

Moving Zimbabwe Forward
An Evidence – Based Policy Dialogue Initiative



Pathways Out of Poverty for Zimbabwe

Conference Report

30 November – 1 December 2011

Holiday Inn, Harare



INSTITUTE OF
ENVIRONMENTAL
STUDIES
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Introduction

This report presents the proceedings of the ‘Moving Zimbabwe Forward: An Evidence-Based Policy Dialogue Initiative’ 3rd Annual Conference. The conference theme was ‘Pathways Out of Poverty for Zimbabwe’, and it was held in Harare, 30th November to 1st December 2012. The objectives of the conference were to:

- Examine the current nature of well-being and poverty in Zimbabwe
- Explore the situation regarding vulnerable groups, particularly women and children
- Identify options and opportunities, pro-poor policies and programmes for moving out of poverty, including smallholder agriculture and natural resources resource use.

The conference was organised over two days. The first day consisted mainly of the key note addresses and sessions on the nature of well-being and poverty in Zimbabwe. The second day looked more closely at possible pathways out of poverty for Zimbabwe. Presentations were by local, regional and international speakers. The conference concluded with a panel discussion on poverty reduction policy options for Zimbabwe. The conference programme is included as Appendix A. Power Points of the presentations are posted on the project website www.zimdialogue.ac.zw.



Part of the conference participants

The conference was attended by 106 participants from government, civil society, academia, the international community and the general public. The list of participants is presented as Appendix B

Session One: Opening and keynote addresses

Welcome address: Professor Sara Feresu, Director of the Institute of Environmental Studies (IES)

The Conference opened with Professor Sara Feresu, Director of the Institute of Environmental Studies (IES), welcoming the delegates to the Conference. She gave an overview of the activities of the Moving Zimbabwe Forward Initiative which is being implemented by IES, explaining how the initiative falls neatly into the mandate of IES. IES, an independent non-faculty unit within University of Zimbabwe, was formed in 1994 in response to national concern about ecological, social and economic consequences of environmental change. Therefore in its activities, IES recognises the close relationship between the environment and development, and approaches environmental issues in a holistic manner which recognises the environment, social, and economic pillars of sustainable development. IES also takes note of the general principle in the Environmental Management Act which says that ‘environmental management must place people and their needs at the forefront of its concern’. The Zimbabwe Environment Outlook, which the Institute has edited, identifies poverty as one of the main drivers of environmental degradation. Therefore, the Moving Zimbabwe Forward Initiative creates a platform for Zimbabweans to discuss and debate on issues that can come up with policy recommendations that will help Zimbabwe move forward and out of poverty.

At the previous annual conference, in December 2010, the book ‘*Moving Forward in Zimbabwe: Reducing Poverty and Promoting Growth*’ was launched by the Permanent Secretary for Economic Planning and Investment Promotion. The book covers a wide range of economic and social development challenges facing the country, outlining key elements of a strategy for pro-poor sustainable development in Zimbabwe. The book was the outcome of collaboration between the University of Zimbabwe and the Brooks World Poverty Institute (BWPI), University of Manchester. The official book launch was followed by countrywide launches by Vice Chancellors at five universities: the National University of Science and Technology, Bulawayo; Great Zimbabwe University, Masvingo; Midlands State University, Gweru; Chinhoyi University of Technology, Chinhoyi; and Africa University, Mutare. These provincial launches were attended by government officials, academia and civil society. The launches were accompanied by seminars addressing such issues as enhancing smallholder farmers, poverty traps and opportunities for ways out of poverty, pro-poor inclusive growth and sustainable development, minerals for equitable development, and education for poverty reduction. These seminars provoked a lot of debate on how Zimbabwe can address poverty.

In concluding, Professor Feresu thanked the University for its continued support. She also thanked the Ministries of Economic Planning and Investment Promotion, Agriculture, Mechanisation and Irrigation Development, Labour and Social Services, Environment and Natural Resources, Local Government and all the other Ministries that have helped make the policy dialogue initiative a success. Particular mention and thanks

were given to Roger Riddell for travelling from the UK to give his address as Guest Speaker, and to Canada's International Development Research Centre (IDRC) for their financial support, as well as the support from its officials evidenced by the presence of Dr Munro and Dr Okwi at the annual conference.



Professor Sara Feresu

Opening Address: Professor L. Nyagura, Vice Chancellor of the University of Zimbabwe

Mr S Chevo, the Registrar, on behalf of the Vice Chancellor of the University of Zimbabwe, gave the opening address where he highlighted that this was the 3rd annual conference under the 'Moving Zimbabwe Forward: An Evidence-based Policy Dialogue Initiative' which aims to enhance poverty focused growth and sustainable development in Zimbabwe through sound policy judgements. The initiative promotes evidence-based policy analysis, dialogue and dissemination of policy relevant knowledge.

One of the major activities under the Moving Zimbabwe Forward: An Evidence-Based Policy Dialogue Initiative is the generation and dissemination of policy relevant knowledge on the nature of poverty and well-being. In line with this, the Institute of Environmental Studies carried out a sample survey to understand the current nature of poverty in Zimbabwe. Working closely with relevant stakeholders, in particular the Zimbabwe National Statistics Agency (ZIMSTAT) and the Department of Social Services, the sample survey was undertaken in 16 Districts, in April and May 2011. The survey has generated knowledge which will contribute to a better understanding of the current nature and extent of poverty, inequality and well-being in Zimbabwe. This information will feed into evidence-based policy making processes and can be used to contribute to coming up with policies and programmes that enhance human wellbeing. The results of the survey are still being analysed but preliminary findings indicate high incidences of poverty, especially in rural areas of Zimbabwe. In light of this, Mr Chevo said it is very appropriate that the conference can explore not just the current nature of

poverty and well-being in Zimbabwe, but perhaps more importantly, pathways that can lead us out of poverty.

Mr Chevo said that the conference was an opportunity to share information and to come up with solutions that work for Zimbabwe. Although there are common characteristics of poverty, each country and situation is different and calls for a variety of solutions. One size does not fit all and there is no silver bullet. There is need to be innovative and think outside the box. Acknowledging the wide range of sectors and stakeholders represented at the conference Mr Chevo urged all sectors to work together as each sector is an important part of the jigsaw. Although poverty levels are still high in the country, significant strides have been made in the last two years, such as addressing inflation, and increasing economic growth.

Mr Chevo pointed out that the mandate of the University of Zimbabwe is to promote growth and sustainable development in Zimbabwe and this can only be done through interfacing with policy makers and practitioners. Academics must fully engage with the 'real world' outside so as to be informed of the various issues that require research in order to find answers and communicate those solutions to the institutions that can implement the necessary changes. The university's mandate as an institute of higher learning is to provide that sound, quality research and package it in such a way as to be easily accessible to policy and decision makers who, by the nature and demands of their jobs, are extremely busy people, often working under pressure.

He believed that the Moving Zimbabwe Forward Policy Dialogue Initiative has provided an opportunity for academia to link research up to the policy making process, sharing research findings and stimulating debate and dialogue on poverty reduction and development issues in Zimbabwe. He expressed the hope that the policy makers will continue to cooperate with the IES team to ensure that the research findings will be able to address national priorities and research needs and contribute towards policy making. Sound policies are based on sound research.

