

Education Training & Employment Research Seminar

Event Report

25th July, 2013

Southern Sun Ridgeway Hotel

Lusaka

On Thursday 25th July 2013, the International Growth Centre (IGC) in partnership with the Zambia Institute for Policy Analysis and Research (ZIPAR) held a research seminar on the role and nature of education, training and employment in Zambia. The discussion was attended by various stakeholders including representatives from the Ministry of Education (Technical Education and Vocational Education Training Authority, TEVETA), the Bank of Zambia, Cabinet Office, International Labour Organisation (ILO), German Development Cooperation (GIZ), Japanese International Development cooperation (JICA), University of Zambia and other private sector representatives.

The aim of the research seminar was to bring together three main recent research papers focusing on education, skills development and employment in Zambia as well as generate ideas for further research in the human capital field. Dr. Francis Chigunta of the University of Zambia presented a broad image of youth unemployment in Zambia and the coping strategies currently adopted by youths as well as an overview of the current national policies aimed at curbing youth unemployment in Zambia. Herryman Moono of the IGC presented the recent IGC scoping paper on education and employment co-authored with Prof. Neil Rankin of Stellenbosch University. Joseph Simumba of ZIPAR presented the ZIPAR working paper on Returns to Education in Zambia.

Chaired by Mr. David Chakonta, Director General of TEVA, the seminar was opened with remarks from Alan Hirsch of the IGC and Dr. Pamela Kabaso of ZIPAR.

The seminar begun with Dr. Francis Chigunta's presentation of **Youth Employment Insecurity in Lusaka, Entrepreneurship and Review of the Effectiveness of Youth Employment Policies, Strategies and Regulatory Framework**. The presentation focussed on a case study of youths in Chawama, a high density area of Lusaka. Entrepreneurship (self-employment) and other survival strategies of these youths were highlighted. Though most youths engaged in business activities, the survival rates for these businesses were low, and consequently, there is widespread employment insecurity. Notwithstanding the challenges faced, youths seem to be resilient in the wake of high unemployment. The institutional framework from government is however, not supportive.

The IGC scoping study on **Education and Employment in Zambia** presented an overview and growth of the Zambian labour market and its relationship to education. The study outlines the changing structure of the Zambian economy since 2000 which has become more capital intensive and consequently changed the labour demand composition. The study argues that the education system has not responded effectively to the changing needs of the labour market leading to pervasive skills mismatch especially in the key growth sectors of Mining, Construction and Manufacturing and consequently high unemployment. Coupled with high capital intensity, the study reveals that Zambian firms on average offer higher wages and are unlikely to engage in in-house training. Consequently, firms are looking for ready-made employees and willing to pay a higher wage and prefer foreign labour to local labour based on the perception of higher productivity and ready-made skills.

The final paper was on the **Rate of Private Returns to Schooling in Zambia** conducted by Dr. Chrispin Mphuka of the University of Zambia and Joseph Simumba of ZIPAR. The study argues, from a policy perspective that schooling levels with the lowest returns may not stimulate individuals/private sector to invest and as such, public provision of education should be concentrated at schooling levels that offer the lowest private returns. The study's rate of private returns to education is highest at post-secondary level and lowest at primary levels. With returns lowest at primary levels, the study recommends that government should concentrate on the provision of primary and junior secondary level of education with provision at the tertiary level targeted at regulation and the provision of specialist skills that cannot be provided for by the private sector.

After a lively debate, a number of research ideas were discussed these:

1. What are the constraints to growth in informal enterprises that create employment?
2. The role of the informal sector in job creation and the returns to education in the informal economy
3. Models for the nature of returns to informal education and informal economic activities
4. Capital Intensity vs. Youth Employment: Challenges and Opportunities
5. How can Public-Private Partnerships help alleviate the persistent skills mismatch in industry?
6. Privatisation and the transitioning of the Zambian economy to capital intensity
7. How to improve the quality of primary and secondary education.
8. How to encourage firms to undertake more training—tax incentive, qualifications framework. Role of business organisations?
9. How to improve the quality of private education and the reliability and predictability of training standards. For example, through the adoption of a national qualifications framework or a link to another qualifications framework.
10. How to strengthen artisan development/revision and reintroduction of the 1965 Apprenticeship Act?
11. How to encourage parents to save for their children's education and to develop a culture of repayment of student loans, especially from the state and how to improve access for poor families.
12. Consideration of the impact of JICA's engagement with the metal processing industry on skills, productivity and growth
13. Review the impact of TEVET's shift to forms of workplace based training.
14. Possible impact of recognition of prior learning on skills development. Explain
15. Should there be a national HR plan? Link to labour market information.
16. How to strengthen industry/private sector participation in curriculum design at all levels.
17. Use of local languages - when and how to switch?
18. Education and training (and other support) for the informal sector "entrepreneurship" and incubation
19. How to develop a PPP for education and management services
20. The Nature and Returns to TEVET Qualifications

Research Seminar on Education, Training and Employment in Zambia

Date: 25th July 2013

Venue: Southern Sun Ridgeway Hotel, Lusaka

Agenda

Chair: Mr. David Chakonta-Director General---TEVTA

1. **08:30-09:00** Participants' registration
2. **09:00-9.30** Opening words (**IGC, ZIPAR, and Ministry of Education**)
3. **09:30- 10:15.**Session 1: Review of existing Youth Employment Policies, Strategies and Regulatory Framework- *Dr. Francis Chigunta– (University of Zambia)*
4. **10:20- 10:50.** Session 2: Education and Employment in Zambia: Evidence from a Scoping Study (**IGC**)- *Herryman Moono (IGC)*
5. **10:10- 11:00** Coffee/'Tea Break
6. **11:00 11:45 Session 3:** Returns to Education in Zambia (**ZIPAR**)- *Joseph Simumba (ZIPAR)*
7. **11:45 12:30**Discussions, Feedback & Remarks
8. **12:30** 12:30 Chair's Closing Remarks
9. **12:30** Lunch Buffet & End of Programme

Participants List

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