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Titel

Small Scale Village Industries (SSVI) - Protokolle und Berichte

Band

2

Laufzeit

1990 - 1996

Enthält

Unterlagen Projekt Small Scale Village Industries (SSVI) in Zambia (Kleinindustrie in Dörfern des Gwembe-Tals, Ausbildung von Jugendlichen), Protokolle Executive Committee, auch Advisory Board and Ordinary Board Meetings 1990 und 1995-1996; Jahresbericht

Protokolle

EINGEGANGEN

08. Mai 1996

Erl.

SMALL SCALE VILLAGE INDUSTRIES

MINUTES OF THE BOARD MEETING HELD AT SYABASWI ON 08.03.96.

PRESENT

1. MR. S.R. LWEENDO	CHAIRMAN
2. MR. W. DIETE	ADVISOR
3. MR. G. KAULU	COUNCIL REPRESENTATIVE
4. MS. E. MALUMA	MEMBER
5. MS. L. HAMUSIYA	MEMBER
6. MR. S.M. KATEMA	MEMBER
7. MR. R.R. KABBUDULA	MEMBER
8. MR. F. SYAPWAYA	MEMBER
9. MR. R. CHIDINKA	MEMBER
10. MR. J. SIATWINDA	MEMBER
11. MR. D. DANDULE	MEMBER
12. MR. B. NJOOLO	MEMBER
13. MR. J. HUTCHISON	SECRETARY

ABSENT WITH APOLOGY

1. MR. B. PHIRI PROGRAM OFFICER

ABSENT WITHOUT APOLOGY

1. MR. J. JORDAAN	MEMBER
2. MR. P. MANGUNJE	VICE CHAIRMAN
3. MRS. N. SIABUNGA	MEMBER
4. MR. S. MUNSANDA	MEMBER
5. MR. C. MWIIYA	VICE SECRETARY

AGENDA

1. OPENING PRAYER
2. CHAIRMANS OPENING REMARKS
3. CORRECTION AND ADOPTION OF PREVIOUS MINUTES
4. MATTERS ARISING
5. REPORT ON SKILLS TRAINING IN FOOD PROCESSING
6. FOLLOW UP OF FOOD PROCESSING COURSE
7. SPECIAL COURSE FOR WOMEN (FOOD PROCESSING, LEATHER).
8. MUUKA / DENGESA, CARPENTRY / BLACKSMITHING
9. PERFORMANCE OF PRESENT ARTISANS
10. REVISION OF MEMBERSHIP IN S.S.V.I. EXECUTIVE BOARD
11. A.O.B.
 - a. FORMATION OF A SUBCOMMITTEE FOR INTERIEWS IN MUUKA / DENGESA

1. OPENING PRAYER

The meeting opened with a prayer from Ms.E.Maluma

2. CHAIRMANS OPENING REMARKS

The Chairman advised members that this meeting was supposed to take place on 01.03.96. but due to various commitments the meeting did not take place.

3. CORRECTION AND ADOPTION OF PREVIOUS MINUTES

Mr.G.Kaulu raised the issue that an apology for missing the last meeting had been sent by him. Corrections were carried out on the copies of minutes held by the members.

Mr.D.Dandule Proposed that the minutes were correct and this was seconded by Mr.J.Siatwiinda.

4. MATTERS ARISING

Mr.Kaulu raised the issue of whether it was in order for the Chairman to vacate his seat and participate as an ordinary member as had happened at the last meeting. The Constitution of S.S.V.I. has no provision for or against the above taking place. Members also wanted to know from the Chairman whether he had raised the issue and if so what was it as it had not been entered in the minutes. The Chairman advised that he could not recall the issue that he had intended to raise as an ordinary member.

Mr.Diete advised that accounts books for Siabaswi had still not been checked as the people responsible have been busy on other duties. He however advised that the check would soon be carried out.

Ms.Maluma wanted to propose dates for the gender awareness workshops for the Artisans under S.S.V.I. and a second workshop for the Executive Board members. The dates for these will be advised by Ms.Maluma and Ms.Hamusiya.

Mr.Diete advised that no seminar on brick moulding had taken place to date due to the lack of a resource person. The management is still looking for a resource person and when they are found the seminar will take place.

Mr.Diete advised that the issue of Title Deeds is making slow progress, to date the Hon.Chief Mweemba has signed while the Hon.Chief Sinazongwe has yet to sign due to requests made by him for certain details to be clarified before he can sign.

Mr.Diete advised that the people in Dengeza and Muuka are to be visited as they have requested for skills training in Carpentry and Blacksmithing and he proposed that a committee be formed to go and discuss with the people. Mr.Kabbudula suggested that this committee be formed after item 10 incase some members were removed from the executive. The members agreed that the composition of the committee could be done under Agenda item 11.

The Secretary advised that a company called H.S.INVESTMENTS was now operating from the old ice plant in Sinazongwe harbour and that they are specialising in making Wooden boats. Possibly they could use some trainees or they could provide a resource person. Mr.Diete advised that he would contact the manager and see what could be done.

5. REPORT ON SKILLS TRAINING IN FOOD PROCESSING

Mr.Diete advised that Mr.Phiri was at the moment out in the field with 10 Artisans who had recently completed their skills training course. They were on a field trip where they are visiting various producers of items such as wines, jams etc. and also various farms where food for processing is grown.

Mr.Diete felt that the course had not been as successfull as hoped,

Wesuru?

the jams produced by the group during the training course had not been acceptable when tested by the National Council for Scientific Research. This issue had been raised by Management and V.S.I. had agreed to give a further two days instruction at no cost to S.S.V.I.. The resultant product will once again be tested for quality. The report submitted by V.S.I. had also stressed a lot on the business side while the actual ability of the Trainees to make various products was not evaluated in any detail. Mr.Diete and Mr.Phiri are going back to V.S.I. to see if anything can be done over this aspect of little practical training and to much business. Mr.Diete advised that he will prepare a circular which will be sent to the Chairman for approval, before forwarding to V.S.I..

Wu sicht Project Proposal over
SSVI in dieser Sache an?

6. FOLLOW UP OF FOOD PROCESSING COURSE

Mr.Diete advised that the Artisans have been asked to prepare a project proposal and submit them to the institutions who could possibly assist them with loans. No project proposals have to date been submitted. Mr.Diete stressed that the Artisans need to be educated on the choice of projects as they must consider the availability of raw material and infrastructure to minimise overheads.

Mr.Diete advised that all the Artisans had expected loans from S.S.V.I., however they had been advised to apply to Lending institutions such as S.I.D.O., Z.N.C.B., LIMA BANK etc. The big problem being faced by the Artisans is a lack of security and as such lending institutions are very reluctant to assist. The Artisans could be assisted by S.S.V.I. if they can show that they tried to get loans from various lending institutions but were refused assistance.

Mr.Diete also proposed the formation of a loan committee within S.S.V.I. which should involve local business men as much as possible to ensure that loans given are done so to Artisans who have sustainable businesses and clearly show that they are capable of paying back the loans.

Ms.Maluma raised the issue of the grants given by Government for Youth projects. Mr.Kaulu advised that so far only K 3.0 million has been received by the Council. Mr.Kaulu further advised that there was Constituency fund which has K 20.0 million available for assisting groups as long as they are using the money for income generating projects. This money was in the form of an outright grant.

Mr.Diete advised that V.I.S. and S.I.D.O. have agreed to support at least two Artisans each with loans to start up thier businesses.

7. SPECIAL COURSE FOR WOMEN (FOOD PROCESSING / LEATHER)

Mr.Diete advised that a lot of Charitable organisations allocate at least 30 % of thier assistance to projects that involve women. S.S.V.I. hope to initiate at least 4 projects this year and at least one of these will be for women. These will be organised by the women in the S.S.V.I. executive. It was suggested that efforts should be concentrated in Areas where women have plots of land etc. Ms.Maluma felt that tools etc. are a big constraint in the starting of small scale businesses for women. Ms.Maluma suggested that possibly tools such as pots and pans could be made locally by the Blacksmiths.

Mr.Diete advised that tools purchased on a small scale basis will not be a problem. He also cautioned against the use of locally made pots and pans as special materials have to be used e.g. Stainless Steel to maintain the high standard of hygiene needed for processing foods.

On the Leather work no dates have been set as Mr.Phiri has contacted some Small scale leather works in Chipata where courses are being offered at very reasonable rates with no charge for accomodation on a six month course. More details will be made available when Mr.Phiri is back from his field trip to Lusaka.

8. MUUKA / DENGESA CARPENTRY AND BLACKSMITHING

Mr. Diete advised that the Muuka and Dengeza people are expecting an answer to their request for more than 50 people to be trained in Carpentry and Blacksmithing. A suggestion was made that those selected join the existing workshops for training as apprentices. It was suggested that the new Artisans should specialise in making items that are in demand locally such as spears and axes.

The Secretary felt that to many people have applied for the same trades and there were bound to fail as the existing Artisans are failing to make ends meet. By adding more trained people with the same skills the existing Artisans would have even more competition from the newly trained Artisans. In addition the local market could not sustain the present Artisans how would the new Artisans manage to run a business. The Secretary further pointed out that with the current economic situation there would be very few customers locally in the foreseeable future as people don't have spare money to buy items like furniture, leather goods etc. The situation could best be assisted by looking for markets outside the Valley and by S.S.V.I. giving assisting in helping the Artisans to set up some kind of Marketing Organisation to effectively market their products outside the Valley. Mr. Dandule felt that transport had handicapped him a lot in getting his products to the market place.

What does plan passen?
Mr. Diete advised that a person was being employed by V.S.P., S.S.V.I. and Gender and Development to improve the administration and the above would share the cost of this person wages. It was felt that this person could be used to assist the Artisans in preparing brochures, and help in marketing their products. This person would be on a contract for 6 months and after that his overall performance would be reviewed.

