

UNITED NATIONS ECONOMIC COMMISSION FOR AFRICA

REPORT ON A MISSION TO HARARE AND KADOMA, ZIMBABWE  
(PART II)

FROM 9 - 23 NOVEMBER 1986

By

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Addis Ababa  
December 1986

## I. INTRODUCTION

The mission was undertaken with the objective of participating in the servicing of the WHO/ECA/UNSO/UNICEF Regional Training Workshop for Statisticians and Health Managers in Health and Nutrition Surveys held at Kadoma, Zimbabwe, from 10-28 November 1986. I covered the first two weeks of the Workshop while Mr. R. J. Pember, ILO/ECA Regional Adviser in Household Surveys, represented ECA during the third week of the meeting. A separate report on the Workshop has been published as Part I.

During the opening session of the Workshop on 10 November, as a result of consultations with Dr. G. Mandishona, Director of the Central Statistics Office (CSO) and Mr. D. Mzite, Deputy Director, I was invited to pay a visit to the CSO to discuss statistical organization issues, with particular reference to the National Household Survey Capability Programme. The visit took place on 21 November 1986. I had also the opportunity to discuss some issues on the Zimbabwe Household Survey Programme with the Zimbabwean participants at the Workshop. In addition, I went on a field trip to the Gweru provincial statistical office (Province of Midland) on 19 November 1986, as part of the programme of the Workshop. The above discussions on statistical organization and household surveys are summarised in the present report which constitutes Part II of the mission report. The list of persons with whom discussions were held is attached as Annex I.

## II. ORGANIZATION OF THE CENTRAL STATISTICS OFFICE

The Central Statistics Office is headed by a Director and has two main divisions each headed by a Deputy Director. The two divisions are the Economic Statistics Division, including the Department of Accounts, and the Population and Social Statistics Division, including Personnel. The Economic Statistics Division is itself divided into two branches, namely the Production and Trade Statistics Branch and the Economic Accounting, Prices and Training Branch. The Population and Social Statistics Division is also divided into two branches, namely the Census and Surveys Branch and the Social and Demographic Statistics Branch. The branches are headed by Assitant Directors. They are further divided into sections/units which are headed by senior statisticians/statisticians. The Production and Trade Statistics Branch comprises the following sections/units: Computing, Trade, Production and Agriculture. The Economic Accounting, Prices and Training Branch has five sections/units, namely National Accounts, Finance, Training, Prices and Research and Informaltion.

The Census and Surveys Branch has the following three sections/units: Household Surveys, Census Office and Cartography. Finally the Social and Demographic Statistics Branch has seven sections/units as follows: Social Statistics, Health, Population and Planning Unit, Labour and Education, Demography, Despatch and Recovery and Vital Statistics. The chart showing the organizational structure of the CSO and the names of the persons responsible for the divisions and branches is attached as Annex II.

Each section comprises in principle the head of section, statistical officers and clerks grade 1 and grade 2. In addition, the Household Surveys Section, also known as Permanent Sample Surveys Unit (PSSU), has its own computer data entry staff. Three new units have been established recently within the CSO. These are the Computing Unit, which is responsible for controlling the computing activities of the CSO, the Health Statistics Unit (attached to the Ministry of Health but staffed by the CSO) which is intended to increase the coverage of health statistics, and the Population and Planning Unit which aims at strengthening the use of demographic and related data in planning, policy making and project management.

The office comprises about four hundred staff of which about forty are professional staff, two hundred and ten are sub-professionals and one hundred and fifty are field staff.

The Census Office is located in a building which is within 15 minutes walking distance from the CSO Headquarters. The next population census is scheduled to be taken in 1992.

### III. SURVEYS CARRIED OUT BY CSO SINCE 1983

The Census and Surveys Branch of CSO has carried out a wide range of surveys since the inception of its Household Surveys Unit in 1983. These include the following:

(i) The demographic socio-economic survey which was undertaken in the communal areas of 6 provinces from October - November 1983 and the communal areas of the other 2 provinces and other strata in 1984. Information was collected, at the household level, on housing, water supply, fuel, holding's size, number of cattle, farming equipment, other appliances, loans received, non-agricultural household enterprises, and at the individual members

of households, on social and demographic characteristics including birth and death, labour force activities, migration and remittance received or given out.