In thanking the various stakeholders, Mr Chevo particularly expressed appreciation to Canada's International Development Research Centre (IDRC) for their generous financial support for the Policy Dialogue Initiative which is being supported under IDRC's Globalization, Growth and Poverty Programme. He pointed out that the IDRC, which is one of the world's leading institutions in the generation and application of new knowledge to meet the challenges of international development, has been a steadfast development partner of the University of Zimbabwe for many years now. Besides this Moving Zimbabwe Forward Policy Dialogue Initiative they were also funding a number of other projects in the university, such as Local Level Scenario Planning and Adaptations to Climate Change.

He concluded by saying that he hoped the Conference would generate fruitful deliberations which would come up with tangible pathways to provide better livelihoods and lift the majority of Zimbabweans out of poverty.



Dr D Sibanda and Mr S Chevo

Keynote address: How can Zimbabwe move ahead with pro-poor policies and strategies that will move the poor out of poverty permanently? Dr D Sibanda, Permanent Secretary, Ministry of Economic Planning and Investment Promotion

In his keynote address Dr Desire Sibanda, the Permanent Secretary in the Ministry of Economic Planning and Investment Promotion provided an overview of the macro-economic environment and referred to historical developments and policies implemented. He highlighted that up to 2008, the economy suffered serious economic challenges which were characterised by hyperinflation (237 million percent), negative growth rates, cumulative budget deficits, massive devaluation of the currency, low productive capacity, loss of jobs, skills flight, low savings and low Foreign Direct Investment (FDI), food shortages, and massive de-industrialisation which resulted in extreme poverty. However, the performance of the Zimbabwean economy is now in line with global developments, but despite the progress recorded, the economy remains fragile. Real growth of the national economy rose slightly from 8.1 percent in 2010 to an estimated 9.3 percent in 2011. There was a relative decline in annual inflation rate from previous years. In January 2011 it stood at 3.5 percent decreasing to 2.5 percent in May 2011. However, by the end of 2011 it had risen to 4.3 percent due to housing/rental, alcohol and food costs. Some other growth highlights include agriculture where growth is projected to be over 11 percent in 2012 and mining where growth is projected at 16 percent. Economic growth depends on incentives to invest and raise productivity, which in turn require a stable macro- economic environment.

The Medium Term Plan (MTP) launched in July 2011 is the National Economic Development Strategy and contains the government's key policies that guide national budget allocations and sets out national priorities so that there is:

- Economic transformation which will result in average growth rate of 7.1 percent (2012-2015); single digit annual inflation; employment creation of 6 percent; double

digit savings and investment ratios of 20 percent of GDP; and foreign reserves of at least 3 months import cover.

- Reduction of sovereign debt to at least 60 percent of GDP by 2015.
- Restoration of the country's productive capacities and ultimately poverty reduction. Reducing poverty is key to the achievement of the MTP and the MTP is Zimbabwe's poverty reduction strategy.

The MTP is a development model drawn from both African best practices and those of the Asian countries, which represents a paradigm shift that should result in the transformation of the country during the next five years. It seeks to move the country towards a developmental state and to people centred policies and development.

Dr Sibanda also provided highlights of the 2012 budget which he said has been dubbed pro-poor, because of the number of initiatives aimed at providing relief and support to the poorest members of the population. Tax free bonus was also increased from \$500 to \$700. The Government will continue to invest in social services such as health and education. Dr Sibanda said that empowering the poor is essential for bringing about the policies and investments needed to promote pro-poor growth and address the multiple dimensions of poverty.

He concluded by saying that macroeconomic stability would be key in poverty alleviation through the provision of the right policy environment; addressing pitfalls of market driven growth; creating employment opportunities, especially for the youth; investment in social safety nets and improving data management and measurement of vulnerability.

Finally Dr Sibanda emphasised the need for sound statistics based on rigorous research. He challenged Zimbabwean researchers to provide accurate information on Human Development Indicators so that they can dispute figures that are produced by UN agencies which still report Zimbabwe at the bottom of the Human Development Index even though there have been obvious improvements in the economy. He urged the University of Zimbabwe to revive its role in researching on poverty and human development issues and work in collaboration with his Ministry and other relevant Ministries.

Lessons from the past and from global experiences to help move Zimbabwe out of poverty and towards sustainable development. Roger Riddell, Guest Speaker

Roger Riddell, a development specialist with over 35 years experience gave an overview of lessons from the past and from global experiences which he thought would help move Zimbabwe forward and out of poverty towards sustainable growth and development. He highlighted the following issues:

1. Consensus-building and national reflection after a period of deep division, which is taking stock of previous successes and gains Zimbabwe has achieved over the years. The years around Independence provided not only a rare opportunity to discuss a very different future for the new Zimbabwe but also a sense that far-reaching change was

needed and was achievable. Alternative futures were debated, and the work of the Presidential Commission of Inquiry into Incomes, Prices and Conditions of Service, (of which Mr Riddell was Chair), was a good illustration of what this meant in practice.

Just after Independence, Zimbabwe was adopting approaches and implementing policies well before many of the world's leading aid/development agencies were propounding similar or identical ideas. For example, there was increased access to both preventative and curative health services in line with the Millennium Development Goals (MDGs) that were agreed in the year 2000. On the education front, Zimbabwe succeeded in providing tuition-free primary education almost a decade before this was announced as a global target at the World Conference on Education for All held in 1990 in Jomtien, Thailand. Unfortunately, many of these benefits were not sustained. In part this was due to external factors, but many were clearly internally-driven. Thirty years later there are bitter differences amongst Zimbabweans which are sharp and divisive. Mr Riddell emphasised that peace is essential for development.

2. *Addressing inequalities and structural change*, that is addressing the colonial inequalities which the first years post independence aimed to do. However, structural dualism is still deeply entrenched today. Therefore, it is of paramount importance to address inequalities as a core component of a national strategy to reduce poverty. Mr Riddell referred to the Government's Medium-Term Plan which contains a number of pro-poor policies and strategies. However, he pointed out that neither the redistribution of income nor wealth is listed among the national priorities. He indicated that wealth from diamonds could well be used for poverty reduction and to narrow the inequalities gap. He suggested that a national debate could be initiated on the best ways to utilise valuable natural resources for development.



Guest Speaker Mr Roger Riddell

3. *Corruption and the fundamental importance of leadership.* This refers to the damaging effect corruption can have on the country's economy and access to international support. He stressed the importance of dealing with corruption as this affects the implementation of government plans and policies. The Medium-Term Plan mentions theft and vandalism and people pursuing their own self-interest regardless of whether this breaks either the letter or spirit of the law. What is clearly needed to address corruption are policies that encourage greater transparency and accountability, robust institutions, structures and processes, backed-up with legal force and, crucially, an end to impunity to help to address these now deep-rooted problems. A catalyst for addressing corruption is strong leadership, not only of political leaders, but leaders within and across the private sector, the civil service, civil society and the churches and within all the different tiers of local government. Experiences in the past with the Leadership Code suggest that radical and far-reaching initiatives are needed.