9. PERFORMANCE OF PRESENT ARTISANS

Mr. Diete advised that almost all the Artisans apart from the Sinazeze Bicycle repairs have failed to pay back their loans. Some have made no repayments for the whole of 1995. The table below indicates the amount owed and how much was last repaid and the date of the last payment.

<u>Business</u>	<u>Owed</u>	<u>last payment</u>	<u>Date paid</u>
1. Stone House Carpentry	K 435,492	K 100,000	21.07.94.
2. Syabaswi Carpentry	K 545,347	K 11,000	30.05.95.
3. Sikankuli Carpentry	K 229,635	K 80,000	Feb 96'
4. Sinazeze Leather Works	K 878,151	K 50,000	16.11.94.
5. Sinazeze Bicycle Repairs	NIL	K 25,000	26.6.94.
6. Syabaswi Metal Shop	K 443,318	K 40,000	24.12.94.

In Sikankuli Mr. Diete had gone there in January and collected the tools as the Artisans had been given a deadline to repay back their loans during a previous meeting, that deadline had expired. After some few days the Artisan had come with a payment of K 80,000 and his tools had been given back to him. The Artisans have now been given to the middle of the year in which to pay back their loans.

After much discussion it was agreed that the Artisans with existing loans should be treated in the same way as the Sikankuli Artisans to avoid accusations of favouritism. The Artisans will be given a timetable by the Management for repayment with the following guidelines. Should the Artisan fail to pay the first month and the second month he would be given a warning and should he fail to pay in the third month he would be liable to his tools being confiscated. The rate of payment for all Artisans has been set at 8.5 % of the total

amount owed per month, this would effectively give the Artisans one year in which to pay back thier loans.

Mr.Diete also advised that S.S.V.I. will be phasing out the present Artisans within the course of this year as they have had enough support from S.S.V.I. and they should by now be operating independantly.

10. REVISION OF MEMBERSHIP IN THE S.S.V.I. EXECUTIVE BOARD

According to the constitution some members who have served for 1 year are to be replaced with new members. It was also pointed out that there are some members who have not attended meetings and as such they should also be replaced. The Board was asked to propose names of suitable candidates for replacing the following who have completed 1 year.

MR.C.MWIIYA

MR.R.KABBUDULA

MR.S.KATEMA

MRS.S.SIABUNGA

In addition the following members are to replaced for lack of attendance.

MR.J.JORDAAN

MR.P.MAGUNJE

Mr.Diete stressed that the Artisans should try to nominate some of the new Artisans. Proposals can be submitted to the Management and they will arrange for a suitable date for elections to be carried out.

11. ANY OTHER BUSINESS

Mr.Diete advised that plans were bieng made to have a demonstara-
tion plot for the Sericulture project. This plot will be located be-
hind the Tannery where abundant water is available and the land is
suitable for the growing of Mulberry trees. A team had visited two
different projects where Sericulture was bieng carried out and ideas
have been taken. The demonstration plot will be prepared by the
Management. *Wie geht es dann weiter?*

A sub committe to carry out the Interviews at Muuka nad Dengeza has
been selected.

MS.E.MALUMA

MR.F.SYAPWAYA

MR.W.DIETE

MR.B.PHIRI

The exercise will be coordinated by the Management who will inform the
other members of the dates chosen.

Ms.Maluma advised that the dates for the Gender Awareness workshop for
the Artisans will be conducted on the 30th and 31st of March. The
venue will be communicated in due course to the Artisans.

Mr.J.Siatwiinda wanted to assure the Council Chairman that just be-
cause they had refused to take the tender for the school desks they
should still be considered for the other tenders that might be on of-
fer.

The Chairman closed the meeting by wishing all members a safe return
to thier homes.

CHAIRMAN

SECRETARY.....

REV. W. DAMM
GOSSNER MISSION

BERLIN

EINGEGANGEN

02. April 1996

Erl.....

MINUTES OF SMALL SCALE VILLAGE INDUSTRY MEETING HELD AT
NKANDABWE CAMP ON 5TH JANUARY, 1996

PRESENT

1. S.R. Lweendo	- Chairman
2. W. Niente	- SSVI Advisor
3. C. Mwiya	- V/Secretary - recorder
4. Mrs N. Siabunga	- Member
5. J. Siatwiinda	- Member
6. B. Njoolo	- Member
7. S.M. Katema	- Member
8. N. Mandule	- Member

IN ATTENDANCE

1. W. Lieby	- GSDP Chairperson
2. Collins Sikazhyila	- Regional Officer SIDO
3. Angelina Moonga	- Senior Tannery Officer - SIDO

ABSENT WITH APOLOGY

1. B.M. Phiri	- Programme Officer
2. L. Hamusya	- Member
3. E. Maluma	- "
4. S.D. Munsanda	- "
5. J. Hutchson	- Secretary
6. J.J. Jordan	- Member
7. Kabbedula	- "

ABSENT WITHOUT APOLOGY

1. R. Chidinka	- Member
2. F. Syapwaya	- Trustee
3. P. Mangunje	- Vice Chairman

AGENDA

1. opening prayer
2. opening remarks
3. correction and adoption of previous minutes
4. food processing report
5. extract of choma report on Sustainable Agriculture
6. report on business management course
7. approach to application from nengeza/muuka
8. training of new artisans in food processing
9. schedule of training course 1996
10. A O B .
12. chairman's closing remarks

ITEM 1 : PRAYER

The chairman requested mr mwiya to give an opening prayer.

ITEM 2 : CHAIRMAN'S REMARKS

The chairman welcomed members present and requested each and everyone to participate freely and actively. The chairman requested the members to go through the agenda for adoption and this was done and apologies accepted as recorded above.

There after the chairman requested members to release him from chairing the meeting on that day as he had an issue he wanted to move as an ordinary member and this was accepted and mr katema was elected to chair the meeting for the day.

ITEM 3 : CORRECTION AND ADOPTION OF PREVIOUS MINUTES

The minutes were adopted as a correct record by MR Lweendo and seconded by MR Nandule.

ITEM 4 : MATTERS ARISING FROM THE MINUTES

1. An observation was made on Mr Phiri who was not recorded despite the fact that he was present in the meeting.
2. A correction was made on the loan application. Instead of tannery it was supposed to read carpentry.
3. Mr Phiri and Mr Siadibbi did not audit Sibaswi accounts books due to the fact that Mr Phiri is on leave but auditing will continue as Mr Phiri resumes duties.
4. A seminar on brick moulding or processing was not conducted.
5. Food processing a booklet has been compiled on food processing and shortly a course will be conducted.
6. Land title deed : a programme for acquiring a land title deed for Stone house is ready and as soon as Mr Phiri reports for work everything will be carried out as the chief has already accepted the idea.
7. A seminar on Gender awareness was not conducted due to poor announcement.

Food processing report

A report on food processing has already been presented and compiled and very shortly a skills training on the same will be conducted on the programme mostly will be Jam making and making of tomato pastes. As for other programmes like beef processing and oil extracting these would follow later. Wine making will be included on the skills training. Some other institutions have already been approached with some favourable responses for in assisting our youths the artisans.

At this point in time some officials who were invited to attend our meeting from SIDO offices came in and Mr Mute introduced the officers as :

Mr Collins Sakazhyila - Regional manager - SIDO based in Choma and Ms Angelina Moonga Waddemu - Senior Tannery officer - SIDO - Choma.

The chairman welcomed the officers to the meeting and requested if they were ready to be with us up to the end of the meeting but the officers requested to be given priority to present their subject and possibly to leave the meeting still in process as they had another programme to carry out in the district before leaving for Choma. The chairman asked the audience as per visitors' request and the motion was welcome by everyone.

The regional manager Mr Sakazhyila then introduced his partner Angelina and her duties and responsibility in the small scale village industry and informed the members that it was not her first time to visit Sinazeze SSVI workshop but had done so again some 5 years ago. Mr Sakazhyila introduced his organisation and its functions as :

SIDO - Small industry development organisation, SIDO is a government parastatal organization operating under parliamentary act to foster and assist in the development of small scale village industries in the following areas :

- to prepare clients work on their papers and present them to banks for financing. This area had some problems as a result most applicants were usually not accepted by banks.
- to assist clients in planning for their business;
- to teach clients on book keeping for the smooth running of their business,
- carry out production management. Skills for developing raw materials into saleable articles or items eg leather work, mechanical and technical fields
- cericulture (Agro business)

- marketing management & production can be booming but marketing becomes a serious problem.
- Supply of hammer mills
- promotion of sub contractors
- promotion of net workclients working in groups.
- Business promotions, literature encouragements for clients to have management information system through reading business management literature.
- carry out training programmes assist clients.
- promotion of industrial estates for clients to provide business shelter.

PROJECT FINANCING

SIDO introduce financing programmes for their clients due to commercial banks conditions which were usually unbearable to most clients. There are two forms or systems of issuing loans -

- a, Short term or seasonal loans
- b, High purchase loans

Financing conditions and objectives :

- to assist clients with working capital
- on short term finances payments are usually made on annual basis at an interest rate of 30%
- there should be sufficient security before money gets paid out.
- payments are usually made between 6 - 12 months.

HIGH PURCHASE FINANCING SCHEME

- this scheme is usually for existing businessmen
- to provide equipments for expansion
- loans are usually repayable in 24 months on monthly payments
- defaulters are usually charged 2%

If the loan was for a big machine the machine should always remain a SIDO property until after full payment.

LONG TERM LOANS

These usually take 3 - 4 years repayment

LENDING LOANS COMMITTEE

There is an approving committee for loans of the following composition

- Commercial bank (ZNCB)
- Lima bank
- ZCF
- SIDO

All the above members are based in Choma

HIGH PURCHASE FINANCING

A member approved for a high purchase funding is expected to pay a 20% as own contribution and if he wants money as part of his loan requirement SIDO can pay 50% from the client's 20% payment.