(ii) The annual agriculture and livestock survey which was carried out from November 1983 - June 1984 and from November 1984 - June 1985. This survey covered various subjects such as inventory of cattle and livestock, agricultural practices including material and labour inputs for each crop, livestock practices, credit facilities, area measurement and yield estimation. However, questions on the agricultural and livestock practices were dropped from the 1984/1985 survey in the light of the experiences of the 1983/1984 survey.

(iii) The nutrition survey of children under 5 years was carried out in 1984 and again in 1985 in collaboration with the Ministry of Health and with the assistance of UNICEF and the United Nations Statistical Office. Some problems were encountered in the field such as movement of children with their parents, changes of names of children between the listing stage and the actual survey, resistance of some mothers to allow their children to be weighed or have height measured.

(iv) The income consumption and expenditure survey was carried out from September 1984 - September 1985. The objective of the survey was to study the income distribution, consumption pattern and cost of living. Such information is useful for development planning, for construction of a Social Accounting Matrix and for revision of the various indicators including consumer price index.

(v) The labour force survey started in February 1986 and is expected to be completed by February 1987. The survey was planned by a sub-committee chaired by the Assistant Director of Census and Surveys and comprised the statisticians of the Household Surveys Unit, the Manpower and Social Sections, the UN Adviser in household surveys and the UN Demographer.

(vi) The energy use survey was undertaken in March and April 1984 in co-operation with the Beijer Institute and the Department of Energy Development, the Ministry of Industry and Energy. The subjects covered by the survey include household appliances utilization, fuel consumption, use of electric bulbs, fuel-wood specific information, construction wood information and private income last month.

(vii) The water and sanitation survey was carried out in May 1984 with the technical assistance of Interconsult and the Ministry of Energy and Water Resources and Development. The information collected include household data, water use, sources and distances in wet and dry seasons, water carrying trips, watering cattle, preparedness and amount ready to pay for improved water supply, water storage, toilet facilities and their use for households with laterine, practices of household without laterine and readiness to pay for a good laterine, hygiene and health and self-help.

(viii) The literacy survey started on 6 October 1986 and was expected to be completed by the end of November 1986. The individual questionnaires of the survey were addressed to all members and visitors of households. In addition there were more detailed questions for those aged 15 years and above in respect of their educational background, language, literacy and numeracy background and tests such as word-picture match test, writing test and numeracy test.

A number of other small surveys were also carried out by the Household Survey Unit. These include the food security survey at the request of ILO, the price survey which was undertaken for the International Comparison Project (ICP), the dog population survey for the Veterinary Department, a population survey in one district council for FAO and a rural household non-agricultural enterprise survey for the University of Zimbabwe.

The senior staff of the Household Surveys Unit and the UN Adviser in household surveys also provided assistance in planning and execution of the following surveys.

- Epworth Housing Survey (Dept. of Physical Planning)
- Contraceptive Prevalance Suvey (Child Spacing and Family Planning Council and Westing-house)
- Survey on Contraceptive use of unmarried youth (Child Spacing and Family Planning Council)
- Household Health Survey (Ministry of Health)
- Job Evaluation Survey (Manpower Department)
- Harare Traffic Survey (City of Harare)
- Disabled Children of school going age Survey (Ministry of Education)

#### IV. SOME ISSUES ON STATISTICAL DEVELOPMENT

The following issues should receive due attention in order to ensure a proper statistical development in Zimbabwe.

##### (i) Staff:

As in other African countries, there is a high turnover of staff at professional and sub-professional levels at the Central Statistical Office of Zimbabwe. A number of staff, especially at

the professional level, leave the CSO after acquiring some experience to join essentially the private sector which offers salaries more than three times that of the public sector. It should be noted that the public sector in Zimbabwe has a uniform salary scale and therefore the loss of trained personnel to other Government departments is minimized. The loss of trained personnel affects also non-statistical staff such as data entry clerks. For example, out of six or seven clerks working on data entry in the Household Surveys Unit, only two or three have remained.