4. *Working with and understanding donor agencies.* Like many other countries, Zimbabwe has had a varied and quite complex relationship with the leading donor countries since Independence. At Independence international donors pledged a massive \$1.8 billion of aid. However, a significant portion of this aid (between 10 percent and 30 percent) was tied to the purchase of goods and services from other countries, and the amount of aid provided fell massively short of the amounts pledged: between 1982 and 1985, total official aid received from the main donors accounted for \$574million: only 30 percent of the amount pledged.

Mr Riddell stressed that poverty cannot be addressed by aid, although aid can accelerate development efforts. He emphasised that for donor aid to be effective it needs to be predictable and planned for so that its efficiency in terms of reducing poverty is strengthened.

5. *Empowerment of the poor and the role and place of civil society.* A fundamental part of any pathway out of poverty involves not only listening to what poor people say but enabling them to be active participants in decisions that affect them, both directly and indirectly. He mentioned that in the last two weeks he had been examining the wider role and long-term impact that civil society is having in contributing to accelerating the poverty reduction process in Vietnam and Nepal. Lessons arising from these countries are that the political space has been opening up to enable civil society to draw attention to the needs of particular groups of poor people:

- to give them a voice,
- involve them in decisions that affect them,
- ensure their participation in the national process of creating policies that address the different dimensions of poverty, especially those that affect more vulnerable and marginalised and other excluded groups, and
- to monitor implementation to narrow the gaps between policies and practice.

In conclusion he confirmed that in general, a vibrant civil society which is transparent and accountable provides an essential counterweight to the range of excesses that an

over-centralised state tends to promote which officials and bureaucrats can easily use power to benefit themselves rather than promote the common good.

Session 2: Moving Zimbabwe Forward Well-Being and Poverty Survey

Generating poverty knowledge: Findings of the Moving Zimbabwe Forward Well-Being and Poverty Survey. Dr Jeanette Manjengwa, IES, University of Zimbabwe

Dr Jeanette Manjengwa, Deputy Director of the Institute of Environmental Studies (IES) and Project Coordinator for the Moving Zimbabwe Forward: An Evidence Based Policy Dialogue Initiative gave highlights of the preliminary analysis of the Moving Zimbabwe Forward (MZF) Well-Being and Poverty sample Survey. The objective of the MZF Survey was to collect information on a wide range of poverty and well-being indicators in Zimbabwe. The MZF Survey provided a snapshot that aimed to understand the current nature of poverty in Zimbabwe, because much has changed since the last Poverty Assessment Survey in 2003 by the Department of Social Services. The results of the survey were to enhance formulation and implementation of effective policies and development programmes.

The MZF survey covered all the 10 provinces of Zimbabwe and the households were interviewed over the period April-May 2011. The survey was designed to provide representative estimates at the rural-urban level. Data was collected in 16 districts, representative of livelihood zones, land uses and Agro-Ecological Regions in Zimbabwe. The districts are: Harare including Epworth, Bulawayo, Hwange, Gwanda, Masvingo, Chiredzi, Gokwe North and South, Gweru, Mazowe, Mbire, Hurungwe, Mutare Urban, Mutare Rural, Mutoko and Chimanimani.

The Survey looked at multi-dimensional aspects of poverty and employed both quantitative and qualitative methods. A total of 3,448 households comprising 15,430 individuals were surveyed through a 30-page questionnaire administered by supervisors and enumeration teams. The questionnaire covered a wide range of issues including: demographic characteristics; access and use of education and health services; incomes; employment; business enterprises; agricultural and other incomes; food security and coping strategies; access to land; household food and non-food expenditures; assets holdings; perceptions about poverty status; and exposure to shocks.

Institutional questionnaires were administered to educational, health and business centres. Focus group discussions were also held with members of the communities included in the survey.

Dr Manjengwa explained that, following earlier studies analysing welfare status in Zimbabwe, poverty estimates based on the MZF data were constructed to characterize the levels of poverty in Zimbabwe. These include head count index, which measures the incidence of poverty, and poverty gap index, which indicates the depth of poverty and reflects the extent to which the well-being of the poor falls below the poverty line. These statistics are based on comparisons of monthly consumption expenditure with the

official total and food poverty lines. The total poverty line is the minimum amount of consumption required to meet the basic food and non-food requirements of Zimbabweans. The total poverty line provided by ZIMSTAT was used based on May 2011 prices.

The sample survey found that poverty in Zimbabwe is high and that the majority of the poor and very poor live in rural areas. The very poor and poor tend to spend less on food, have more illnesses, less education and spend significantly less on education. Female-headed households tend to be slightly poorer than male-headed ones. Generally literacy was high with almost 100 percent of household heads being able to read. This drops to about 80 percent for female household heads and the very poor category.

Agro-ecological region has a marked effect on poverty levels, with Region 4 having the highest incidence of poor and very poor people, followed by Region 5. Region 2, with high agricultural potential has the lowest percentage of poor people. However, even within the Agro-ecological regions, there are differences. For example, Kariba and Hwange, both in Region 5, in the Zambezi valley, have different poverty levels with Hwange having about 90 percent of the population being very poor, while only about 15 percent of people in Kariba are very poor. This could be attributed to the better livelihood opportunities in Kariba, such as fishing and tourism.

The poor and very poor have higher access to land for cultivation, however, more than 50 percent were not able to cultivate all of their land in the last season. Reasons given for non-cultivation are lack of draught power and ploughing implements, lack of seed and fertiliser, and labour constraints.

The MZF survey looked at the probability of a community or household suffering different shocks and their severity during the last 12 months. The most common shocks experienced are that a community suffered food shortages, inflation, or drought. Other shocks are health related shocks and decrease in either government or donor support.

Apart from the metrics of household consumption and income, the MZF survey collected information on subjective well-being and poverty. In particular, the following 'economic ladder questions' were presented to all household surveyed. *'Imagine a ten step ladder, where the bottom step, the first step (1) represents the worst possible life for you and the top step (10) represents the best possible life for you. Where on the ladder do you feel you personally stand at the present time? Where were you five years ago?; Where do you think you will stand on the ladder in five years time?; and What would help to move up the ladder?'* On average people perceive themselves to be at the third step and also believe there has not been any change in their welfare status compared to five years ago. The general perception is that nothing has changed, although the non-poor actually perceive that they were slightly better off 5 years ago. These results suggest that the up-turn in the macro-economic environment registered since 2009 is yet to trickle down and benefit the masses. Dr Manjengwa noted that households are more optimistic about the future. Households on average think that they will move two steps higher in next five years, with the perception of the urban sector being slightly more optimistic.

Dr Manjengwa pointed out that the results of the sample survey although not a national survey provided rich and valuable information on the current nature of poverty in both rural and urban areas.

She concluded that it is crucial that efforts are made to enhance rural livelihoods and promote and support smallholder farming by, for example, more rural industries, value addition, irrigation, mechanisation, inputs, infrastructure and better markets. Data on the poverty survey is available from the Institute of Environmental Studies, University of Zimbabwe and a report will be available in due course.