SIDO does not deal with individuals when considering funding but groups as a result SIDO would always prefer assisting registered businessmen and still more SIDO can assist businessmen registering their business with the ministry of commerce and industry.

ON SSVI ASSISTANCE REQUIREMENTS

SIDO is willing to assist SSVI in the following fields ;

- a. Skills management/training
- b. Capital to run projects
- c. Marketing

SIDO can only assist if SSVI clients are willing are ready and should meet the following requirements -

- be united and willing to work as a team
- have own capital contribution

SIDO MEMBERSHIP

membership with SIDO is open to every businessman provided one is first registered with the ministry of Commerce and Industry and later register with SIDO for membership at the cost of k10,000.-

request to SIDO by SSVI to run a course for SSVI and requested SSVI to get ready and inform SIDO any time they are ready and SIDO officer apologised for their failure in organising the first scheduled seminar.

The programme adviser for SSVI Mr. Ntete complained on the poor marketing system prevailing especially with the carpentry produce and requested SIDO to assist in finding a market for these products. The officer advised that before marketing for carpentry products is thought of the SSVI tenants should strive at improving the quality of their produce to make them of good quality for competition in the marketing.

The SIDO officer assured the house that his organisation was willing to carry out training for skills training for the betterment of SSVI products and promise he would assist them on marketing problem once the quality of products has been improved.

The officer further advised that the artisans should be identifying problems and bring their problems to SIDO themselves rather than always relying on the management to be solving problems for them. He further told the artisans to be self reliant and not to be dependants. At this point the SIDO officers ended his subject and allowed to leave after answering to a few questions.

REPORT ON SUSTAINABLE AGRICULTURE

The chairman introduced the subject and since the report was already compiled members were asked to go through the papers and the subjects were listed as below :

1. Food production
2. Food processing

3. Cericulture
4. Fishing
5. Brick making
6. Carpentry
7. Small Scale income generating activities

on the above projects a few were picked for discussions as follows :

1. Food processing - a full report on the subject has already been compiled and presented to the management.
2. Cericulture - this project was still not practicable in our region as it involved a lot especially on the production of mulberry plants as it requires some irrigation.
3. Brick moulding - some studies are still to be carried out especially on acquiring skilled man power.

ITEM 6 : BUSINESS MANAGEMENT COURSE

Some interviews were carried out and 25 participants were picked for training which was carried out by officers from the management services board of zambia out of the above trainees, 15 have applied to continue on skills training, 2 never applied to continue, 5 were dropped out while 3 have joined ministry of education as un trained teachers.

ITEM 7 : APPLICATION FROM PENGESA AND MUUKA TO JOIN SMALL SCALE VILLAGE INDUSTRY

The programme advisor Mr Diete informed the house that Mr Fredrick Nsende had approached the SSVI management for the introduction of SSVI scheme in the following areas : muuka and pengesa in the following fields :

black smith 9 applicants from pengesa, 11 from the same area on carpentry while 30 applicants came from muuka for the same skills.

The house discussed on the above application from the two areas and accepted the idea.

It further agreed that a team of interviewers should go to the area and carry out interviews to pick out a few artisans for training in hot fields. A date was not set until when the programme officer Mr. Shiri reports for work.

ITEM 8 : ON FOOT ACCESSING SKILLS TRAINING

The house was informed that a skills training course would be conducted by Mrs. Munduluka from the Village Industry Services from 29.01.96 to 19.02.96 and a syllabus was already drawn.

ITEM 9 : SCHEDULE OF COURSES FOR 1996

It was proposed that the business management course will be held at Maamba Secondary School. It was also agreed that some business skills management course will be held on the following subjects; carpentry and blacksmithing especially for Muuko and Napeza areas and a proposal of 6 - 8 carpenters and 3 blacksmith would be trained. It was also learnt that another course on tannery may be organised in eastern province and this would only be confirmed when Mr. Shiri resumes duties.

BOAT BUILDING

A course was proposed for artisans to get trained in boat building and the house requested the artisans to make some research on this programme.

MEETING SCHEDULES FOR 1996

1st meeting	5.1.96	- Nkandabwe camp
2nd "	1.3.96	- Sisalawi WVI
3rd "	7.6.96	- Sirazene-we WVI
4th "	6.9.96	-
5th "	6.12.96	

A.O.B

A letter written by a few artisans was brought and read before house and the house referred the letter to GSDF management for action as it was addressed to the co-ordinator GSDF and not to SSVI board of management.

At this point in time the meeting that started at 1040 hours came to an end at 1430 hours by the record of management chairman - MR Lwendo who had to resume his duty as chairman and thanked all the members for their contributions.

S. P. Lwendo
CHAIRMAN

C. M. Mwiya
SECRETARY

REV. W. D. Damm

MINUTES OF THE SSVI EXECUTIVE BOARD MEETING HELD AT KANCHINDU
WORLD VISION INTERNATIONAL CENTRE ON 11TH SEPTEMBER, 1995.

MEMBERS PRESENT

Mr. P.S. Lweendo
" S.D. Munsanda -
" G.M. Kaulu
" R. Chidinka -
Ms. L. Hamusiya -
Mrs. N. Siabunga
Mr. P. Mangunje -
" R.D. Kabbudula
Ms. E. Maluma -
Mr. W. Diete
Mr. J. Siatwiinda -
" D. Nandule -
" B. Njoolo -
" C.M. Mwiya -

- Chairman
- Member
- "
- "
- "
- "
- Vice chairman
- Member
- Advisor
- "
- Member
- "
- "
- Vice secretary

EINGEGANGEN
02. April 1996
Erl.....

MEMBERS ABSENT WITH APOLOGY

Mr. Hutchinson -
Mr. J.J. Jordan -
Mr. Katema -
" F. Syapwaya -

- Secretary
- Member
- "
- "

S.S.S

passing a word of apology on Mr Jordan Mr Diete said Mr Jordan was very busy and had proposed that his brother be allowed to be representing him and the proposal by Mr Jordan was most welcome by members.

On Mr Hutchinson it was reported that he was sick and the apology was welcome.

The chairman called the meeting to order at 1015 hours by requesting Ms Hamusiya to give a prayer. The chairman thereafter officially opened the meeting. In his opening remarks the chairman welcomed members present and wished every one the best during the meeting and received apologies.

CORRECTION AND CONFIRMATION OF MINUTES

Since minutes of the previous meeting were served sometime ago the meeting went straight into corrections and matters arising from minutes were carried out at the same time. The minutes were proposed by Mr Kabbudula and seconded by Mr Munsanda.

TANNERY : As agreed at the last meeting the application by the three artisans was accepted but their first project proposal was rejected and requested them to draw up another project proposal which is to be approved as this would enable them to get their loan approved by the loans committee. It was as well reported that the loans committee did not approve the first loan application for the Tannery and Carpentry due to low profit expected as indicated on project proposal but the loans committee should sit again to consider loan application after the funeral of Late Senior Chief Mweemba and 15th September was proposed for the loans committee to be held at Nkandabbwe camp at 0900 hours.

ON ITEM 5 : Syabaswi carpentry workshop reorganisation :

Mr Katema and Ms Hamusiya had visited the Syabaswi workshop and interviewed the artisans. They came out with some recommendation which was passed on to a special committee whose minutes were presented to the meeting. The only observation on this report was the removal of Mr Njoolo from the group for some financial

discipline. The meeting suggested that the removal of Mr Njelo was not enough but should be surcharged and further proposed that an auditor from GSDP should visit the workshop and audit all the books and Mr Siadibbi was proposed for the job.

ITEM 6 : WORKSHOP ON BURNT BRICKS

It was reported that Mr Phiri had gone to Lusaka to scout for resource persons to help conduct a workshop on clay burnt bricks. A person was found but since a project in Siavonga harvest help does the same. The house had mixed feelings especially after confirming that the project in Siavonga has since left regarding clay bricks making.

NEW INTAKE

a. REPORT ON FOOD PROCESSING FEASIBILITY STUDY

A Ms Nthani from NRDC was recruited to conduct the feasibility study on food processing in the valley. The exercise costed the SSVI programme K1.8m and a preliminary report has already been prepared. A special committee was appointed to study the report. The committee will consist of the following :

a. Mr Kaulu	b. Mr Lweendo
c. Mr Manguanje	d. Ms Maluma
e. Ms Hamusiya	f. Mr Phiri

It was further resolved that the report will only be presented to donors after the report has been scrutinised by the committee above. The committee was scheduled to meet on 21.09.95 at Nkandabbwe camp and Mr Phiri was requested to prepare copies of the report on time.

b. REPORT ON A VISIT TO CHIKUNI, MONZE AND NANGA AGRICULTURE IRRIGATION RESEARCH STATION - MAZABUKA

The tour was carried out by the following :

Mr Lweendo	- Mr Ntete
" Mwiya	- Ms Hamusiya
" Phiri	

The report was presented by the vice secretary. The report was written but copies were few and therefore, the vice secretary read the report for the house to analyse.

CERICULTURE

The house observed that the project could not fit well in the valley as melberry growing requires more water probably by irrigation. A trial may be started at Nkandabbwe Irrigation Scheme where water is not a big problem as suggested by Mr Manguanje.

d. FOOD PROCESSING

The project would be married in the food processing report presented by Ms Nthani. Briefly, the food processing project visited at Chikuni was mostly on jam making from the following fruits :

mangoes, guavas, tomatoes, oranges, grape fruits and lemons.

The project is profitable and less manpower is involved, however, it requires enough capital for structures and equipment as well as a study of marketing. The SSVI management will soon advertise for new participants to be trained as artisans in feed processing project but the qualification entry requirement was too high and Mr Munsanda wanted to know whether the programme was meant for a few individuals or the local population. In reply to the foregoing question Mr Diete said it was for the local population.

