting new sources of funding for their research.

Assistance to the Ministry of Finance

- Continue to explore opportunities to provide direct support to MOFED activities, which has already commenced with the SERA/COR meetings with MOFED during the quarter under review.
- One potential support opportunity is the development and delivery of a training course for MOFED staff on economic modelling, to follow-up on the training provided in November 2013, at TIPS in Pretoria. SERA is awaiting a formal request from MOFED on this and will then work with Senior Advisor to ZEPARU Mr. Davies to develop the approach and curriculum, given his knowledge of CGE and Excel macroeconomic modelling, and involvement with TIPS in delivery of related courses.

Assistance to Private Sector and Civil Society Organizations

- SERA will continue to coordinate with USAID on widening the scope of SERA Program activities to work with other stakeholders in the Private sectors and CSOs, which included ZELA and ZIA during the quarter.

- ZIA has requested a study to further understand the business enabling environment in connection with attracting FDI to Zimbabwe. The approach is being developed for validation by ZIA, and submission to USAID for approval
- SERA will work with the CTC to provide Mr. Fitzpatrick in support of the planned Insolvency workshop currently planned for June 6 at the Leopard Rock Hotel in Vumba.

Assistance to ZIMSTAT

- Funding of the CBR Inquiry for the Data cleaning, coding, and processing will continue during Q11. The kick-off of the SS roll-out implementation plan will possibly start in Q11, depending on ZIMSTAT's schedule.
- Completion of the design phase of the Website revamp will be completed and ZIMSTAT sign-off on the specifications for the new site will be sought.

10. PERFORMANCE MONITORING

Annex 1 provides three matrices that appear in each progress report to monitor the USAID 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 and poverty reduction. Although no claim can be made for attribution to SERA, several observations are worth citing:

- The continued IMF approved Staff Monitored Program (SMP) during the quarter: This is a major milestone towards achieving debt relief that is needed for Zimbabwe to regain access to long-term concessional financing from the World Bank and the AfDB, among others.
- Year-on-year growth of net revenue collections slowed down to 2% for the January – March quarter, compared to 9% and 13%, respectively, in the previous two quarters. The latest figure is approximately equal to the growth rate of nominal GDP, implying that the ratio of revenue to GDP is stabilizing after four years of rapid increase since 2009. At the same time, mineral revenues continue to fall far short of target, putting a serious squeeze on government expenditure.
- The year-on-year growth rate of bank deposits has increased to 5.5% in Q10 from a deceleration of (-) 0.46% in the previous quarter.
- Despite the political uncertainty, over 2500 new businesses have registered for the January to March 2014 quarter.
- On the back of tightening liquidity conditions, depressed aggregate demand and slowdown in economic activity, inflation has continued to decline. Annual headline inflation decelerated to -0.49% in February, from 0.41% in January 2014. Annual inflation decelerated further to -0.91% in March 2014.

Annex 1. Implementation of Year 3 Work Plan – Status at end of Quarter 10 *

Year 3 Work Plan Task/Activity	Status at end of Q10
1. Management and Administration Services	
1.1. Project management and administration	
Coordinate with COR, other USAID programs, other key donors	Ongoing
Develop and manage STTA 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
Provide Training Coordinator to ZEPARU for management of SERA-supported activities	Ongoing
Coordinate with COR, other USAID programs, other key donors	Ongoing
1.2. Reports	
Submit Annual Report for Year 2 (also serving as Quarterly Report for Q8)	Done
Work Plan revision, if necessary	Year 3 Work Plan approved by USAID with minor modifications; no changes made during Q10 ; additional activities approved by USAID case-by-case
Submit Quarterly Progress Reports	On schedule
Submit Quarterly Financial Reports	On schedule
Submit Quarterly Accrual Reports	On schedule
Submit Activity Reports, Success Stories	No new Success Stories submitted during Q10; at least 1 will be produced during Q11
Submit monthly activities reports, and weekly highlights as appropriate	Monthly activity reports folded into the SERA dashboard Weekly bullets submitted to COR as warranted
Submit Annual Work Plan for Year 4	Scheduled for Q12
Submit updated M&E Plan for Year 4	Scheduled for Q12