Session 3: Aspects of Poverty

What role can women play in moving Zimbabwe out of poverty? What enabling policies and measures need to be put in place? Professor R Gaidzanwa, University of Zimbabwe

Professor Rudo Gaidzanwa, Dean of the Faculty of Social Studies, University of Zimbabwe focused on the new factors driving poverty in Zimbabwe that have changed the gender dynamics in the country, especially among the middle-class. She noted that in most families, women were actually increasing their responsibilities in feeding for the family, such as vending and increasing their cross-border activities, leaving men to look after the children at home and in the process disempowering men and creating a reversal of roles. She asserted that 95 percent of divorces are initiated by women and lamented that *'It's very difficult to keep love going in this state of poverty'*.

She highlighted that in the current economic environment, single, divorced and widowed women in many cases were more successful as they were able to attain education, which empowered them for better job opportunities. Single women were more mobile and therefore were able to join church groups and other groups and become more 'connected'. Single women strived to own assets, land, cattle, property etc. Professor Gaidzanwa concluded by calling on the Government to invest more in women.

The impact of the economic crisis on children in Zimbabwe and what measures are needed to address the problems. Dr L Munro, International Development Research Centre (IDRC)

Dr Lauchlan Munro, Vice President of the International Development Research Centre (IDRC) has worked with UNICEF for 13 years, five of which were in Zimbabwe. His presentation focused on a statistical overview of children in Zimbabwe 1980-2011; what is known about children in times of socio-economic decline; and possible policy implications. Dr Munro highlighted that children suffered badly, perhaps disproportionately, during the economic crisis in Zimbabwe. He mentioned that despite recent improvements, children in Zimbabwe were roughly where they were 25 years ago, whilst other developing countries had made considerable progress.

During the crisis there was a decline in resources available to caregivers (parents, families, public authorities) to provide for children; fewer public resources for health services, education, child protection services, and a decline in service quality, coverage and equity. The repercussions of these effects of the crisis are long-term and even permanent on children.

In addition, in extreme cases, more children die as a result of increased malnutrition, epidemic disease and/or neglect, with those factors often interacting. Less severe but more common effects include increased malnutrition, decreased school enrolments, greater potential for child abuse and neglect. These more common effects often have long-lasting, even permanent consequences, sometimes even inter-generational ones. Malnutrition often leads to decreased cognitive development and learning difficulties, poorer educational outcomes, and poorer job performance later in life and lower rates of school enrolment. Poor nutrition during pregnancy can lead to pre-natal malnutrition and increased rates of low birth weight and mental illness in children. Lack of schooling leads to lower levels of literacy, numeracy, and life skills; and impacts on employment prospects and social mobility.

In terms of policy options and actions, these include continuing with the policy of prevention being better than cure. Preventative methods such as immunisation, micronutrient supplementation, oral rehydration therapy, health care provision, and primary education which all have high benefit-cost ratios, and respond to public goods and externality problems should be emphasised and strengthened. Re-establishing basic services should be a priority, although in a poor country with high levels of expectations this will present challenges such as financing, including public-private mix, participation, equity and fairness, and timing.

In closing, Dr Munro said that tough choices will have to be made, and he encouraged building at the centre before going to the periphery. As much as possible, use available evidence or get better evidence when needed. Politics will always be present, but evidence can play a key role in policy debates and decision making.

Social protection in Zimbabwe, with a focus on cash transfers. Can cash transfers be developmental and lift the poor out of poverty? Mr L Dumba, Department of Social Services

Mr Lovemore Dumba, the Social Cash Transfers Technical Adviser in the Department of Social Services, under the Government of Zimbabwe's National Action Plan for Orphans and Vulnerable Children (NAP Phase 2) gave an overview of the harmonised cash transfer scheme which is being implemented by the Government of Zimbabwe in collaboration with the United Nations Children's Fund (UNICEF). The objective of this unconditional cash transfer is to reduce household poverty of approximately 150 000 extremely poor households thereby improving their well-being. These include those with orphans and other vulnerable children, the chronically sick, the disabled and the elderly.

Currently, the harmonised cash transfer scheme is being implemented in one District (deemed to be the poorest District) per province. Cash transfers are being distributed to labour and food constrained poor households who are receiving bi-monthly cash transfers averaging \$20 per month per household, depending on the size. This money is delivered by the Social Services Department through their district offices (under high security) almost to the recipients' doorstep thus alleviating the need to travel distances to collect the money. Cash transfers in this scheme are complemented by health and educational assistance.

Mr Dumba concluded by saying that social protection is multi-dimensional where impacts reinforce each other, improving livelihoods, bolstering risk management and strengthening resilience. Social protection should be embedded in a development planning framework and cash transfers are an integral part of such a framework.

During the discussion, Mr Dumba explained that cash transfers given by Government are in addition to what the poor communities receive from donor funded programmes, and furthermore, the NSSA scheme is separate from the Cash Transfer scheme

Experiences from the coalface of poverty in Zimbabwe. Graduation and exit strategies from donor funded programmes. Ms K Zvobgo, GRM

Ms Kerina Zvobgo, from GRM, a consultancy organisation that coordinates and implements the UK's Department for International Development (DFID) funded Protracted Relief Programme (PRP) and chairperson of the Non Governmental Organisation (NGO) Cash Transfer Working Group gave an overview of the PRP programme. The programme was launched in 2004 with the aim of reducing extreme poverty; preventing destitution; and protecting and promoting livelihoods of the poor and most vulnerable in Zimbabwe.

The PRP designed safety nets to respond to Zimbabwe's specific socio-economic needs and aimed to keeping households above survival thresholds. A survival threshold constitutes the amount food items that meet the 2100 kilo calories per day specifications calculated by the World Health Organisation (WHO), plus survival non food items, namely cost of preparing food, cost of lighting, milling fees and cost of water for human consumption.

Various kinds of support are given by the PRP. Cash vouchers and food, mainly maize meal, pulses and beans are given to poor and vulnerable households. PRP supports conservation farming and provides agricultural and gardening support in the form of seeds and other inputs such as fencing for community gardens. This assistance is designed to make the poor communities in rural areas more self-sufficient to grow their own food. It is the intention of the PRP and other partners to assist the needy but to make them less reliant on hand-outs.

Water points, tanks and latrines are provided in some areas. To assist with those who are terminally ill PRP provides Home-based Carers who are trained to care for the sick

and bedridden. They are also provided with Home-based Care kits which they use to nurse the patients.

The results of the support PRP has given to households in rural areas shows that rural households are now able to meet survival food requirements and are food secure. Out of the households assisted by PRP 89 percent of the very poor and 86 percent of poor rural households are now marginally above the Livelihood Protection Threshold. The Livelihood Protection Threshold consists of survival costs plus costs associated with access to services such as health and education, costs of maintaining productive activities and costs of supporting a locally acceptable standard of living. During the first 6 months of 2011, PRP aimed at having the majority of households rise above the livelihood protection threshold and in the final 6 months of the programme supported these households to raise their asset base. The focus for the poor will be to ensure that markets work, that they have access to credit and have assets such as livestock, access to business information, and making farming a business.