Ms Maluma also proposed that SSVI should first of all prepare grounds for their programmes before involving the donors for assistance.

e. FUTURE OF SSVI

Mr Diete reminded the board that we should start aiming at preparing our artisans to be self sustainable as Gossner Mission was intending to wind off by 1998. Members observed that sustainability of our artisans after the withdrawal of Gossner Mission will depend much on the training that our artisans are receiving now. Ms Maluma observed that what we are doing now is just much of feasibility studies instead of programme implementations and emphasized that it was time now to be on the ground practically instead of heaping files and files of studies which could be draining more money from the programme component.

f. TITLE DEEDS

The house was informed that the late in Chief ~~Mwembwa~~ signed all the necessary documents for Siebaswi land ownership, while chief Sinazongwe express desire of signing the documents only if he would be given the names of the beneficiaries and trustees as it was rumoured that the land was to be owned by some people not belonging to this district. It was resolved that artisans should be very much involved in acquiring title deeds as the present structure does not involve them very much. The following are the trustees of Sinazeze Craft Centre :

1. Mr F. Syapwaya
2. A representative of Artisans
3. GSDP Coordinator
4. Chairperson for Gossner Mission

g. TRAINING CENTRE

There were proposals that Stone house workshop should be turned into a training centre. This subject was a complicated one as we have experienced a lot of training centres started and only to be left as white elephants due to lack of financial and material support from either government or donors.

It was observed that Stone house carpentry had already trained 15 carpenters which already in itself is serving as a training centre. Some people still had some proposals that the infrastructure at Stone house should not be given to a few individuals but remain a public institution for public training.

TRAINING IN BUSINESS MANAGEMENT

A Mr Raphael Maansa was trained at Lakar Fishing Enterprises Limited in Business management and Book Keeping for 3 days and the committee resolved that the young man should continue with the training at one of the Institutions in Lusaka.

WORKSHOP ON MUKWA

Mr Diete informed the Board that due to the cutting down of mukwa and other valuable trees mostly by charcoal burners and plank cutters there was a need to have a workshop on the preservation of our natural resources and resource person should be invited from the Department of Forestry and Fisheries. The target group to this meeting will be the fishermen, charcoal burners, carpenters and plank cutters. Mr Kaulu informed the house that the Ministry of Environment has funds earmarked for awareness workshop and the SSVI management could get more detail from his office.

NECU CHEQUE BOOK

Mr Phiri informed the house that a cheque book has been acquired but the problem is who should be responsible for keeping this cheque book for security reasons. The Board resolved that the treasurer Mr Nandule should be answerable and responsible to the cheque book.

MARKETING OF CARPENTRY PRODUCTS

The meeting was informed that most carpentry products were not selling due to competition on the local market. When artisans try to price their products according to production costs it is usually found that their prices are higher than the local products as a result most of their items are not bought.

The artisans were advised to be on their own indealing with their affairs instead of depending on assistance from either the management or Executive Board to solve problems pertaining to their requirements.

SCHOOL DESK REHABILITATIONS

Mr Kaulu advised that artisans should apply for tenders on School desk Rehabilitations currently advertised on the district.

It was observed that the artisans had already tendered jointly under one name of Stone House Carpentry workshop.

GENDER AWARENESS WORKSHOP

Ms Maluma introduced the subject of gender awareness by giving the Board a brief back ground of gender awareness whose aims and objectives were centred at uniting the family in a house (man and woman) in sharing responsibilities for the improvement of their families and living standard.

A proposal for gender awareness for EXBO and their families was planned to be held at Fisheries Training Centre from 12th to 14th December, 1995.

A date for the next EXBO meeting was set for 11.12.95. venue - fisheries training centre. It was resolved that when Board members and artisans will go for the SSVI EXBO meeting on 11th December, 1995 they will not come back so that their families join them for the Friday seminar on 12.12.95.

CLOSING REMARKS

In his closing speech the chairman thanked the members for their wonderful and constructive contributions during the meeting and open contributions during the meeting's deliberations but observed and warned officials from Gossner Mission to be coming for meetings as a united team not so divided opposing and attacking one another in public.

With these few remarks the meeting was closed at 1514 hours and requested Ms Hamusiya again to give a closing prayer.

Chairman..... Date..... Sec.....

: gmh

H. W. DAMM
Gossner Mission
BERLIN

EINGEGANGEN

02. April 1996

Erl.....

SPECIAL MEETINGS TO REVIEW THE PROCESSING PLANTABILITY STUDY

PREPARED BY: MRS.D.NTHANI
VENUE: CIVIC CENTRE SINAZUNGSWE

PRESENT

MR.S.R.LWENDU	CHAIRMAN
MRS.D.NTHANI	CONSULTANT
MISS L.HAMUSIYA	MEMBER
MR.P.CHIZEBUKA	DIRECTOR OF WORKS SINAZUNGSWE DIS.COUNCIL
MR.W.DIETE	ADVISOR
MR.J.E.HUTCHISON	SECRETARY

The chairman opened the meeting and asked Mr.Diete to introduce our visitor. He then asked members whether it was necessary to review the original complaints raised concerning the first draft. Mr.Chizebuka felt that this was not necessary. It was agreed that the review of the new draft should be carried out.

The Chairman proceeded by asking whether the organisation of the document in terms of its layout were correct. At the earlier meeting to review the first draft it had been pointed out that chapters 5 - 7 were not well presented. The members had felt that more emphasis had been needed with particular details e.g. ingredients to be used etc. The members felt that in the 2nd draft the problem had been well addressed.

Mr.Diete pointed out to the members that the use of the Gossner Mission name in many parts of the text were to be replaced by Gwembu South Development Project (G.S.D.P.). This was noted by Mrs.Nthani.

The chairman proceeded through the draft page by page and all corrections were noted by Mrs.Nthani. Some sentences were amended as agreed upon by the members. It was noted that references to Blayonga and other place for sale of goods should include towns along the line of rail like Choma, Livingstone etc.

After viewing the document and pointing out corrections, Mr.Chizebuka proposed that the draft be accepted after the amendments were made to the document. This proposal was seconded by Miss L.Hamusuya.

The Chairman advised Mr.Diete that payment could be made to Mrs.Nthani as the report was accepted by the members.

Mrs.Nthani enquired about the type of cover that would be needed for the report. A few changes to the its present form upon and it was resolved to have a design on the cover.

Mrs.Nthani thanked the Board for the free and enabling environment and the help given to her.

The Chairman asked Mrs.Nthani to remember us at N.R.D.C for future projects. He thanked Mrs.Nthani for her prepared report.

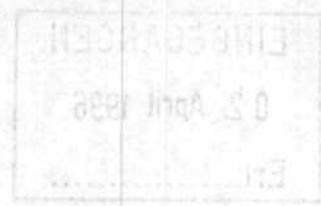
The Chairman thanked all members for participating. The Chairman closed the meeting.

CHAIRMAN

DATED

SECRETARY

DATED



SMALL SCALE VILLAGE INDUSTRIES

DATE : 11th DECEMBER 1993

VENUE : SINAZUNGEWE FISHERIES TRAINING CENTRE

PRESENT

MR. S. R. LWEENDU	CHAIRMAN
MR. W. DITE	S. S. V. I. ADVISOR
MS. E. MALUMA	ADVISOR
MR. D. DANDULE	MEMBER
MR. B. NJUULU	MEMBER
MR. J. SIAIWINDA	MEMBER
MR. K. CHIDINKA	MEMBER
MR. J. HUTCHISON	SECRETARY

ABSENT WITH APOLOGY

MR. S. MUNSAANDA	MEMBER
MR. KATEMA	MEMBER
MS. L. HAMUSIYA	MEMBER
MR. F. SYAWAYA	MEMBER
MRS. SYABUNGA	MEMBER
MR. KABBUOLU	MEMBER
MR. B. PHIRI	PROGRAM OFFICER

ABSENT WITHOUT APOLOGY

MR. J. JURDAAN	MEMBER
MR. MWIYA	MEMBER
MR. P. MANGUNJE	MEMBER

The Chairman called the meeting to order and it was agreed by the members present that a quorum of 50 % of the members had not been formed and so the meeting would have to be abandoned. In view of the cost of the transport exercise it was resolved that some major points on the agenda be discussed as they needed urgent answers. The following Agenda was proposed and adopted by the members.

AGENDA

1. FOOD PROCESSING FEASIBILITY STUDY
2. REPORT ON RECENTLY COMPLETED BUSINESS MANAGEMENT COURSE
3. APPLICATIONS FROM DENGESA AND MOUKA FOR SKILLS TRAINING
4. TRAINING OF THE NEW ARTISANS

5 A.o.B.

1. FOOD PROCESSING FEASIBILITY STUDY

Mr.Diete advised that the final report for the feasibility study on food processing carried out by Mrs.Nthani was now in and copies would soon be made available to all members. Additionally payment had been approved by a special committee which had reviewed all the drafts that had been prepared by Mrs.Nthani. A copy of the minutes of the meeting where approval for payment had been given will be available at the next meeting.

2. REPORT ON RECENTLY COMPLETED BUSINESS MANAGEMENT COURSE

Over 80 applicants had submitted their applications and came for interviews at three different locations, Binazeze, Kanchindu, Buleya Malima. The majority of applicants over 50 % had come from Binazeze while 30 % from Buleya Malima and 20 % from Kanchindu. The interviews were carried out by a four man team comprising the Chairman, Secretary, Ms.L.Hamusya and Mr.Michelio from Chikuni (the Secretary did not attend the interviews in Kanchindu due to sickness). The interviews were divided into two sections. In the first section personal details were confirmed to ascertain the suitability of the candidate. Marks were awarded and candidates who scored above a certain mark were called back for a second interview which looked at the suitability of the candidate to run a business and many qualities were queried. In addition the interviewers were asked to assess the candidates suitability by awarding marks for various leadership qualities. Once again a points system was used and the top 25 candidates with three standby candidates were selected to go to the business management course. It was sadly noted that a lot of the candidates had not come fully prepared for the interviews and they were rejected at the first interview if they could not produce both a school certificate and their National Registration cards. A small percentage of the candidates were rejected when it became clear that they wanted formal employment and not to be self employed.