Year 3 Work Plan Task/Activity	Status at end of Q10
Submit library of reports and information products to DEC	Guidance from COR received on materials to be submitted to DEC. Nathan HQ processes the documents for submission as available; frequent delays in getting final formatted copies from partners.
2. Assistance to ZEPARU & MOF	
Provide Senior Economic Advisor to ZEPARU, as intermittent STTA	Senior Advisor contracted and in discussion with ZEPARU regarding on opportunities to support researchers.
Provide financing to ZEPARU for 3 research interns	Ongoing
Coordinate with ZEPARU and MOF on priorities for support and development of activities	Ongoing. Support provided for the Special Economic Zones conference through mobilization of Dr. Robert Kirk. Potential economic modelling course for MOFED staff in discussions. Slower progress on other activities – see Sections 5, 8 and 9 in the text.
Liaise on program activities with MEPIP, Parliament, RBZ	Ongoing. Discussions held with RBZ around planning for the follow-on course centred on developing a macro-model with RBZ staff Discussions with Parliament ongoing through USAID coordinator Mr. Bigbouy Chikwavarara. MEPIP absorbed into MOFED following elections
Liaise on program activities with other USAID projects & other donors	Through the ZIMSTAT donor coordination board, SERA continues to coordinate with other donors regarding support to ZIMSTAT around the CBR, and SS activities currently underway and planned for initiation respectively. No coordination with other USAID projects in this quarter.
Coordinate with ZEPARU & MOF on SERA Work Plan for Year 4	To begin in July.
2.1. Research and Analysis	

Year 3 Work Plan Task/Activity	Status at end of Q10
<p>Provide technical support and mentoring to assist ZEPARU in producing at least 8 high quality research products on topics of importance to economic policy makers.</p> <p>Planned themes include:</p> <ul style="list-style-type: none"> - Modernizing Bankruptcy Laws and Procedures - Regional Integration - Financial Sector Development - Mining Sector Studies - Private Sector Development - Strategies for Inclusive Growth - Public Expenditure Management 	<ul style="list-style-type: none"> - Completed, STTA-led study on Modernizing Laws and Procedures for Resolving Insolvency (Daniel Fitzpatrick) - Continued STTA-mentoring for final revision of ZEPARU study on Regional Integration (Robert Kirk) to be finalized in Q11 - Continued STTA-mentoring for 5 ZEPARU studies on Financial Sector Development (Daniel Makina) - Developed SOW for STTA-led study on Mineral Revenue Transparency, and initiated search for STTA. - Designing SOW for STTA-led study on Improving the Competitiveness of Zimbabwe's Tourism Sector
<p>Provide technical assistance to the MOF for at least 2 high quality research studies on priority policy issues. <i>Topics TBD</i></p>	<p>Provided support to MOFED for presentation on Economic Impacts of SEZs at the April stakeholders workshop – see Section 5 in the text. Accompanying research note being reviewed for submission to MOFED and USAID.</p>
<p>Provide funding as “paying agent” for ZEPARU for completion of at least 3 outsourced research projects.</p> <ul style="list-style-type: none"> - Strengthening Competitiveness of Industrial Value Chains (continuation from Year 2) - Strategies for Inclusive Growth (some outsourced, some in-house) - Other TBD 	<p>The four Strengthening Value Chain studies have been completed and presented at public dissemination events – see Section 3 in the text. Final reports are being formatted for delivery to USAID in Q11.</p>
<p>Provide capacity-building support to ZEPARU for managing outsourced research</p>	<p>Completed for the Value Chain studies. Will continue with the tendering and negotiation of the next set of outsourced studies.</p>
<p>Provide STTA to assist ZEPARU in writing winning grant proposals</p>	<p>Currently agreeing schedule with Moses Tekere.</p>
<p>Provide STTA to assist ZEPARU in database development.</p>	<p>Database development and maintenance support to be provided by Senior Advisor Rob Davies during Q11.</p>

Year 3 Work Plan Task/Activity	Status at end of Q10
Provide STTA to strengthen ZEPARU capacity to produce policy briefs and press releases	Rob Davies engaged with ZEPARU and to provide mentoring, further support to be determined based on need.
Provide funding through ZEPARU for revival of the Zimbabwe Journal of Economics	To be picked up by Mr. Chakravarti in Q11
Provide funding to ZEPARU for operational costs relating to research activities	Thus far no research-related operational costs for SERA associated studies have been incurred.
Assist ZEPARU with planning and delivery of research seminars	
Provide funding for the publication of ZEPARU research and analysis products	<p>Printed</p> <ul style="list-style-type: none"> i. The Nexus between Growth, Employment and Poverty in Zimbabwe: the economics of inflation ii. Capital Account Restrictions in Zimbabwe in the Multicurrency Period iii. Paper on – Review of Zimbabwe’s Optimum Future Currency Regime <p>Parliamentary Economic Literacy Handbook still to be printed, but funding provided.</p>
Provide funding for software procurement relating to research needs	Non requested
Provide funding for study tour by ZEPARU ED of leading economic development think-tanks in Africa, Europe and USA	Not yet initiated.
2.2. Parliamentarian Training	
In collaboration with Parliamentary leaders, SAPST and ZEPARU, hold launch workshop for Economic Literacy training program	The design and delivery of the parliamentarian training, and associated Launch Workshop, is on hold pending resolution of the issue of “sitting fees”.
Funding for publication of the Economic Literacy Tool-Kit	Funding in place, printing expected in Q11 now that the foreword by the Clerk of Parliament is in hand.