The PRP define their graduation process as being a process where the poorest move out of poverty, increase their incomes, expand assets and attain food security so that they no longer require safety net support. PRP also aims to build on the Government of Zimbabwe's capacity to take over the responsibility of households who cannot graduate like the elderly, orphans and vulnerable children. Ms Zvogbo said that they were working with Government partners so that the handover of the initiative to Government would smooth and the activities sustainable.

Session 4: Pro-poor Development Strategies

The challenge of growth and poverty reduction: Opportunities for Africa. Dr P Okwi, IDRC

Dr Paul Okwi, the IDRC Development Programme Specialist for Globalisation, Growth and Poverty presented on '*The challenge of growth and poverty reduction: opportunities for Africa*'. Drawing on statistical evidence, he began by pointing out that Africa had registered impressive growth rates but still had high incidence of poverty and inequality. He stated that in some aspects Africa had been lucky as it has huge natural resources which provide opportunities for governments to address local problems using their own resources. Many countries in Africa have large deposits of oil and natural gas, and valuable minerals such as gold, diamonds and platinum. He mentioned that because of Africa's strategic location, it also enjoys good climatic conditions. Relatively high temperatures and abundant rainfall in the tropical and subtropical regions of the continent are most favourable for food and cash crops.

However, Africans had not managed to realise this wealth and apply the opportunities. Dr Okwi pointed out that Africa's progress had been mixed and affected by the effects of the global economic crisis leading to a drop in remittances, export prices etc. Progress had been marred by climate change and persistent natural calamities. High population growth was also a contributing factor as well as youth unemployment. HIV and AIDS had affected Africa's growth resulting in poverty and inequalities.

There are many problems that need addressing. Africa should use its natural resources to promote employment; use its hardworking people to promote green economies; improve health and education delivery and open up rural areas by building roads; providing electricity; assisting with irrigation equipment, water supply and sanitation in order to improve the lives of the rural poor in Africa.

Dr Okwi concluded by raising the question about what needs to be done in order to turn these opportunities to poverty reduction. He suggested better governance at both national and local levels, participatory policy making, and the involvement of all of the population in enjoying the benefits of development. He emphasised the importance of implementation which can be a major challenge, as so often excellent policies are not implemented on the ground. Africans themselves must take the initiative and be in the driving seat, rather than relying on external assistance which usually comes with strings attached.

Beyond the Enclave: Inclusive pro-poor and inclusive development in Zimbabwe. What are the opportunities and constraints? Mr P Chitambara, Labour and Economic Development Research Institute of Zimbabwe (LEDRIZ)

Mr Prosper Chitambara, an economist and labour expert working with the Labour and Economic Development Research Institute of Zimbabwe (LEDRIZ), focussed on his Institute's recent publication; '*Beyond the Enclave: Towards a Pro-Poor and Inclusive Development Strategy*'. The book is underpinned by three legs: research and analysis; education and training; and advocacy and engagement. The national launch of the book took place in June 2011 and simultaneous regional launches were held in July 2011 in five provinces of Zimbabwe.

The book looks at the macroeconomic framework for pro-poor and inclusive growth; land, agriculture and rural development; manufacturing; mining; gender; the labour market; education and training; social services; housing, health and social protection; science and technology development; trade and trade policy; finance and inclusive growth; and concludes with a synthesis: Beyond the Enclave. Two paradoxes in Zimbabwe are highlighted. The first being the paradox of poverty in the midst of plenty and the second being the paradox of economic growth without development, typifying itself in jobless, ruthless, rootless, futureless and voiceless growth patterns.

Mr Chitambara advocated for pro-poor and inclusive policies. Pro-poor policies focus on providing opportunities for job creation especially for the marginalized and vulnerable groups: such as youth and other unemployed (low-skilled) people and displaced people, rural/urban migrants. Robust growth is a necessary condition for sustained poverty reduction. However, the link between growth and poverty reduction is not automatic. Employment provides that link. The importance of employment in poverty reduction lies in that, quite often, the abundant resource that the poor have is their labour, which they can use to earn a livelihood. If an economy's growth path does not create sufficient jobs, people are deprived of more than a livelihood. They are also robbed of opportunities to develop their abilities, thereby undermining their dignity and

self-respect. Pro-poor policies target those sectors in which the poor are engaged and aim to remove constraints (e.g. poor credit availability, weak extension services, and unnecessary bureaucracy for Small-Medium Enterprises (SMEs) formation) and create an investment and employment generating environment for the private sector.

Furthermore, Mr Chitambara pointed out that pro-poor policies target the provision of more efficient and equitable levels of basic services including water, sanitation, communications and transport infrastructure, power supplies, as well as health and education, in areas where the poor live (urban or rural).

His conclusion emphasised that the Zimbabwean economy is dual and an enclave, that consists of a relatively developed formal economy co-existing in juxtaposition with an underdeveloped non-formal economy. The non-formal economy consists of a rural and subsistence sector as well as an informal sector.

Session 5: Round Table: Promoting Smallholder Agriculture and Natural Resources use as Ways Out of Poverty and Promoting Sustainable Development

How land reform in Zimbabwe is providing a pathway out of poverty. Professor S Moyo, African Institute for Agrarian Studies (AIAS)

Professor Sam Moyo, Executive Director of the African Institute for Agrarian Studies (AIAS) in Harare and current President of the Council for the Development of Social Research in Africa (CODESRIA), focused on the emerging agrarian structure and how land reform has contributed to positive livelihoods. This will eventually provide a pathway out of poverty as it has not only provided income from increased production, but also created more employment. More land is being irrigated, but there is still a huge potential for much more irrigation, from the current 135 580 hectares, to approximately 3 million hectares.

Drawing on recent production statistics, Professor Moyo showed that on both A1 and A2 farms, farmers are not only growing for subsistence, but many are now producing crops such as maize, beans, tobacco, groundnuts, cotton, sugarcane and tea commercially. The number of tobacco farmers had increased from 10,000 in 2007 to almost 60,000 in 2010. Some farmers were embarking on wheat, coffee, horticulture, poultry, livestock as well as dairy farming. However, various challenges such as financing, drought, tenure security and input constraints were being faced by these farmers. Despite the many challenges facing rural people, the small scale A1 farmers had been successful in growing pulses, beans, groundnuts and cotton, showing that land reform in Zimbabwe is providing a pathway out of poverty for smallholder farmers.

During a discussion on whether tobacco would eventually replace maize farming, Professor Moyo did not think that tobacco would replace maize as the tobacco industry is also facing many problems such as curing and marketing. Furthermore, the majority of tobacco farmers also grow maize for their household's food security.

Pathways out of poverty, with a focus on smallholder agriculture. Dr Ncube, Wisdom Afrika Leadership Academy

Dr Ncube, an agricultural economist with the Wisdom Afrika Leadership Academy, highlighted the role of contract farming, looking at whether that is the way forward for small-scale farmers. He pointed out that the vast majority of smallholder farmers in Zimbabwe do not generate sufficient income from agriculture to provide basic nutrition, health, education or good living conditions for their families, and cash to re-invest in their farms. As a consequence, farmers' capacity to work is diminished, soil nutrients are removed and not replaced, crop diseases are not controlled, and planting material is often inaccessible or unaffordable. In addition to low yields, poorly functioning markets make it nearly impossible for smallholder farmers to build sustainable enterprises, and they are trapped in a cycle of poverty.