The course run by two facilitators from Management Services Board at World Vision International in Binazongwe had been very successful and all the candidates had passed. Two of the ladies selected were for various reasons unable to attend the course and so the representation of men to women was 21 : 4. During the course various members of the executive and others had taken the time to go and interact with the candidates. These were the Chairman, Secretary, Advisor (Mr.Diete), Mrs Nthani, and Mr.Michelio. It was stressed to the candidates that S.S.V.I. was only providing the training and nothing else. Ms.Maluma emphasised that training should be coordinated with projects that are feasible in the valley.

Mr.Diete advised that inservices training centre had been contacted for skills training but they were very expensive and other organisations will be contacted before any choice can be made. It is expected that the skills training will take place some time in late January or early February.

The Chairman queried the availability of finances to continue with Loans etc. after the skills training. Mr.Diete advised that only the Artisans who come up with good business plans will be assisted. The applications found suitable would be submitted to Donors in Germany such as GERMAN AGRI ACTION who finance projects in rural Areas and that they are income generating. This will take at least 3 to 4 months. S.I.D.U. can also be contacted as they do give small loans.

The skills training should be completed by the end of February and should be about 3 to 4 weeks in duration. It was also agreed that food processing applications will have to be submitted after the skills training as a lot of new ideas will be looked at during the course and keeping in mind that none of candidates has previous experience it would be premature for them to apply without that additional knowledge. However the other skills e.g. Carpentry, can apply as soon as possible.

3. APPLICATIONS FROM DENGESA AND MUURA FOR SKILLS TRAINING

Mr. Diete informed members that he had been approached by Mr. F. Nsende for help with the unemployed youths. He had been told to apply by Mr. Diete. However the man went ahead and held meetings in the two Villages advising them to apply and they had come up with a list of 47 applicants for carpentry and 8 for blacksmithing. The members felt that this was to many applications from only two Villages. The Chairman asked that this topic be deferred until the next full meeting. It was resolved that possibly a marketing course would help the Artisans as it became clear the existing Artisans had faced serious problems in selling thier products given the limited market that exists in the valley due to financial and other constraints that exist with the consumers.

4. TRAINING OF NEW ARTISANS

Mr. Diete informed members that S.S.V.I. has available approximately K 8.0 million for skills training. It was agreed to have a meeting on the 28th December 1995 at Lakarfish Ltd. H/Q. The candidates from the Business Management Course have been given up till 22nd December to submit thier applications. The following were chosen to sit on the sub committee to look at the applications from those wanting to do a skills training in food processing.

The Chairman, Secretary, Ms. Maluma, Mr. Diete, Mr. Dandule and Mr. Chidinka.

5. ANY OTHER BUSINESS

Mr. Diete advised that two loans have been, K 220,000.00 to Mr. Dandule at Byabasi and K 95,000.00 to the Leather workers in Binazeze. In the review of Mr. Nyando's case both Mr. Phiri and Mr. Siadibbi will look into the case at a later date.

For the Bikankuli Artisans who have failed to pay thier loan, Mr. Diete advised that he had been told that some of the money was ready for payment and when he goes there to collect the money he will decide whether to leave the tools or to withdraw them using the following criteria. If more than 25% of the outstanding amount is paid then the tools will be left and the balance of 75% should be paid within a time limit. Mr. Diete will advise after having visited the Artisans.

A query was also rasied as to wether the account in Z.N.C.B. Ltd is safe. It was made clear that the our Bank was not one of those in trouble.

The next S.S.V.I. EXBU meeting will be on Friday 05.01.96. Venue S.S.D.P. and time 10:00 hrs.

The Chairman thanked all members present for thier participation and wished them a safe journey home.

THE CHAIRMAN

DATE

THE SECRETARY

DATE

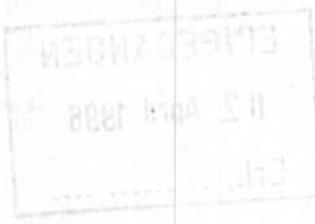
EINGEGANGEN
02. April 1996
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04.12.95

PROPOSED AGENDA FOR THE SSVI EXECUTIVE COMMITTEE
MEETING TO BE HELD AT SINAZONGWE FISHERIES ON THE
11TH DECEMBER, 1995

01. Opening prayer
02. Opening remarks
03. Correction and adoption of previous minutes
04. Matters arising
05. Feed processing report
06. Extract on Choma report Sustainable Agriculture
(Small Scale income generating activities)
07. Report on Business Management Course held from
23.11.95 to 07.12.95
08. Approach to the applications (Training in Carpentry/
Blacksmithing) from Dengeza/Muuka.
09. Training of new artisans
 - a. further skills training after business management
course.
 - b. Carpentry
 - c. Blacksmithing
10. Training schedule 1996
11. Meeting schedule 1996
12. A.O.B.
13. Chairman's closing remarks.

/gmh



REPUBLIC OF ZAMBIA
MINISTRY OF AGRICULTURE
AND WATER DEVELOPMENT

EINGEGANGEN

02. April 1996

Erl.....

GOSSNER MISSION
FEDERAL REPUBLIC
OF GERMANY

GSDP/SSVI/4/6

20.12.95

near Sir/Madam

This is to invite you for the SSVI EXBO meeting to be held on 05.01.96 at 1000 hours at Nkandabbwe Camp - GSDP Board Room.

The EXBO meeting of 11-12-95 has been postponed to 05.01.96 since no quorum could be formed on that day.

The proposed agenda is as follows :

1. opening prayer
2. opening remarks
3. Correction and adoption of previous minutes
4. Food processing report
5. Extract of Choma report on Sustainable Agriculture (small scale income generating activities).
6. Report on business management course
7. Approach to application from Dengeza and Muuka (Training in carpentry and Black smithing)
8. Training of new artisans in food processing
9. Schedule of training courses for 1996
10. Meeting schedule 1996
11. A.O.B.
12. Chairman's closing remarks

The EXBO members are kindly requested to read through the Choma report on Sustainable Agriculture (small scale income generating activities) and the food processing report (unfortunately this report could not be made available to all members).

A Merry Christmas and best wishes for 1996 to all of you and your families.

Find enclosed the transport arrangements.

Yours sincerely


R.S. Lweendo
SSVI EXECUTIVE BOARD CHAIRMAN

Enc.

BRUNNEN

1000 Berlin 10

20.12.95

TRANSPORT ARRANGEMENTS FOR THE SSVI EXBO MEETING
TO BE HELD ON 5TH JANUARY, 1996

1. CABINET CAR 1 : TO COLLECT :

0815 h - Mr Jordan	- Siansowa
0830 h - Mr Pandule	- Syabaswi
" - Mr Njoofo	- "
0840 h - Mr Katema	- Kanchindu
0845 h - Ms Hamusiya	- "
0915 h - Mr Hutchinson	- Lakar Fish

2. POOL CAR 1 : TO COLLECT :

0915 h - Mr Kaulu	- Sinazongwe Civic Centre
" - Mr Lweendo	- " " "
0920 h - Mr Mwiya	- Sinazeze Retailers

3. POOL CAR 2 : TO COLLECT :

0915 h - Mrs Siabunga	- BMIS
0920 h - Mr Kabbudula	- Nang'ombe School
0930 h - Mr F. Siapwaya	- Sinazeze Retailers
" Mr Chidinka	- " "
" Mr J. Siatwiinda	- " "
0935 h - Mr P. Mangunje	- Trinity Church

/gmh...

1. The Chairmans opening remarks.

The Chairman opened the meeting by calling upon Ms.L.Hamusiya to lead the meeitng in a prayer.

The Chairman then thanked both Mr.Diete and Mr.Phiri for the good transport arrangements and asked members for maximum cooperation during the deliberations.

2. Minutes of previous meeting held on 30th May 1995.

The secretary read through the minutes of the previous meeting.

The minutes were proposed by Mr.R.Chidinka and seconded by Ms.L.Hamusiya as correct.

Mr.D.Dandule corrected the wrong name attached to his workshop which should have read Syabaswi Metal W/shop and not Syabaswi Carpentry W/shop.

3. Matters arising from the minutes of 30th May 1995.

E. Any Other Business

Tannery

Two applications have been recieived for the Tannery project to start again.

The first applicant a Mr.J.Chanda was rejected as his application talked of a general workers post working with Gossner.

The second application was from the Sinazeze Leather W/shop, the applicants bieng Mr.R.Chidinka, Mr.Siatengwe and Mr.Mukuni. The three Artisans have proposed that they rent the Tannery as they are having problems in sourcing material for work in the Leather W/shop. They have also requested for a loan of K250,000.00

One of the original Tanners a lady had expressed surprise at the rental of the Tannery as she said that she wanted to go back. It was suggested to the Artisans applying for the Tannery that they should consider giving the lady a job as she is familiar with the process of Tanning. The Artisans were asked to draw up a project proposal where they will detail how they intend to do the Tanning. The Artisans were given a go ahead by the Board to rent the Tannery.

Carpenters

A meeting was held at Syabaswi which was attended by Mr.Diete, Mr.Phiri and the Carpenters. It was agreed to send the Artisans for training, however only one has the qualifications nescessary for the course to be of any value. There is also a trainee amongst the group and it finally decide to allow thw trainee to also go for a course.

Mr.Munsanda wanted to know wether the price of products from Syabaswi was high or low. It had been reported that the Artisans felt that the Management was dictating high prices as a result they were having a problem in getting customers. Mr.Phiri advised that the advice had been to price the products after costing of the product as generally the Artisans were not costing the products before deciding on a price.