Year 3 Work Plan Task/Activity	Status at end of Q10
In collaboration with Parliament, SAPST and ZEPARU: design and deliver training on Economic Literacy.	On hold as noted above.
Implement Certificate Program in Basic Economics for Parliamentarians	On hold as noted above.
2.3a. Short-term Training of Economists	
With ZEPARU and MOF, establish training priorities for SERA support for each quarter	ZEPARU provided a Training Program for 2014 in early Q10, and SERA has provided support for an identified training on Survey Methodology. Discussion with MOFED around training needs in economic modelling expected to proceed in Q11.
With ZEPARU and MOF, design, develop and deliver at least 5 customized local short-courses for economists. <i>Menu of subjects include (dates TBD):</i>	
<i>Applied Econometrics for Policy Research</i>	Course provided in Q9 by Prof. Paul McNelis in Harare Zimbabwe
<i>Advanced Excel Skills (continuation from Year 2)</i>	Approval received for continued provision of course. 1 st instance to be held in Q11.
<i>Public Finance Management and Budget Control</i>	Not yet started
<i>Tax Analysis and Revenue Forecasting (with ATI)</i>	Not yet started
<i>Macroeconomic Analysis and Management (with MEFMI)</i>	Not yet started
<i>Monitoring and Evaluation of Government Programs and Projects</i>	Schedule not agreed by MOF to date.
<i>Survey design and sampling methods</i>	Course provided in Q10 in Harare, Zimbabwe
<i>Introduction to CGE Modeling (with TIPS)</i>	Training provided in Q9 in Pretoria, South Africa
<i>Panel Data Econometrics</i>	Not yet started
Support 30 economists to attend regional short-courses	- 2 economists sponsored to attend 2-week ESAMI course in March 2014 on Financial Planning and Modelling in Kampala, Uganda.

Year 3 Work Plan Task/Activity	Status at end of Q10
Conduct ex-post evaluations 6 months after each training event to assess value on the job and knowledge retention	Ongoing
2.3b. Long-term Training of Economists	
Continue bursary funding for up to 20 government economists as ZEPARU Scholars for part-time MSc program in Economics at UZ	15 bursary recipients finished first semester in MSc program at UZ. 11 sat and passed exams and 4 are completing their thesis research.
Continue bursary funding for 3 RBZ economists as ZEPARU Scholars pursuing PhD programs in economics in South Africa	Ongoing. Three economists from RBZ continue their PhD studies in South Africa
Monitor use of laptop computers provided by SERA to ZEPARU Scholars	Ongoing, at intervals of 6 months; intern engaged to assist.
Provide logistical and personal support to ZEPARU Scholars studying in South Africa	Funding being provided to PhD bursary recipients for registration, visa, health insurance, travel, lodging, subsistence expenses, and books.
Track progress of all SERA-funded bursary recipients	Ongoing.
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)	Not implemented.
Provide funding for research seminars, stakeholders workshops and guest speaker seminars, and policy dialogue events co-hosted with other organizations	Funding for Value Chain research dissemination provided through the outsourced research contracts.
3. Assistance to ZIMSTAT	
Coordinate with ZIMSTAT on priorities, activities	Ongoing meetings as needed, determined by progress with ongoing activities and ZIMSTAT schedules.
Liaise with other donors for coordination on support for ZIMSTAT	Ongoing intermittent discussions with WB, UNDP, DFID, and AfDB.
Fund completion of Central Business Register (CBR) project	Tranches 5 of 6 for the Data Collection PO issued. Tranche 1 of 4 for the Data Cleaning/Coding/Entry PO issued.
Co-finance the Survey of Services (SS) project	Pending completion of the CBR to provide the sample master frame. Likely to begin in Q11 pending ZIMSTAT progress with the CBR.