Small producers need help to ensure the quality of their products, obtain loans, manage their resources and ensure their operations are efficient and profitable. They need skills on processing, quality control, packaging and marketing. Simple, low-cost technology that adds value to raw goods can dramatically improve the long-term incomes of small producers. Small producers need credit and capital to sustain their operations. Dr Ncube stated that poverty is made worse for small producers by factors such as Trade Liberalisation – (unjust trade rules that prevent farmers from receiving a fair price for their goods); competition from cheap imports; price manipulation; climate change – droughts, erosion and other environmental aspects that threaten land and water on which smallholder farmers depend.

Smallholder agriculture as a way out of poverty. What are the challenges and opportunities for smallholder farmers in Zimbabwe. Mr S Mupodyi, Ministry of Agriculture, Mechanisation and Irrigation Development

Mr Simba Mupodyi a Principal Agricultural Economist in the Ministry of Agriculture, Mechanisation and Irrigation Development discussed the challenges and opportunities for smallholder farmers in Zimbabwe. Some of the major challenges include poor access to inputs (seed, fertilizer, agrochemicals); low input use; climate change; inadequate farming skills amongst most newly settled farmers; limited diversification by smallholder farmers into some enterprises like flowers for export, apiculture (beekeeping), dairy etc. There was also inadequate on-farm storage and processing technology leading to high post harvest losses especially with horticultural and citrus production. Another challenge for the small-scale farmer is the unwillingness by credit institutions to advance money to small-scale farmers and agro dealers.

However, Mr Mupodyi said that there were a number of opportunities that offered solutions to these challenges and there was scope for increased agricultural productivity. Most importantly, investment is needed in a number of key areas, including investment in irrigation infrastructure and rehabilitating existing ones. The climate in Zimbabwe is erratic with unpredictable rainfall and frequent droughts, making rain-fed cropping precarious in most parts of the country. The Ministry has a department dedicated to

irrigation development that is addressing this major challenge. To augment this, risk management techniques such as appropriate financial credit schemes, conservation agriculture, strengthening extension services and natural resource management could be provided to support farmers who are at risk. Training in post harvest management and household storage techniques would also assist.

Other opportunities are diversification of agricultural production and investment in value addition. Value addition not only enhances the value of the crop, it also stimulates local industry, providing much needed employment.

Marketing, which has been identified as a major challenge by smallholder farmers can be enhanced by better market access. Finally Mr Mupodyi mentioned the option of contract farming and called for more investment for research into coming up with procedures and practices that ensure that contract farming can be fair and beneficial to both parties. This would strengthen this option for higher productivity.

The role of the Agricultural Marketing Board. Ms N Zitsanza, Agricultural Marketing Board (AMA)

Ms Nancy Zitsanza from the Agricultural Marketing Board (AMA) gave an overview of the role of the AMA. The Agricultural Marketing Authority is a statutory body under the Ministry of Agriculture, established in terms of the Act (CAP 18:24) with a broad mandate to regulate the participation in production, buying and processing of agricultural products in Zimbabwe. The AMA's mandate is to promote proper marketing of agricultural products; fair play and fair pricing of agricultural products; quality standards for agricultural products; keeping abreast of local and international market demands and trends; as well as, contract farming for strategic crops and livestock. The AMA's vision is to have an agricultural sector supported by effective service delivery for orderly marketing and production that are the pride of the nation and the region. Its mission is to provide quality service delivery to the agricultural sector.

How can Zimbabwe's rich natural resource base provide a pathway out of poverty for the poor? What are challenges and opportunities? Mrs M Chasi, Environmental Management Agency (EMA)

Mrs Mutsa Chasi, Executive Director of the Environmental Management Agency provided an overview of '*How Zimbabwe's Natural Resources can provide a pathway out of poverty*'. She stated that Zimbabwe is endowed with a rich natural resource base that includes forests, land, water and minerals (including 25 percent of the world's diamonds). She pointed out that 70 percent of the population relies on natural resources for livelihoods. Most importantly Zimbabwe's resource base had the potential to provide a pathway out of poverty if the natural resources are used wisely.

Investment in natural resources management gives local communities defined territorial and relative control of natural resources for improved livelihoods. The concept of Community Based Natural Resource Management (CBNRM) in the form of the Communal Areas Management Programme for Indigenous Resources (CAMPFIRE)

was introduced with the aim of promoting sustainable use of natural resources. The concept can be applied to wildlife, minerals, water and forest products and provides a platform for community participation in natural resource conservation and ownership. CAMPFIRE offers an alternative land use in marginalised land with little agricultural potential. The benefits from natural resource utilisation in many districts that have CAMPFIRE include sport hunting of the ‘big five’ that is elephant, rhinoceros, buffalo, lion and leopard; tourism and joint ventures between the private sector and communities; and communities benefiting from meat from animals hunted under Problem Animal Control. Communities can benefit from sales of hides and ivory carried out by National Parks and Wildlife Authority. Other CAMPFIRE opportunities are sand extraction and crocodile farming.

Mrs Chasi highlighted the challenges faced in utilising natural resources for the benefit of the poor as being:

- inadequate and/or inappropriate technology, inadequate investment for the benefit of the poor, poor infrastructure such as roads;
- lack of sound marketing strategies for community products;
- dwindling natural resource base due to resource over exploitation;
- competition with established producers or big companies;
- re-zoning of communal areas into wildlife corridors;
- lack of entrepreneurial skills;
- cultivation on fragile ecosystems such as wetlands, improper use of fertiliser, pesticides and herbicides and pollution of rivers leading to eutrophication.

Although a major challenge, climate change can also provide opportunities. Zimbabwe has abundant carbon sinks and fair distribution of the global funding like carbon trading could benefit the rural poor. Furthermore, discovery of new minerals such as platinum, alluvial diamonds, uranium creates new avenues for employment, income and social support for communities through community trusts under the new indigenisation and empowerment regulations. Mrs Chasi ended her presentation on an optimistic note by pointing out that improved economic conditions in the country would lead to reduced resource over exploitation and degradation, and better environmental management.

Session 6: Pathways Out of Poverty for Zimbabwe

The final session for the conference was a panel discussion facilitated by Mr Chitambara. The panellists included: Roger Riddell, Professor Rudo Gaidzanwa, Dr Lauchlan Munro, Ms Shelia Chikulo of Ruzivo Trust and Mrs Eveleyn Ndhlovu Permanent Secretary in the Ministry of Small and Medium Enterprises.



The Panellists (from left to right: Mr R Riddell, Professor R Gaidzanwa, Dr L Munro, Ms S Chikulo and Mrs E Ndhlovu)

The purpose of the panel discussion was to identify possible pathways out of poverty based on the conference deliberations. Professor Gaidzanwa highlighted the contestation (especially gender contestation) for resources, the re-composition of classes and the new poor. She pointed out that during the economic crisis, some men had been disempowered, while women tended to take more active roles in supporting the household.