It should be recalled that the Working group to review statistical training needs in Africa, held in 1977 prior to the establishment of the Statistical Training Programme for Africa (STPA), recognized that "loss of professional staff from national statistical services was unavoidable because statisticians were well qualified for a number of fields of activities. It also had to be borne in mind that transfers to other public and private sectors appointments within a country were not a national loss"

The same comments could be applied to the situation in Zimbabwe with the difference that the loss affects not only the professional staff but also other staff including data entry staff and field staff. Efforts should be made to keep such transfers of staff from CSO to a minimum. One possibility would be to give the CSO staff some incentives according to the work actually performed. But it would also be necessary to establish a career development plan which should form an integral part of the statistical development plan of Zimbabwe.

However, the main solution to the problem lies in the training of statistical staff until such a time that the national requirements of Zimbabwe, including those of other government departments, parastatal and private sectors, are satisfied.

It is therefore necessary to continue and expand the in-service training programme already established at CSO. The two parts of the programme, part A and part B, are equivalent to the preliminary stage of the Institute of Statisticians, London, and to stage I respectively. Candidates who are successful in the part B course would undertake further studies at the Eastern Africa Statistical Training Centre (EASTC) at Dar-es-Salaam.

There is, at present, no Statistics Department at the University of Zimbabwe. Statistics is taught at the Mathematics and Economic Departments. However the establishment of a full Statistics Department is being considered. It would be useful to establish as soon as possible this project in view of the magnitude of the demands for statistical staff in Zimbabwe, especially at the professional level. Efforts should also be made to use as far as possible the centres participating in the STPA.

In addition there is an area where the CSO needs to put more emphasis than in the past, that is the training in the field of electronic data processing (EDP). This training should constitute for some time a permanent exercise at CSO in order to solve the bottleneck which has been found at the data processing stage, especially with respect to household surveys data. Such a training should involve every statistician working in CSO to enable him or her to handle editing and tabulation programmes, using the micro-computers available at CSO. Another training programme should focus on data entry for clerks.

(ii) Survey Organization

As it can be seen from Section II, above, the Household Surveys Unit of CSO has carried out an impressive number of surveys since 1983. Thirteen surveys were undertaken and seven others involved participation of the senior staff and the UN Adviser of the Household Surveys Unit. It is obvious that the CSO has already acquired some capability in planning and execution of surveys. Trained field staff is now available and a master sample has been developed. However some problems which have been found need urgent solutions. First of all, the senior staff of the Household Surveys Unit at CSO have to deal with many requests from users. This in itself is not a bad thing since it helps in the recognition of the work performed by CSO. However, it is advisable, taking into account the human resources presently available especially at the professional level, to limit the participation of CSO in surveys initiated by other Government departments. Meanwhile it would be necessary to strengthen the Household Surveys Unit by recruiting additional professional staff. If this is not feasible in the immediate future, it would be possible to redeploy some staff from other sections of CSO.

The quality of the data collected so far is generally acceptable. However this can be improved through the further strengthening of the supervision of the field staff. At present the supervision of field staff is not done systematically due to lack of transportation for team leaders. Only the Deputy Director in charge of the Population and Social Statistics Division and his senior staff dealing with surveys as well as the Chiefs of the provincial statistical offices are effectively performing the supervisory role from time to time but they cannot cover all the communal areas included in the sample. The Government and the donor agencies interested in household surveys programme in Zimbabwe should provide more vehicles to enable the CSO to improve the quality of survey data. It should be noted in this connection that UNICEP has donated recently some vehicles.

As indicated in (i) above, there is also a frequent turn-over of field staff in Zimbabwe. According to the Chief of the

Gweru Provincial Statistical Office (Supervisor), the efficiency of the survey organization would increase if the same field staff were permanently available to work in the same regions. However, a number of field staff either leave their assignment at CSO for better jobs or get promoted. Therefore, new staff have to be trained again and again.