4. Extension of program and new intake of Artisans.

a. Choice of Institution to conduct the Busines Management Training. The Secretary referred members to the hand out supplied which detailed the choice of Institution as recommended by the subcommittee that had been asked by the Board to look at the choices available. The Chairman went through all the choices available and explained the reasons for the choice of Management Services Board to carry out the training. The approximate cost will be in the region of K 6.5 million of this K 4.2m. is for the M.S.B. and the remaining K 2.3m is for the food and accomodation to W.V.I. in Sinazongwe.

Mr. Diete advised that a German organisation which supports Unions has offered to pay the Total cost of the training program. The Board decided to accept the recommendations of the subcommittee and M.S.B. was selected to do the training. The Board was asked to decide on whether there would be a need to send some of the existing Artisans for the course. The Management will advise whether there are existing Artisans who will benefit as long as they have the necessary educational standard required.

The date proposed of September 1995 is still under review as the resource person for food processing has not been found.

b. Interviewing of the new participants.

It was resolved to appoint a three man or more subcommittee to interview the prospective candidates. The Chairman and his Secretary were proposed by Mr. Munsanda, and this was supported by the house. The third person should be an expert in the field that the Artisans are going into. The Chairman stressed that both members of the Management team have the expertise and should be forthcoming in their suggestions.

It was also resolved that members of the Board should go to the meetings of the subcommittee and carry out their own assessment of the participants. The following members were proposed and seconded. Mr. Katema was proposed by Mr. Munsanda and seconded by Mr. Dandule. Mr. Diete and Mr. Phiri were proposed by Mr. Kabdula and seconded by the Chairman.

Mrs. Syabunga was proposed by Ms. Hamusiya and seconded by Mr. Munsanda. The Board resolved that procedures for interviews be left to the subcommittee.

On the inclusion of existing Artisans, the members were advised by Mr. Phiri that some of them have already attended a higher course similar to that organised for the Syabaswi group. Mr. Dandule requested for the minimum grade to be dropped from grade 10 to grade 9. This was rejected by the house as the normal requirement is grade 12. It was resolved that the new intake will be only for new participants under the condition that a course for the existing Artisans will be carried out a later date.

Mr. Munsanda pointed out that the 25 participants must be indigenous to the valley and there should if possible be a gender balance.

c. Skills training in Food processing and Tanning.

Mr. Diete and Mr. Phiri advised the house that the no. of courses might go up as a result of a Workshop carried out in Choma. A lot of different ideas for training of Artisans had been considered. The Management will advise after a full report has been submitted to the members by the next meeting.

Mr. Diete advised that at the moment a sum of K 2.4 million was available for the recruitment of a consultant to carry out a feasibility study on Food processing in the Valley.

To date one consultant had offered her services for the Feasibility study on food processing. Miss Priscilla Funduluka had submitted her proposal dated 20th June 1995. After discussing the proposal from the Consultant the members were critical of the application submitted by the Consultant for the following reasons. The Lady was based at Village Industry Service and was offering to carry out the Consultancy during her free time. The duration of the exercise was to short as the lady had proposed only 5 days of which two would be utilised in travelling to and from the Valley. In addition the Consultant had requested for a down payment of 50 % of the total fee which was pegged at U.S. \$ 2000.00c or Kwacha equivalent. This is not the normal way of carrying out consultancies, suggesting that the lady is not a recog-

Van
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nised consultant. The members agreed that the Management should look for other consultants. A final decision will be reached at the next meeting after the search for additional consultants by the Management. It was stressed that the consultant recruited should be familiar with both the actual food processing and the marketing of the resultant product. A Mr.Chileya at the International Fund for Agricultural Development (I.F.A.D.) could also be contacted. For the Tanning project a consultant is still needed. Should all fail the Secretary offered his services for the Tannnery.

5. Syabaswi Carpentry Workshop reorganisation.

The members wanted the W/shop to remain open while the three Artisans will be sent for training. The Artisans were encouraged to organise themselves and divide the jobs amongst themselves equally. after the training they should reapply and only the competent Artisans will be selected by the Board.

Mr.Munsanda suggested that an independant group of members go and look at the problem in Siabaswi rather than the Management itself. Mr.Katema also echoed the same sentiments.

Ms.Hamusiya wanted the Artisans to be informed about the responsibility they have to share the information with each other.

It was resolved that Mr.Katema and Ms.Hamusiya should go and meet the Artisans at Syabaswi to get thier views and to report back on thier findings at the next meeting. The Management were also asked to prepare a report on thier own findings about the Syabaswi group. The need for urgency was stressed if the group is to be included on a scheduled training program.

It was further resolved that the following 6 people from the Board go to Syabaswi and meet the Artisans so that a final decision could be reached. The tentative date was set for Thursday 06.07.95. at 10:00 hrs. The team will be the Chairman, Secretary, Management, Mr.Katema and Ms.Hamusiya.

6. Workshop to improve the standard and quality of burnt bricks.

Mr.Diete infromed the members that in discussions with Mr.Jordaan he had been advised by Mr.Jordaan that he had some resource people in mind on the burnt bricks project. For good quality bricks the following were of importance.

- a. The type of Clay used.
- b. The Kiln itself.
- c. The bricks must be uniform and of recognised standards.

Since there are many people already involved with this project it was agreed to have on the job training rather than a course. However a recommendation from an expert will be sought and once the resource person is found the topic will be discussed again.

7. Future of S.S.V.I. in view of the withdrawal of Gossner Mission.

Mr.Diete informed the members of the planned withdrawal of Gossner Mission from the Board by 1998. He advised members of the Board to be well aware of above as solutions will have to be found.

Mr.Diete further advised on the issue of Title Deeds for the plots occupied by the Artisans at Syabaswi and Sinazeze. The Hon. Senior Chief Mweemba has been approached and he had no objections to signing the necessary documents for approval of the plot at Syabaswi. The Hon. Chief Sinazongwe was however reluctant to sign on the grounds of

Political problems. He requested to see the names of the Boards Trustees and the beneficiaries. As long as there were no politicians on the Board of Trustees he has approved in principle. Mr.Munsanda stressed that Title Deeds are necessary for the security of the Artisans. Mr.Diete advised that the process of obtaining the Title Deeds is on-going. In the meantime the Trustees are responsible. It should be noted that the Title deeds will only be handed over to successfull Artisans. It was resolved that the process should be speeded up and all haste to be used to obtain the Title Deeds.

8. Workshop on the protection of Mukwa and other high value trees.

This agenda item was left to the next meeting.

9. Donation from Haus Villigst.

A sum of German Deutsche mark 909 (K 640,000.00n) has been received from Haus Villigst. This was money collected from Church Services at a Chapel in Germany. The money was in Mr.Diete's account and the members were asked to decide on the use for the money.

Mr.R.Chidinka suggested that the money be used for training courses for the existing Artisans. This proposal was seconded by Mr.Siatwiinda and Mr.Syapwaya.

Mr.Diete proposed the money could be used for the purchase of Technical Drawings equipment as this will assist the Leather workers and the Carpenters. The money could be used to train between 5 - 7 people.

Mrs.Syabunga suggested the money be spent in Buleya Malima to start a business there.

It was resolved that the money be used for the training of the existing Artisans. The Artisans should go back to advise thier fellow Artisans of the money available and decide who they would recommend to go for a Training course. It was stressed that the first priority should be given to the Syabaswi people and the remainder could be used for the other Artisans.

10. Any Other Business.

Mr.Phiri advised on the need for a change of signatories on the NKABANA ENTERPRENEUR CREDIT UNION (N.E.C.U.). He is planning to go to the Bank and get the new forms for signing by the Chairman and Secretary of the Board.

Mr.Dandule wanted to know if it was in order for peoples names to be used when recording the minutes. It was agreed by members that this was the normal procedure when recording minutes.

Mr.Njoolo wanted to have a reduction in the 5 % per month Intrest that is bieng charged on the loans given to the Artisans. In view of the present Intrest rates at recognised lending institutions this is quite high. He was advised that at the moment the N.E.C.U. loans committee was not functional.

Mr.Munsanda proposed that the loans committee be controlled by the Chairman and the Secretary, this was seconded by Mr.Kabudula.

Mr.B.Njoolo wanted to know wether the new Artisans will be allowed to join the N.E.C.U.. The members felt that the new Artisans should be allowed to join.

Mr.Siatwiinda wanted to know wether the change of signatories would affect the composition of the N.E.C.U. itself. He was advised that only the two signatories have changed and the rest of the members would remain the same.

Mr.Syapwaya wanted to know who were the other trustees apart from himself. The Management was advised to contact the workshops so that they can make thier recommendations as to who the other Trustees will be. The Sinazeze W/shop wanted to have the map of the plot so that they can choose thier trustee. the Management advised that they will hand the map over to the Artisans within the week. It was resolved that Mr.Syapwaya and Mr.Munsanda should be collected by the Management and taken to the plots so that the Artisans can choose the trustee from within thier group. The trustees at the moment are the following

1. G.S.D.P. Chairman
2. Gossner Chairman
3. Mr. Syapwaya
4. Trustee from the Artisans.

Mr. Phiri raised the issue of the advert to be prepared in 'Tonga' and in addition the person to go on to the local Tonga program to advertise the existence of the training course for the new Artisans.

Ms. L. Hamusiva was chosen to do the job.

Mr.Phiri also raised the issue of a Gender Awareness W/shop to be conducted some time this year. This issue had originally been raised by Ms.Maluma and in her absence the matter was forwrded to the next meeting.

Finally the Chairman thanked all members present and advised that as most of the members were learners we would need all the help and guidance of the Management. He also urged all Artisans to be more straightforward when raising issues to ensure that problems are looked at and solved.

The meeting was closed at 16:30 hrs.