Ms Chikulo stressed the importance of understanding livelihoods and livelihood diversity, as well as the need to strengthen marketing for agricultural goods. She said that a multi-stakeholder approach was needed in order to come up with a common position and she suggested the formulation of a livelihoods policy.

Dr Munro highlighted four points, namely: appreciation of the fact that the Government is learning from other countries' experiences and also recognises the importance of research findings from research institutions to inform national policy; the need to reduce poverty, especially in rural areas; the need for employment and the fact that the informal sector is still an issue 30 years on; and more fiscal space and increased financing for development by the Government.

Mrs Ndhlovu mentioned the National Employment Policy Framework and pointed out that the 80 percent of people who are in the informal sector need to be formalised. She said that training and capacity building are key, and that what is needed is more value addition and appropriate technology. She mentioned that her Ministry is providing some training opportunities. She challenged researchers to come up with innovative techniques and equipment.

Mr Riddell said that more research is needed at village level to see who is winning and who is losing regarding agriculture and natural resources. Sometimes seemingly good developments such as cotton and tobacco booms have hidden disadvantages such as the associated 'cotton suicides' where profits are misused and are not used for the families'

well-being and development. Regarding remittances, there is need to interrogate who actually benefits – is it the middle classes or the very poor?

Possible pathways out of poverty that the panel cited included:

- Employment creation through the leverage of the National Employment Policy – and creating livelihood/business opportunities for the young.
- Focusing on the quality of education in particular tertiary education and vocational training as it is key to Zimbabwe’s competitiveness.
- Raising rural productivity.
- Increasing awareness on climate change (and its impact on agriculture) through training as well as making known information that will benefit people, such as water harvesting techniques used by the veteran conservationist farmer Zephaniah Phiri in Zvishavane.
- Social dialogue involving grassroots, civil society and Government.
- Development of a sustainable livelihoods policy, which will provide a common position on poverty and how to deal with it.
- Strengthening existing markets.
- Increasing financing for pro-poor inclusive development.

Closing Address

The closing address was given by Mr Simba Mupodyi, from the Ministry of Agriculture, Irrigation and Mechanisation Development. He thanked the panellists, presenters, participants and in particular the University of Zimbabwe and the Institute of Environmental Studies, IDRC, other stakeholders and partners for making the Conference possible. He reiterated the importance of the platform presented by the Conference where research findings can be shared and debated by a wide range of stakeholders, including Government policy makers. He called for more such evidence-based policy dialogues so as to have sound, well-informed national policies and strategies.

APPENDIX A: CONFERENCE PROGRAMME

Moving Zimbabwe Forward: An Evidence-Based Policy Dialogue Initiative Annual Conference: Pathways Out of Poverty for Zimbabwe 30th November- 1st December 2011, Holiday Inn, Harare

| Day One: Wednesday 30th November 2011: The current nature of poverty | | |
|--|---|--|
| 0830 | REGISTRATION TEA/COFFEE | |
| Session 1: Opening and keynote addresses | | |
| 0900 | Welcome address | Prof S Feresu, Director, IES, University of Zimbabwe |
| 0915 | Opening address | Prof L Nyagura, Vice Chancellor, University of Zimbabwe |
| 0930 | Keynote address: How can Zimbabwe move ahead with pro-poor policies and strategies that will move the poor out of poverty permanently? | Dr D Sibanda, Permanent Secretary, Ministry of Economic Development and Investment Promotion |
| 1000 | Guest Speaker: – Lessons from the past and from global experiences to help move Zimbabwe out of poverty and towards sustainable development | R Riddell |
| 1030 | TEA BREAK | |
| Session 2: Moving Zimbabwe Forward Well-being and Poverty Survey | | |
| 1100 | Generating poverty knowledge: Findings of the Moving Zimbabwe Forward Well-Being and Poverty Survey | Dr J Manjengwa, IES, University of Zimbabwe |
| 1145 | Plenary discussion | |
| Session 3: Aspects of poverty | | |
| 1215 | What role can women play in moving Zimbabwe out of poverty? What enabling policies and measures need to be put in place? | Prof R Gaidzanwa, University of Zimbabwe |
| 1245 | Plenary discussion | |
| 1300 | LUNCH | |
| 1400 | The impact of the economic crisis on children in Zimbabwe and what measures are needed to address the problems | Dr L Munro, IDRC |
| 1430 | How land reform in Zimbabwe is providing a pathway out of poverty | Prof S Moyo, AIAS |
| 1500 | Plenary discussion | |
| 1515 | TEA BREAK | |
| 1530 | Social protection in Zimbabwe, with a focus on cash transfers. Can cash transfers be developmental and lift the poor out of poverty? | Mr L Dumba, Department of Social Services |
| 1600 | Experiences from the coalface of poverty in Zimbabwe. Graduation and exit strategies from donor funded programmes | Ms K Zvobgo, Protracted Relief Programme (PRP) |
| 1630 | Plenary discussion | |
| 1700 | Close of Day One proceedings | |

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| 1800 | COCKTAIL | At the Holiday Inn |
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| Day Two: 1st December 2011: Pathways out of poverty | | |
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| 0900 | Recap of previous day's deliberations | Ms N Mararike |
| Session 4: Pro-poor development strategies | | |
| 0915 | Lessons of pro-poor development strategies from other countries | Dr P Okwi, IDRC |
| 0945 | Beyond the Enclave: Inclusive pro-poor and inclusive development in Zimbabwe. What are the opportunities and constraints? | P Chitambara, LEDRIZ |
| 1015 | Plenary discussion | |
| 1030 | TEA BREAK | |
| Session 5: Round Table: Promoting smallholder agriculture and natural resource use as ways out of poverty and promoting sustainable development | | |
| 1100 | Pathways out of poverty, with a focus on smallholder agriculture | Prof M Rukuni |
| 1130 | Smallholder agriculture as a way out of poverty. What are the challenges and opportunities for smallholder farmers in Zimbabwe | Mr S Mupodyi Ministry of Agriculture, Mechanisation and Irrigation Development |
| 1200 | The role of the Agricultural Marketing Board | Ms N Zitsanza (AMA) |
| 1230 | Plenary discussion | |
| 1300 | LUNCH | |
| 1400 | How can Zimbabwe's rich natural resource base provide a pathway out of poverty for the poor? What are challenges and opportunities? | Mrs M Chasi, Executive Director, Environmental Management Agency |
| 1430 | Plenary discussion | |
| 1500 | TEA BREAK | |
| Session 6: Pathways out of poverty for Zimbabwe | | |
| 1530 | Panel discussion on pathways out of poverty | |
| 1630 | Summary of deliberations – 'One in One' | |
| 1645 | The way forward | |
| 1700 | Closing address | |