As discussed hereafter in this report, there is presently a big bottleneck at the data processing stage at CSO. In addition there are no staff available to undertake in-depth analysis of the survey results. Therefore, the latter should constitute a joint responsibility of the concerned sections of CSO and the interested users. For example the nutrition survey data should be analysed by the competent departments in the Ministry of Health and the relevant work on labour force survey data should be done by appropriate departments in the Ministry of Labour, in consultation with CSO.

### (iii) Data Processing

As indicated in Section II of this report, the CSO has established a new Computing Unit which has to control the overall work on data processing. The mission has visited the Unit and has seen the data entry clerks at work. The terminals used are linked with the Government main computer frame. It is also envisaged to transfer the data entry staff and the computer equipment of the Household Surveys Unit to the Computing Unit.

The equipment of the Household Surveys Unit comprises 16 micro-computers JET80 donated by the Swedish Government through the Central Bureau of Statistics (CBS) of Sweden. These micro-computers have been used so far to enter data and to produce some basic tables. Although a Swedish expert has given some training in the use of some statistical software packages appropriate to the JET80, the statisticians at CSO do not seem to be in a position to explore all the possibilities of these micro-computers since the instruction manuals available are only in Swedish. If possible these instructions should be translated into English.

Two other micro-computers, IBM PC, are also being ordered for the processing of the nutrition survey and other surveys data. These two IBM PC are financed by UNICEF. A concern was expressed about the delay in getting these two IBM PCs since the order was made through UNICEF Headquarters in order to cut down the cost.

As indicated earlier it is also suggested that all professional and sub-professional statistical personnel of CSO



should be trained in the use of micro-computers so that they could themselves produce the basic tables that they require in their work, in consultation with the Chief of the Computing Unit.

There is presently one FAO consultant, Mr. K. Dutta, who is dealing with the processing of the annual agriculture and livestock survey data. He has been recruited first for 5 months but his contract was being extended for another 6 months. The mission is of the view that although the assistance of an adviser in household surveys may still be required for some time in Zimbabwe, there is an urgent need to recruit a data processing adviser to assist in clearing up the backlog of data collected through the various surveys already undertaken.

#### V. OTHER BUSINESS

The mission also visited the library in CSO and found that only the 1979 issue of the Directory of African Statisticians was available there from the ECA Statistics Division. Some publications from the Population Division could also be found at the library. The mission has promised to send to CSO the latest publications of the ECA Statistics Division for use by the readers of the library. The mission also collected the following documents published by CSO:

1. Central Statistical Office (CSO) STATS-FLASH  
No. 15 Aug. 1986
2. Monthly Migration and Tourist Statistics  
for July 1986( CSO) July 1986
3. 1982 POPULATION CENSUS  
Main Demographic Features of the Population  
of Zimbabwe: An Advance Report Based on  
Ten percent sample (CSO) June 1985
4. ZIMBABWE NATIONAL HOUSEHOLD SURVEY  
CAPABILITY PROGRAMME (ZNHSCP) REPORT NO.2  
  
Report on Demographic Socio-Economic Survey:  
Communal Lands of Manicaland Province 1983/84
5. ZIMBABWE NATIONAL HOUSEHOLD SURVEY  
CAPABILITY PROGRAMME (ZNHSCP) REPORT NO. 2  
  
Report on Demographic Socio-Economic Survey  
Communal Lands of Mashonaland Central  
Province 1983/84

6. THE CENSUS OF PRODUCTION: (CSO) 1983/84  
Mining, Manufacturing, Construction,  
Electricity and Water Supply
7. POPULATION FACTORS AND DEVELOPMENT (CSO) June 1985
8. ZIMBABWE NATIONAL HOUSEHOLD SURVEY CAPABILITY  
PROGRAMME (ZNHSCP) REPORT No. AL2  
Area and Production Estimates for Crops 1984/85  
in the Communal Lands
9. ZIMBABWE NATIONAL HOUSEHOLD SURVEY CAPABILITY  
PROGRAMME (ZNHSCP) REPORT NO. 5  
Report on Demographic Socio-Economic Survey, 1983/84  
Communal Lands of Mashonaland East Province
10. POPULATION PROJECTIONS OF ZIMBABWE:  
1982 TO 2032 (CSO) January 1986

In addition the UN Adviser in Household Surveys handed over to the mission a complete set of the progress reports prepared by him during his assignment in Zimbabwe from 1982-1986. The Adviser was expected to leave the country in December 1986.