Year 3 Work Plan Task/Activity	Status at end of Q10
STTA for completing development of distance-learning in-service training system	Distance learning strategy included specification of IT infrastructure requirements, but ZIMSTAT management determined that SERA funding should be allocated to CBR and SS. Roll-out of pilot will depend on co-financing for the IT procurements. This activity is on hold pending provision of suitable internet connectivity in ZIMSTAT provincial offices.
STTA to assist with ZIMSTAT website upgrade	STTA support initiated and ongoing to finalize design specifications, including online version of ZIMDAT.
STTA to assist with the development of procedures for providing researchers with access to anonymized microdata sets, in full compliance with confidentiality requirements	Not yet started
STTA to conduct quality assurance review of CBR and ZimDat databases	Discussion with ZIMSTAT continuing
STTA for creation of service sector index (or multiple service indices)	Scheduled to take place after SS finished.
STTA for rebasing the Volume of Manufacturing Index and possibly other economic indices	Not yet started

* This table excludes some lines from the Year 3 Work Plan that were only sub-tasks or illustrative examples.

ANNEX 2: Performance Monitoring Indicators

Table A2.1. Output Indicators p A2-2

Table A2.2. Intermediate Results Indicators p A2-6

Table A2.3. Outcome Indicators p A2-9

Table A2.4. Context Indicators p A2-11

TABLE A2.1 – OUTPUT INDICATORS

No.	Item	Baseline	Source	Year 2 Actuals	Year 3 Annual Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
ASSISTANCE TO ZEPARU AND MOF									
A. RESEARCH AND ANALYSIS									
1.	Number of completed policy studies by ZEPARU with SERA support and for the MOF: total, and with gender content	0	ZEPARU	Total: 3 With Gender Content: 3 (revised in Q9)	Total (with ZEPARU) : 8 With gender content: 4 Total (for MOFED) : 2 With Gender content: 1	Total (with ZEPARU) : 2 (Capital account restrictions in Zimbabwe, Choice of future currency regime) With gender content: 0 Total (for MOFED) : 0	Total (with ZEPARU) : 1 (Enhancing Zimbabwe’s Regime for Resolving Corporate Financial Distress) With gender content: 0 Total (for MOFED) : 0		
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	Total: 1 (Economics of Employment Creation) With Gender Content: 1	Total: 0 With Gender Content: 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: 7600 Women: 1895	Total: 6500 Women: 3250	Total : 2809.5 Women : 805	Total : 645 Women : 133.75		
4.	Number of days of SERA technical assistance in fiscal policy and fiscal administration (USAID PMP indicator)	0	SERA	442	400	67.4	21		
B. PARLIAMENTARIAN TRAINING									
5.	Number of SERA-supported seminars for Parliamentarians, on economic	0	SERA	0	12 seminars	Clerk of Parliament	STTA recruiting put on hold.		

No.	Item	Baseline	Source	Year 2 Actuals	Year 3 Annual Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
	policy and economic literacy.					approved economic literacy toolkit. STTA recruiting for training to begin in Q10	Consultations continuing with SAPST and Parliamentarian authorities on the roll out plan for the training.		
6.	Number of Parliamentarians trained with SERA support: total, women	0	SERA	0	Total: 200 Women: 100	0 (see previous line)	0 (see previous line)		
C. SHORT-TERM TRAINING OF ECONOMISTS									
7.	Number of SERA-supported customized short-courses for training economists.	0	SERA	6 customized short courses	5 customized short courses	2 customized short course (Applied Econometrics, Advanced Excel)	1 customized course (Intro. to Survey Methodology)		
8.	Number of economists attending customized short-courses: total, women	0	SERA	Total: 121 Women: 47	Total: 115 Women: 58	Total: 33 Women:10	Total : 23 Women: 5		
9.	Number of individuals sponsored to attend external training courses: total, women	0	SERA	Total: 31 Women: 12	Total: 33 Women: 17	Total: 7 Women: 1	Total: 2 Women: 0		
D. LONG-TERM TRAINING OF ECONOMISTS									
10.	Number of individuals w/ SERA bursaries to part-time MSc in Economics at U Zimbabwe: total, women	0	SERA	Total: 15 Women: 4	Total: 20 Women: 5	Total: 15 Women: 4	Total: 15 Women: 4		
11.	Number of individuals w/ SERA bursaries to PhD in Economics at UCT or a comparable university (University of Pretoria and Nelson Mandela Metropolitan University) in South Africa - total, women	0	SERA	Total: 3 Women: 0	Total: 3 Women: 0	Total: 3 Women: 0	Total: 3 Women: 0		
E. WORKSHOPS (FOR OUTREACH/DISSEMINATION)									
12.	Number of SERA-supported outreach/dissemination workshops	0	SERA	3	3	1 (Resolving corporate financial distress)	2 (AfriConsult Cotton to Clothing Value Chains; SIRDC Chemical Industries, Agro		