APPENDIX B: CONFERENCE PARTICIPANT LIST

| Name | Address |
|-----------------------|---|
| Attfield, I., Mr | EU Education |
| Barry, D. H. Fr | Silveira House |
| Beta, R., Miss | Student University of Cape Town |
| Brigham, D., Mr | Mercy Corps |
| Caijuan, LIU, Miss | Zhejiang Normal University |
| Chabwinya, M. Mr | Ministry of Environment and Natural Resources Management |
| Chanakira, R. R. Ms | PhD Student |
| Changsong, NIU, Miss | Zhejiang Normal University |
| Chapendama, A., Mr | Embassy of Sweden |
| Chasi, M. Mrs | Environmental Management Agency |
| Chevo, T., Mr | Sociology Department, University of Zimbabwe |
| Chevo, S. M., Mr | Registrar, University of Zimbabwe |
| Chikulo, S., Ms | Ruzivo Trust |
| Chimanikire, D.P., Dr | Dept of Social Studies, University of Zimbabwe |
| Chiname, S., Mr | Ministry of Industry & Commerce |
| Chinengundu, P., Ms | Ministry of Regional Integration and International Cooperation |
| Chingarande, S., Dr | Dept of Sociology University of Zimbabwe |
| Chingono, E., Ms | Action Aid |
| Chingono, H., Dr | University of Zimbabwe |
| Chitambara, P., Mr | Labour and Economic Development Research Institute of Zimbabwe (LEDRIZ) |
| Chiutsi, S. Mr | Chinhoyi University of Technology |
| Chiwawa, A. Mr | Department of Research and Specialist Services |
| Dooley Jones, T. Dr | USAID |
| Dumba, L. Mr | Department of Social Services |
| Dzumbira, T., Ms | Consultant |
| Feresu, S. Prof | Institute of Environmental Studies |
| Gaidzanwa, R. Prof | Faculty of Social Studies, University of Zimbabwe |
| Gandanzara, C. Ms | Science and Industrial Research Development Centre (SIRDC) |
| Gwanyanya, W., Mr | Institute of Environmental Studies |
| Halimani, T. E., Mr | Department of Animal Science |
| Hwenjere, P., Mr. | Ministry of Economic Development and Investment Promotion |
| Jenkins, C., Ms | USAID |
| Jombo, S., Mr | Institute of Environmental Studies |
| Jowah, P. Dr | Crop Science Department, University of Zimbabwe |
| Kadzungura, K. Mr | Ministry of Agriculture, Dept of Economics and Markets |
| Kagande, S. Mr | Animal Science University of Zimbabwe |
| Kahwai, S. Mr | Institute of Mining Research, University of Zimbabwe |
| Kufakurinani, U. Mr | Department of Economic History University of Zimbabwe |
| Kutywayo, D. Mr | Ministry of Agriculture, Crop Division |
| Kwaramba, S., Ms | Institute of Environmental Studies |
| Madhimba, T., Mr | Forestry Commission |
| Magaisa, E. Ms | Institute of Environmental Studies |
| Magasa, M., Mr | Ministry of Small and Medium Enterprises |
| Makandigona, W., Mr | Ministry of Education, Sport, Arts and Culture |
| Makoni, E. Mr | Graduate School of Management |
| Mamba, E. Ms | Ministry of Tourism and Hospitality Industry |
| Mandishona, L., Mr | University of Zimbabwe |
| Manjengwa, J. Dr | Institute of Environmental Studies |
| Manongwa, R., Mr | Ministry of Agriculture |
| Manyanga, G., Mr | Ministry of Regional Integration and International Cooperation |
| Manyeruke, C. Dr | POLAD, University of Zimbabwe |

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|----------------------|---|
| Mapika, C., Mr | Agricultural Research Council |
| Masunda, W. Mr | Dept of Sociology University of Zimbabwe |
| Matema, S. Mr | CASS, University of Zimbabwe |
| Mazango, M. Ms | Ministry of Economic Development and Investment Promotion |
| Mburinga, B., Mr | Ministry of Economic Development and Investment Promotion |
| Mhlahlo, S. Mr | Midlands State University, Dept of Social Sciences |
| Moyana, R. Prof | Faculty of Education, University of Zimbabwe |
| Moyo, S. Prof | African Institute of Agrarian Studies |
| Mudzengerere, S., Ms | Ministry of Women Affairs Gender and Community Development |
| Mudzukwa, M. Mr. | Ministry of Industry & Commerce |
| Mujeje, J., Mr | Ministry of Information, Communication and Technology |
| Mukudoka, K. Ms | Food and Nutrition Council |
| Munro, L. Dr | IDRC, Canada |
| Munyoro, G. Fr | Silveira House |
| Mupara, G. Mr | Institute of Environmental Studies |
| Mupfumi, S. Mr | Catholic Relief Services |
| Mupodyi, S. Mr | Ministry of Agriculture, Mechanization and Irrigation Development |
| Mupwiwi, B. Mr | Ministry of Regional Integration and International Cooperation |
| Muradzikwa, S., Dr | UNICEF |
| Musarurwa, T., Mr | Herald |
| Mushonga, N.G., Mrs | Food and Nutrition, University of Zimbabwe |
| Mushunje, M., Ms | FAO |
| Musindo, A., Mr | Ministry of Information, Communication and Technology |
| Mutungwa, E., Ms | Ministry of Tourism and Hospitality Industry |
| Ncube, D., Dr | Wisdom Afrika Leadership Academy |
| Ndlela, D. B., Mr | USAID-SERA (Strategic Economic Research And Analysis) Program |
| Ndlovu, E. Mrs | Ministry of Small and Medium Enterprises |
| Nhapi, T., Mr | Women's University In Africa |
| Nyagura, S., Dr | Institute of Food and Nutrition, University of Zimbabwe |
| Nyambara, P. S., Dr | Department of Economic History University of Zimbabwe |
| Nyandoro, C. Mrs | Institute of Environmental Studies |
| Nyandoro, C. Dr | Arrupe College |
| Nyelele, C. Miss | Institute of Environmental Studies |
| Okwi, P. Dr | IDRC, ESARO |
| Riddell, R. Mr | International Development Consultant |
| Sadomba, W. Z. Dr | Dept of Sociology, University of Zimbabwe |
| Sakata, Y., Ms | Researcher/ Adviser, The Embassy of Japan in Zimbabwe |
| Samu, C., Mr | Ministry of Economic Development and Investment Promotion |
| Serere, J. Mrs | Midlands State University |
| Shonhiwa, G. Mrs | Great Zimbabwe University |
| Sibanda, D. Dr., | Ministry of Economic Development and Investment Promotion |
| Siyakiya, P. Mr | Ministry of Industry & Commerce, |
| Smith, J., Mr | USAID |
| Spink, P, Mr | DFID Zimbabwe |
| Stewart, J., Mr | NOVASK |
| Tamanikwa, M., Mr | Institute of Environmental Studies |
| Tito, J., Ms | Ministry of Economic Development and Investment Promotion |
| Townsend, P., Mr | Catholic Relief Services |
| Tshuma, B., Mr | Parliament (MP Hwange) |
| Viriri, A., Mr | Midlands State University |
| Xiu, LONG, Ms | Zhejiang Normal University |
| Zitsanza, N., Ms | Agricultural Marketing Authority |
| Zvobgo, K., Ms | GRM Consultants |