#### IV. SUMMARY OF CONCLUSIONS AND RECOMMENDATIONS

The Central Statistical Office of Zimbabwe is young but is endeavouring to strengthen its capability, especially by establishing a permanent survey organization. The mission has made a few recommendations which are summarized hereafter:

(i) The in-service training programme already established at CSO should continue and be expanded;

(ii) The training of field staff should be a permanent exercise through on-the-job training. In this connection transportation should be provided to team leaders to enable them to perform their supervisory role more efficiently.

(iii) A Statistics Department should be established at the University of Zimbabwe in view of the magnitude of the demands for professional statisticians in the Country. The centres participating in the Statistical Training Programme for Africa (STPA) should also be used as far as possible.

(iv) The training in the field of electronic data processing should also constitute a permanent exercise at CSO, with emphasis on computer training for professional and sub-professional statistical personnel and training in data entry for clerks.

(v) In order to reduce the high turnover of staff at all levels at CSO, some incentives should be given, if possible, to the staff according to the work actually performed.

(vi) The Household Surveys Section of CSO should be strengthened as soon as possible by recruiting additional professional staff.

(vii) A data processing adviser is required urgently in order to assist the CSO in clearing up the backlog of data collected through the various surveys already undertaken.

(viii) The analysis of the survey data should be a joint responsibility of CSO and the interested users.

## ANNEX I

### LIST OF PERSONS MET

1. Dr. G. Mandishona, Director of Census and Statistics, CSO \*
2. Mr. D. Mzite, Deputy Director, Population and Social Statistics Division, CSO \*
3. Mr. C. Gutu, Acting Head, Household Surveys Unit, CSO \*
4. Ms. K. Hoyo, Health Statistics Unit, Ministry of Health (Seconded from CSO) \*
5. Mr. S. E. Chikwanha, National Health Information Systems Coordinator, Ministry of Health \*
6. Mr. R. Tendere, Deputy Director, Economic Statistics Division, CSO
7. Mr. Myint Tin, UN Adviser on Sample Surveys, CSO
8. Mr. K. Dutta, FAO Consultant, CSO
9. Mr. O. Jacobsen, Deputy Representative, UNDP

\* Met in Kadoma

ANNEX II

ORGANISATIONAL CHART OF CSO

DIRECTOR

Dr. G. Mandishona

DIRECTOR'S  
SECRETARY

ECONOMIC STATISTICS

Deputy Director  
Mr. R. Tendere

DD

ACCOUNTING

ECONOMIC ACCOUNTING  
PRICES TRAINING

Assistant Director  
Mr. M. Nyoni

AD

NATIONAL ACCOUNTS  
FINANCE  
TRAINING  
PRICES  
RESEARCH AND INFORMATION

ADMINISTRATION  
REGISTRY  
TYPING POOL  
LIBRARY  
ORDERLIES

TRADE & PRODUCTION  
STATISTICS

Assistant Director  
Mr. M. M. Jambwa

AD

COMPUTING  
TRADE  
PRODUCTION  
AGRICULTURE

POPULATION & SOCIAL STATISTICS

Deputy Director  
Mr. D. Mzite

DD

STAFFING

CENSUS AND SURVEYS

Assistant Director  
Mr. C. I. Maxwebo

AD

HOUSEHOLD SURVEYS  
CENSUS OFFICE  
CARTOGRAPHY

SOCIAL AND DEMOGRAPHIC STATISTICS  
Assistant Director  
Mr. C. N. Parirenyatwa

AD

SOCIAL STATISTICS  
HEALTH  
POPULATION AND  
PLANNING UNIT  
LABOUR & EDUCATION  
DEMOGRAPHY  
DESPATCH & RECOVERY  
VITAL STATISTICS