No.	Item	Baseline	Source	Year 2 Actuals	Year 3 Annual Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
							and Beverages Eng. and Metals		
13.	Number of participants in SERA-supported workshops or seminars a) total, women b) government, private sector, ZEPARU/SERA, other	0	SERA	a) Total: 262 Women: data not available b) Government: 85 Private Sector: 51 ZPR/SERA: 34 Other: 92	a) Total: 300 Women: 150 b) For tracking purposes no targets	a) Total: 60 Women: 18 b) Government: 20 Private Sector: 30 ZPR/SERA: 10 Other: 0	Total: 203 Women: 62 b) Government: 30 Private Sector: 67 ZPR/SERA: 7 Other: 99		
ASSISTANCE TO ZIMSTAT									
A. IMPROVE ORGANIZATION AND COORDINATION OF NSS									
14.	Number of documents containing meta-data and data manuals produced and posted on-line with SERA support	0	SERA	1	2	0	0		
15.	Number of SERA-supported public information events on economic statistics, through ZIMSTAT	0	SERA	0	3	0	0		
16.	Number of participants in SERA-supported public events through ZIMSTAT - total, women	0	SERA	0	Total: 100 Women: 50	0	0		
B. DEVELOP PHYSICAL, IT AND STATISTICAL INFRASTRUCTURE									
17.	Number of SERA-supported training events for ZIMSTAT staff	0	SERA	2 (training workshop for enumerators), (Distance Learning Training of trainers)	2	0	0		
18.	Number of participants in SERA - supported training courses for ZIMSTAT staff - total, women	0	SERA	Total: 183 Women: 48	Total: 150 Women: 75	0	0		
19.	Cum. number of distance learning training modules in economic statistics developed/supported by	0	SERA	Software platform for DL system and strategy paper for provision of DL	6	Initiation of pilot phase of implementation of DL and SERA	Initiation of pilot phase of implementation of DL and SERA		

No.	Item	Baseline	Source	Year 2 Actuals	Year 3 Annual Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
	SERA			developed. Training of trainers undertaken in April. Initiation of pilot phase of implementation of DL and SERA support put on hold because SERA assistance in Q8 focused on development of CBR		support put on hold because SERA assistance continues to focus on the implementation of CBR Inquiry	support put on hold because SERA assistance continues to focus on the implementation of CBR Inquiry		

TABLE A.2.2 – INTERMEDIATE RESULT INDICATORS

	Item	Baseline	Source	Year 2 Actuals	Year 3 Annual Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
ASSISTANCE TO ZEPARU AND MOF									
A. RESEARCH AND ANALYSIS									
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: 5 -Tourism Sector Study -Role of Financial Sector in the Economy -Financial Liberalization and Crises -Financial Regulation and Supervision -Access to Bank Credit as a strategy to Industrialization	Total: 8 With gender content: 4	Total : 1 With Gender Content : 0 -Resolving Corporate Financial Distress	Total: 4 With Gender Content: 4 - Chemical Industries Value Chain - Agro& Beverages Industries Value Chain - Engineering and Metals Industries Value Chain - Cotton to Clothing Industries Value Chain		
2.	Number of economic research material available through online library on the ZEPARU website	12 (9 Periodic articles, 3 serials)	ZEPARU	27 (16 research papers, 9 economic barometers, 2 policy briefs) 77 economic resource links	>=110 research material	35 (18 research papers, 10 economic barometers, 2 policy briefs, 5 presentations) 77 economic resource links	37 (20 research papers, 10 economic barometers, 2 policy briefs, 5 presentations) 77 economic resource links		
B. PARLIAMENTARIAN TRAINING									
3.	Number of MPs completing Certificate Program: total , women	0	Parliament	SERA STTA completed and submitted the final draft of the economic literacy tool kit. Consultations with Clerk of Parliament on Program launch	Total: 40 Women: 20	Clerk of Parliament approved economic literacy toolkit. STTA recruiting for training to begin in Q10	STTA recruiting put on hold. Consultations continuing with SAPST and Parliamentarian authorities on the roll out plan for the training		