CHAIRMAN _____ DATE _____

SECRETARY _____ **DATE** _____

GWEMBE SOUTH DEVELOPMENT PROJECT

C. S. D. P.

P.O. BOX 3, SINAZEZE / ZAMBIA

REPUBLIC OF ZAMBIA
MINISTRY OF AGRICULTURE
AND WATER DEVELOPMENT

GOSSNER MISSION
FEDERAL REPUBLIC
OF GERMANY

GSDP/4/6

14th June, 1995

Dear Sir/Madam

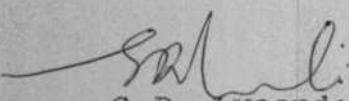
re : LETTER OF INVITATION

This serves to remind you of the SSVI Executive Board meeting to be held on 26.06.95 at 10:00hours at Sinazeze Craft Centre.

The proposed agenda is as follows :

1. Preparation of the extension of programme and new in-take of artisans.
 - a. choosing the institution to conduct the business management training
 - b. interviews of new participants
 - c. skills training in food processing and tanning
2. Syabaswi Carpentry re-organization
3. Workshop to improve standard and quality of burnt bricks
4. Future of SSVI programme in view of withdrawal of Gossner Mission.
5. Workshop on protection of mukwa and other high value trees.
6. Donations from Haus Viliigst
7. A.O.B.
 - a. change of signatories of NECU account

Yours faithfully



S.R. Lweendo

SSVI EXECUTIVE BOARD CHAIRMAN

:gmh

SMALL SCALE VILLAGE INDUSTRIES

EXTRA ORDINARY BOARD MEETING HELD ON THE 30th MAY 1995
VENUE : MEETING ROOM AT G.S.D.P. NKANDABWE CAMP
TIME : 11:00 hrs.

MEMBERS PRESENT

MR.W.DIETE	ADVISOR
MS.E.MALUMA	ADVISOR FEMALE EXTENSION
MS.L.HAMUSIYA	FEMALE EXTENSION ANIMATOR
MR.J.HUTCHISON	SECRETARY
MR.S.M.KATEMA	SINAZONGWE COUNCIL CHAIRMAN
MR.R.CHIDINKA	LEATHERWORKER
MRS.N.SYABUNGA	B.M.I.S.
MR.D.DANDULE	SYABASWI CARPENTRY W/SHOP
MR.B.NJOOLO	CARPENTRY
MR.J.SIATWINDA	S.H.C.
MR.C.MWIYIA	MEMBER
MS.A.STRITTMATTER	VISITOR FROM GOSSNER MISSION IN BERLIN
<u>MEMBERS ABSENT WITH APOLOGY</u>	
MR.S.R.LWEENDO	CHAIRMAN
MR.P.MUNGUNJE	
MR.MUNSANDA	
MR.PHIRI	

In the absence of the Chairman and his Vice, Mr.S.Katema was chosen by the members present to Chair the meeting. The meeting opened with a prayer from Ms.L.Hamusiya after which the members introduced themselves.

AGENDA

- A. In-house evaluation of the S.S.V.I.
- B. Views of the Executive Board on 'Youth in Limbo'.
- C. Business Management course for 20 to 30 participants.
- D. Project proposals
 1. Fishing
 2. Food processing
 3. Ice and cool plant
 4. Any suggestions to 'Youth in Limbo'.
- E. Any Other Business
 1. Tanners
 2. Carpenters

A. In-house evaluation of S.S.V.I.

From the report it was made clear that the information about the training of the Artisans was very much limited to the staff members of G.S.D.P.. It was suggested that more adverts be placed throughout the District to ensure that the message reaches all the Youth in the District.

Ms. Maluma suggested that Loans given to the Artisans should be done so by an Independent body rather than the Management. Since the Managers had direct contact with the Artisans in terms of giving advice etc., the free flow of information could be hampered by the fact that the same people were expected to collect loans etc. from the Artisans. The Artisans might go to the extent of deliberately avoiding the very people who are there to assist him.

Mr. Diete answered that this is one of the reasons why the Executive Board has been formed to find answers to the problems being faced by the Artisans.

Ms. Hamusiya pointed out that the projects had been chosen by the S.S.V.I. management rather than by the Artisans themselves.

Mr. Diete answered that the basic lack of Education of the Artisans had meant that they needed a lot of guidance. To correct this the new recruitment program will require prospective candidates to have a higher level of Education. A higher level of Education was no guarantee for success when it comes to business but it will improve the chances for success. Mr. Diete further commented that the management had made a mistake in the first recruitment by expecting young people to be Entrepreneurs. These young people tended to fail and they expected the S.S.V.I. management help them in financial matters concerning the day to day running of the business. They had not clearly understood the purpose of the S.S.V.I. management which was strictly to give advice. Mr. Diete also advised that the training had been short and in terms of business administration there had been none.

The Secretary also pointed out the poor marketing strategy adopted by the Artisans. In a lot of cases they had produced the goods but failed to sell as they were waiting for customers to come to them. Mr. Diete pointed out that the advice to Artisans in terms of looking for customers had been pointed out but they had failed to act on it.

Ms. Maluma pointed out that an atmosphere of dependence had been created in the valley and seminars were needed to educate the young Artisans.

Mr. Diete said that Artisans were supposed to get business management after skills training.

The Chair pointed out that Transport has been a big problem.

Mr. Diete pointed out that the Artisans have been helped with Transport and the rates have been below the prevailing rates but this has only led to a dependence and wrong assessments of the economic viability of the projects undertaken by the Artisans.

Mr. Chidinka confirmed that only skills training had been given and the business administration had been left out. Any business training had allowed for one member of the group to go and he was expected to teach the others upon his return, this had not happened in most cases.

Mr. Diete confirmed that the Education level of the prospective Artisan was very important and an ability to communicate in English is vital.

B. Views of the Executive Board on 'Youth in Limbo'

Ms. Maluma raised the point that the proposed projects had been suggested by the youths while the Artisans had not been approached.

Mr.Diete advised that the proposed projects had been selected for discussion. He had been dissapoinmtd by the 'Youth in Limbo' report. It was supposed to be carried out by an Economist rather than the Historian who actually prepared the report.

The Secretary wondered wether there were enough trees with flowers on a year round basis to allow for the keeping of bee's.

Ms.maluma pointed out that the women had been type cast in the report and more inrest was needed from the women in all areas.

C. Business management course for 20 - 30 participants

Mr.Diete advised that management was planning a business management course of 3 - 4 weeks duration. This course will allow for selection of those candidates who do well in the course. Three organisations had been approached with a view to them carrying out the course in the District to avoid high costs of accomodating participants in Lusaka. These organisations had been asked to submit a syllabus and the cost of the course. All three have answered and a decision will finally be made at the next meeting on the 26th June 1995. A committee of the following people was made up to review the various offers and report back to the members at the next meeting.

1. Mr.Diete
2. Mr.Phiri
3. Mr.Lweendo
4. Mr.Hutchison

Mr.Diete will arrange for the details for this committee to meet before the next meeting.

Mr.Diete also reported that the World Vision office in Sinazongwe had been contacted for a quotation of the cost of accomodating and feeding the participants during the course and the provisional estimate was in the region of K 2.5 million.

D. Project Proposals

Mr.Diete made it clear that the duration of the Training offered will depend on the skills to be acquired.

1. Fishing

A feasibility study would have to be carried out and this would have to include a 'market survey'. The terms of refrence have been supplied to members already.

Mr.Diete had discussed this project with Mr.Losse who is a G.T.Z. advisor based in Siavonga who is doing a lot of work with fishermen in the Siavonga area. His advice had been that the start of any fishing project should wait until the ongoing exercise of moving fishermen into recognised fishing Villages is completed. Mr Hutchison agreed with this view as at the moment the fishing in Kariba is producing poor results due to the overfishing and in particular use of Illegal methods of Fishing. Mr.Dandule also concurred with the above observations saying that fishermen were going to have a tough time. The fishing of kapenta is not viable as the start up costs are prohibitive and there are no licences available at the moment due to a Moratorium on the issuing of new licences agreed upon by the joint Zambia / Zimbabwe project on Lake Kariba.

2. Food processing.

This project was well accepted by all members. The initial costs are small, the training needed would be limited and there are plenty

of job opportunities available in the Valley in terms of foods that can be processed.

3. Ice and cool plant

The ice plant idea is economically very good but the benefits would only be shared by a few. The costs of setting up an ice plant are high, there would be a market for the products.

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Mr.Jordaan had earlier on suggested that a Brick factory would do very well in the valley. There are a lot of projects that are being undertaken in the District and these would require a supply of good quality bricks. At present the quality of burnt bricks is not very good in terms of the final quality of the brick and also small problems like a uniform or standard size. The idea was accepted by all members as being suitable for an evaluation to be carried out.

Mr.Diete intends to go to Lusaka to look for a Company or person who can carry out a feasibility study of food processing idea. The brick making will not need a feasibility study as the making of burnt bricks is already in progress in the Valley. Mr.Diete will report back at the next meeting on his findings.

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Tanners.

A total of 7 Tanners were sent for training at a school for continuing education in Chipata. They had trained in Vegetable tanning to avoid problems with Pollution and the ready supply of the Vegetable tanning materials. The tannery has been working for three years and they have experienced problems in sourcing skins and hides for tanning. A lot of the trainees were not prepared for the smells and dirty work normally associated with the tannery, and this had caused some of them to give up. At the moment the tannery is at a standstill as none of the Artisans remain from the original 7 sent for training.

Ms.Maluma made it clear that the market for the leather was readily available as the leatherworkers have no leather to work with and they having to import the leather from outside the area and even from outside the country.

All members agreed that the tannery should be started as soon as possible. It was even suggested that one of the leatherworkers Mr.R.Chidinka should come up with a project proposal to look at the starting of the tannery.

Mr.Mwiiya proposed an advert to look for recruits to start up the tannery and this was seconded by Ms.Maluma. It was agreed that S.S.V.I. will advertise for recruits.

Carpenters.

The Siabaswi carpenters have been given two loans, the first has been paid back but the second is now well overdue and an accusation of mismanagement of the funds by members responsible for the funds has been raised. The members concerned with management of funds were given a short training by the G.S.D.P. accountant but the Artisans failed to utilise what had been taught to them.