	Item	Baseline	Source	Year 2 Actuals	Year 3 Annual Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
				to begin in Q9					
C. TRAINING OF ECONOMISTS									
4.	Cum. number of semesters completed by gov't economists pursuing MSc-Econ at U Zim w/ SERA support - total, women	0	University of Zimbabwe	Total: 40 Women: 2 (One bursary recipient did not sit for examinations, his bursary support was terminated)	Total: 80 Women: 12	Total: 55 Women: 6	Total: 55 Women: 6		
D. WORKSHOPS (FOR OUTREACH AND DISSEMINATION)									
5.	Number of press releases published or positive news reports on SERA-supported research or outreach/dissemination events: total, and with gender content	0	SERA	Total: 4 With Gender content: 0	Total: 10 With gender content: 5	Total: 3 With gender content: 0	Total: 1 With Gender Content: 0		
ASSISTANCE TO ZIMSTAT									
A. IMPROVE ORGANIZATION AND COORDINATION OF NSS									
6.	Number of economic reports produced by ZIMSTAT with lag of no more than 12 months	2 – revised (CPI report; Poverty Datum Line Report)	ZIMSTAT	7 Quarterly Digest of Statistics, CPI, Business Tendency Survey, Poverty Datum Line Report, PICES Report, Poverty and Poverty Datum Line Analysis in Zim, Compendium of statistics 2012	9	2 Consumer Price Index and Poverty Datum Line Report	3 Quarterly digest of Statistics, Consumer Price Index and Poverty Datum Line Report		
B. DEVELOP PHYSICAL, IT AND STATISTICAL INFRASTRUCTURE									
7	Completion and publication of the Poverty, Income, Consumption	field work underway	ZIMSTAT	PICES Report completed and	-	-	-	-	-

	Item	Baseline	Source	Year 2 Actuals	Year 3 Annual Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
	Expend. Survey (PICES)			launched in April 2013.					
8	Completion of Central Business Registry (CBR) update	poor quality data	ZIMSTAT	Data collection, processing and compilation of 76,000 licensed businesses completed. CBR Inquiry started in early August and is expected to be completed in Jan 2014.	Fieldwork completed and results disseminated.	CBR inquiry continued and as at 24 December 2013, 55.5% of questionnaires dispatched had been recovered. Data collection to resume in Q10.	81.7% of CBR questionnaires dispatched recovered. Data processing commenced on March 3, and recovery of questionnaire to continue during data entry.		
9	Completion and publication of Census of Services (COS)- changed to Survey of Services (SS)	Last done 1981 (partial coverage only)	ZIMSTAT	SS likely to take place in 2014 after CBR is finished.(see previous line)	SS completed and disseminated. Index of Services developed.	SS likely to take place in 2014 after CBR is finished.(see previous line)	SS likely to take place in 2014 after CBR is finished.(see previous line)		
10	Number of ZIMSTAT staff using/completing SERA-supported distance learning training modules: total, women	not applicable	ZIMSTAT	on - line training plan established	Total: 40 Women: 20	Initiation of pilot phase of implementation of DL and SERA support put on hold because SERA assistance continues to focus on the implementation of CBR Inquiry	Initiation of pilot phase of implementation of DL and SERA support put on hold because SERA assistance continues to focus on the implementation of CBR Inquiry		

TABLE A.2.3 - OUTCOME INDICATORS

	Item	Baseline	Source	Year 2 Actuals	Year 3 Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
ASSISTANCE TO ZEPARU AND MOF									
1.	Number of 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	Total: 2 With gender content: 2 (Mining Sector Policy; Financial Sector Development)	Total: 2 With gender content: 1	0	0		
2.	Number of 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	Total: 2 With gender content: 2 (Mining Sector Policy; Financial Sector Development)	Total: 2 With gender content: 1	0	0		
3.	Number of participants/percent of respondents able to demonstrate knowledge retention by identifying three specific learning objectives from SERA-supported training at least 6 months after each training event (Disaggregated by sex)	0	ZEPARU	Total : 49 Women: 19	Total: 83 Women: 42	Total: 30 Women: 14	Total: 20 Women: 7		
4.	Number of participants/percent of respondents reporting at least one example of on-the-job utilization of content from USAID supported training at least 6 months after each training event (Disaggregated by sex)	0	ZEPARU	Total : 64 Women: 26	Total: 83 Women: 42	Total: 30 Women: 15	Total: 20 Women: 7		
5	Number of “hits” and downloads of policy briefs/reports/studies posted on ZEPARU website	568 hits 353 downloads	ZEPARU	7585 hits 2750 downloads (through to Sept 2013)	100 percent increase over prior year	17045 hits 4037 downloads	6536 hits 869 downloads (Jan – March 2014)		
6	Amount of funding for ZEPARU, excluding SERA and ACBF support	Budget vote 2010=\$10,000	ZEPARU	\$139,595 (of which \$85,000	\$300,000, incl. \$200k budget vote	Funds received this quarter	Funds received this quarter		

	Item	Baseline	Source	Year 2 Actuals	Year 3 Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-Jun	Jul-Sep
		2011=\$200,000		from GoZ)	+ other sources	AfDB: 8 250 Motor Industry Association: 1 400 UNDP Gender Training: 9 450 UNDP Seminar Series: 9 000 AERC: 5 000	AfDB: 8 250 GoZ: 5 000 TARSC: 1540 ZB Bank : 3600		
ASSISTANCE TO ZIMSTAT									
7.	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 Report completed and launched in April 2013. CBR Data collection, processing and compilation of 76,000 licensed businesses completed. CBR Inquiry started in early August and is expected to be completed in Jan 2014.	Second revision to NIPA using SOS data complete.	PICES Report completed. CBR inquiry continued and as at 24 December 2013, 55.5% of questionnaires dispatched had been recovered. Data collection to resume in Q10.	PICES Report completed. 81.7% of CBR questionnaires dispatched recovered. Data processing commenced on March 3, and recovery of questionnaire to continue during data entry.		
8.	Number of economic reports available on the ZIMSTAT website, with lag of no more than 12 months	1 (revised) Poverty datum line report	ZIMSTAT	5 Quarterly Digest of Statistics, CPI report, Poverty datum line Report, PICES Report, Poverty Datum Line Analysis Report, Compendium of Statistics 2012	8	5 Quarterly Digest of Statistics, CPI report, Poverty datum line Report, PICES Report, Poverty Datum Line Analysis Report	5 Quarterly Digest of Statistics, CPI report, Poverty datum line Report, PICES Report, Poverty Datum Line Analysis Report		

TABLE A.2.4 - CONTEXT INDICATORS

	Item	Baseline	Source	Year 2 Actuals	Year 3 Annual Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
ECONOMIC GROWTH									
1.	Real GDP Growth	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 4.42%; projections reduced to: 3.18% in 2013; 3.57% in 2014; 4.15% in 2015	IMF baseline proj. for 2014 exceed by 1% = 4%	IMF growth estimate for 2012 remains at 4.42%; projections reduced to: 3.18% in 2013; 3.57% in 2014; 4.15% in 2015	IMF growth estimate for 2012 remains at 4.42%; projections reduced to: 3.18% in 2013; 3.57% in 2014; 4.15% in 2015		
POVERTY REDUCTION									
2.	Poverty indicators as available (total, male, female)	UZ/MZF 2011: total consumption poverty rate = 87%	Agencies conducting poverty surveys, with or w/o SERA support	HH poverty prevalence = 62.6% HH extreme poverty prevalence=16.2% Individual poverty prevalence=72.3% Individual extreme poverty prevalence=22.5% (ZIMSTAT Poverty Report 2011/12)	Quick Poverty Survey developed, conducted and published.	PICES data remains latest available data. HH poverty prevalence = 62.6% HH extreme poverty prevalence=16.2% Individual poverty prevalence=72.3% Individual extreme poverty prevalence=22.5% (ZIMSTAT Poverty Report 2011/12)	HH poverty prevalence = 62.6% HH extreme poverty prevalence=16.2% Individual poverty prevalence=72.3% Individual extreme poverty prevalence=22.5% (ZIMSTAT Poverty Report 2011/12)		
EMPLOYMENT CREATION									
3.	Formal sector non-gov't jobs (total, male, female), excluding agriculture. No breakdown by sex available	422,700 = latest ZIMSTAT data for Dec 2008. No breakdown by sex available	ZIMSTAT	Paid employment as % Ec Active Pop age 15+: Total: 23.8% Men: 31.2% Women: 16.2% Total employment outside gov &	10% growth in formal sector jobs	PICES data remains latest available data. Paid employment as % Ec Active Pop age 15+: Total: 23.8% Men: 31.2%	Paid employment as % Ec Active Pop age 15+: Total: 23.8% Men: 31.2% Women: 16.2% Total employment outside gov &		

	Item	Baseline	Source	Year 2 Actuals	Year 3 Annual Target	Year 3 Actuals				
						Oct-Dec	Jan-Mar	Apr-June	Jul-Sept	
				agric: Total: 1,046,463 Men: (65.2%) Women: (34.8%) (PICES 2011/12, & Nathan calc's)		Women: 16.2% Total employment outside gov & agric: Total: 1,046,463 Men: (65.2%) Women: (34.8%) (PICES 2011/12, & Nathan calc's)	agric: Total: 1,046,463 Men: (65.2%) Women: (34.8%) (PICES 2011/12, & Nathan calc's)			
FISCAL MANAGEMENT AND ADMINISTRATION										
4.	Non-mineral revenue (NMR)	2.6 billion (2011)	Baseline from ZIMRA 2011 Revenue Performance Report	NMR for 2013 Q3=\$858.3m Same period 2012 = \$786.2m Growth = 9%	Non-mineral revenue gr. >= growth of non-mining GDP	NMR for the year 2013 =\$3.296 billion NMR for the year 2012=\$3.12billion Growth= 5.6%	Net revenue collections for 2014 Q1 = 834.6 million Net revenue collection for 2013 Q1= 818.6 million Growth = 2%			
5.	Percentage of central government expenditure on social services and productive infrastructure (excl. personnel cost)	Est. 18.42% (September 2011)	MOF	Government capital expenditure as a % of total expenditure = 6.6% (Treasury State of the Economy Report, August 2013)	24%	Capital expenditure as a % of total disbursements to November 2013 = 9.25% (MOFED, 2014 National Budget Statement)	Capital expenditure as a % of total disbursements for 2013 = 10% (MOFED 2013 Fourth Quarter Treasury Bulletin)			
DEBT RELIEF										
6.	Improved debt management	Controversy on use of HIPC	MOF	IMF approved a Staff Monitored Program for Zimbabwe covering the period April-December 2013	HIPC decision point	Validation and reconciliation exercise of external debt database completed.	RBZ debt has been assumed by treasury. External debt resolution ongoing. Discussions between GoZ and IMF staff mission on combined 1 st and 2 nd reviews under SMP successfully undertaken in			

	Item	Baseline	Source	Year 2 Actuals	Year 3 Annual Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
							March 2014		
INVESTMENT PROMOTION									
7.	Foreign direct investment, net inflow (US\$ millions)	\$105m, 2009 \$122.6m, 2010 (RBZ Actuals)	Baseline: Actuals: RBZ BOP Data	2012 estimate remains at \$353.5m. 2013 projection = \$334.0m	10% growth	2012 estimate remains at \$353.5m. 2013 projection = \$334.0m	2013 estimate increased to 373.0m Projections for 2014= 406.0m 2015= 591.0m		
GENDER EQUITY									
8.	Formal sector employment, non-gov't: % women (as available)	37% of women formally and 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 = 65.2% Female = 34.8% % of paid employment Male = 66.4% Female = 33.6% (Nathan calc., data from final PICES Report 2011/12)	10% growth	PICES data remains latest available data. % "employed" age 15+ in non-gvt excl. agric. Male = 65.2% Female = 34.8% % of paid employment Male = 66.4% Female = 33.6% (Nathan calc., data from final PICES Report 2011/12)	% "employed" age 15+ in non-gvt excl. agric. Male = 65.2% Female = 34.8% % of paid employment Male = 66.4% Female = 33.6% (Nathan calc., data from final PICES Report 2011/12)		
BUSINESS ENVIRONMENT									
9.	New business registrations (number per calendar year)	8550 in 2011	Registrar of Companies	7445 (through to September 30, 2013)	15000	2333 (Oct-Dec) 9778 (through to December 31, 2013)	2645 (Jan-March 2014)		
10.	Doing Business Ranking	171 out of 183 countries for 2012	IFC/WB Doing Business Report 2012	172 out of 185 countries for 2013	165	170 out of 189 countries for 2014 Figure for 2013 revised to 168 out of 189 countries	170 out of 189 countries for 2014 Figure for 2013 revised to 168 out of 189 countries		

	Item	Baseline	Source	Year 2 Actuals	Year 3 Annual Target	Year 3 Actuals			
						Oct-Dec	Jan-Mar	Apr-June	Jul-Sept
FINANCIAL SECTOR									
11	Level and Growth of deposits in banking system	December 2011 total deposits = \$3318.2m , Growth = 42.6%	RBZ Monthly Report	August 2013 = \$3796.2m Growth from year earlier = 5.77%	> Nominal GDP growth	November 2013=\$3807.1m Growth from year earlier= (-) 0.46%	February 2014 = \$4021.78m Growth from year earlier = 5.46%		
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	5.89%* (August 2013)	5.5%	5.6%* (November 2013)	5.5%* (February 2014)		
13	World Bank Statistical Capacity Indicator (Indicator from NSDS Monitoring F/Work).	49 (2011)	World Bank	53 (2012) Figures for 2013 expected by end of Sept.	70	54 (2013)	54 (2013)		

* Best estimate of Interest Spread given here = weighted average deposit rate – corporate clients weighted average lending rate.