Mr.Diete suggested that the w/shop be closed and that all the Artisans could be sent on a business management course. After the course only those who show an aptitude for learning would be called back to open up the w/shop again.

Mr.Njoolo complained that the prices for the goods were being set by Mr.Phiri, and in general his prices had been to high resulting in poor sales.

Mr.Diete refused that the S.S.V.I. management was dictating prices and went on to add that the failure of the Artisans to account for money was due to the lack of bookkeeping to reflect the financial turnover and expenses incurred.

The Chair suggested that the S.S.V.I. management should train another person to take from Mr.Njoolo to keep the accounts.

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In closing the meeting the Chairman thanked all members for thier participation and he encouraged all members to ensure that resolutions adopted were carried out.

Signatures

Date

CHAIRMAN -----

SECRETARY -----

Eingegangen

10. AUG 1995

Erledigt:..... SMALL SCALE VILLAGE INDUSTRIES

✓ REV. L. S. MM
BERLIN

EXTRA ORDINARY BOARD MEETING HELD ON THE 30th MAY 1995
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Signatures

Date

2

CHAIRMAN 2

SECRETARY 2

Mr. Rev. W. Damm
Gossner Mission
Berlin

MINUTES OF THE ~~SSVI~~ EXECUTIVE BOARD MEETING HELD ON THE
27TH MARCH, 1995 AT NKANDABWE CAMP IN THE BOARD ROOM.

A T T E N D A N C E

1. Mr S.D. Munsanda	- GSDP Coordinator/ <u>Chairman</u>
2. Mrs Syabunga	- BMIS Box 15, SINAZEZE
3. R.R. Kabbudula	- Nangombe School
4. J.E. Hutchinson	- Laker Fish, Box 87, SINAZEZE
5. J. Siatwiinda	- Box 84, SINAZEZE
6. B. Njoolo	- Siabaswi, Box 2, MAAMBA
7. F. Syapwaya	- Box 14, SINAZEZE
8. A. Hamoonga	- Council Representative
9. Christopher Mwiya	- PPM Coordinator, Box 4, SINAZEZE
10. D. Dandule	- Siabaswi, Box 2, MAAMBA
11. W. Diete	- SSVI Advisor
12. E. Maluma	- Female Extension Advisor
13. S.R. Lweendo	- Box 91, SINAZEZE <i>Wer ist das?</i>
14. P.M. Mangunje	- Box 7, SINAZEZE
15. B.M. Phiri	- Secretary

A B S E N T

1. Mr Kaulu	- Attending a Council meeting in Sinazongwe
2. Mr Katema	- Attending a Council meeting in Sinazongwe
3. Mr Jordan	- Out of the country on a business trip.

A G E N D A

- i) Chairman's opening remarks
- ii) Introduction of Board members
- iii) Brief history of SSVI
- iv) The role of the SSVI Executive Board
- v) (a) Election of office bearers - Chairman, vice chairman, Secretary and vice secretary.
(b) Two representatives (one for SSVI Revolving Fund and one for trustees)
- vi) Drawing of an annual calendar of meetings
- vii) Any other proposal from board members
- viii) Closing remarks by the new chairman

i : CHAIRMAN'S OPENING REMARKS

- The chairman asked Mrs Siabunga to lead the house in an opening prayer. The house was welcomed and the meeting was officially opened after stressing the need for participation in the deliberations of this meeting as the SSVI programme expect a lot of new ideas and constructive criticism.

ii : INTRODUCTION OF BOARD MEMBERS

- Self introduction was done by each member of the house following a model of what is the name and what is the occupation.

iii : BRIEF HISTORY OF SSVI

- It is one of the eight programme components under the auspice of Gwembe South Development Project (GSDP).

- After the collapse of Gwembe South Builders GSDP felt that something should be done against youth unemployment and started with Small Scale Village Industries.

It has 7 groups of artisans, namely : Stone House Carpentry, Sinazeze Leather Workshop, Sinazeze Tannery, Sinazeze Fair Bicycle Repairer, Syabaswi Metal Workshop, Syabaswi Carpenters and Sikankuli Carpenters (see annual report - 1994 for detailed information)

- The oldest group is Stone House Carpentry and it consists of 3 carpenters and 5 workers.

- The leather section is currently persueing an in-house training we have engaged a leather specialist. When this section was started the initial training was not sufficient.

- Sinazeze tannery has no ability with business approach plans are in pipe-line to bring in new people.

- Syabaswi metal workshop - this came into existance after the fall of Siatwiinda Irrigation Scheme where the artisans were.

Working as a pump - attendant and the SSVI programme was asked to support the metal workshop in the area. This workshop has a broad spectrum of services to offer which can give him enough work to work all year round.

- 4 Siabaswi carpenters need more training in business management.
- 2 Sikankuli carpenters need much attention. This group is in the most periphery where their market is simple furnitures. The standard is not of high quality.
- 2 Bicycle repairers of which one has been trained in Lusaka for a month metal basic course.

F U T U R E P L A N S

- to continue motor and give advices to the existing groups
- to extend the programme as recommended in "Youth in Limbo"
- a question was posed if we have any policy to promote women. That is a permanent reminder to the programme and that is why we have on our Executive Board the Female Extension Advisor and the Female Extension Animator as permanent invitees.
- Where do salaries of artisans come from? From the very beginning we do not pay their salaries because all artisans are self employed. All the groups run on commercial basis and each group operates following the market forces. The chairman also pointed on the five years GSDP plan which emphasis on the empowerment of people by the year 2000.

iv : THE ROLE OF THE SSVI EXECUTIVE BOARD

- Until recently the SSVI management would formulate policies for the programme and implement the policies. In such a situation it was difficult to be both promoter and advisor at the same time.
- The paramount task of the EXBO is to formulate policies for the SSVI management to follow in future especially in view of GSDP phasing out the EXBO could go on with the programme and to look for funds.
- The aim of SSVI management is to empower the EXBO and the artisans.

- A question was posed on what is the link between artisans and the EXBO? The EXBO can only get in touch with the artisans through the SSVI management. Even the SSVI management should avoid to interfere in the every day management of the business if the groups make a loss only them will suffer.
- The SSVI got donation for tools and seed money but did not give them out as grants but on loan basis. The repayment for their loans was channelled into a Revolving Fund (RF). This RF should be administered by the artisans under the supervision of an appointee from the EXBO (acting as a watch dog).
- Artisan under SSVI in both Sinazongwe and Mweemba area are operating from plots and building for which title deeds should be acquired in view of security of the respective artisans. During the transition period the plots and buildings should be owned by a board of trustees. After the transition period the artisans should become full owners.
- During the discussion of the EXBO constitution it was found that paragraph 9 should be rephrased ie that it should read "Control and monitor plots and buildings used by SSVI artisans together with the Board of trustees."
- Mr Kabbudula informed the house that he already sits on the VSP EXCO Board as such he should not be a member of SSVI EXCO board (following the constitution). This point should be discussed during item AOB.
- The invitation of Female Extension Programme is always open to them to attend or not.
- It was decided that the venues, dates and time should be scheduled at the beginning of the year. That these meetings are community based meeting intended to empower the people and should be spread out to other areas more or less on rotational basis (reference to Buleya Malima, Sinazongwe, Kanchindu etc). The house seconded the proposal with a reason that if such meetings are held at Gossner Mission will be considered as GM meetings.

v : ELECTION OF OFFICE BEARERS

- Prior to election a proposal was made on the secretary-ship that it be among the three permanent invitees. This proposal was not accepted but it was decided that the post of secretary should be held by elected members. The main reason is that the EXBO is representing the community and therefore, the community is more responsible even if the SSVI can be at hand and provide technical assistance. It was concluded that it is the responsibility of the EXBO to take minutes in order to avoid create a lapse gap because of the different opinions of the Board and the SSVI.
- The Programme Advisor informed the house that the composition was good because all members were representing the community. Among the members some had one while some had two ^{years} term of office. However, all were entitled for election for the post.
- The chairman of the meeting handed over the chair to the returning Officer (Ms E Maluma).

ELECTION OF CHAIRMANSHIP

- proposed Mr Lweendo
- proposed Mr Mangunje

Results : Mr Lweendo = 10 - chairman
Mr Mangunje = 2 - vice chairman

ELECTION OF SECRETARYSHIP

- proposed Mr Mwiya
- proposed Mr Hutchinson

Results : Mr Hutchinson = 9 - Secretary
Mr Mwiya = 3 - vice secretary

TWO REPRESENTATIVES OF THE REVOLVING FUND

Currently on acting capacity is Mr S.D. Munsanda and Ms Maluma as signatories while waiting for the EXBO representative. After these elections they will cease to be signatories of the Nkabana Entrepreneur Credit Union RF.

The house unanimously agreed that the new chairman and his secretary be the two representatives of the RF.

Results : Mr Lweendo - SSVI EXBO chairman

Mr Hutchinson - SSVI EXBO secretary.

REPRESENTATIVES OF EXBO FOR BOARD OF TRUSTEES

- proposed Mr F. Syapwaya
- proposed Mrs Syabunga

Results : Mr F. Syapwaya = Wins the post of trustee
Mrs Siabunga = Loses the post

- Having conducted the foregoing election the Returning Officer handed back the chair to the new chairman. The chairman thanked the house for putting in office the new board. He asked his board to work hard in order to accomplish the task at hand. He also asked the SSVI management to give them the support they need in the transition period. He further asked that the secretary of the meeting should continue for the seek of this meeting.

vi : DRAWING OF AN ANNUAL CALENDAR OF MEETINGS

After a guidance and a lot of brain storming on the venues the following was compiled :

1st meeting	March 27th 1995	- Venue - Gossner Mission at 1000h
2nd meeting	June 26th 1995	- " Sinazeze Craft Centre at 10:00 hours
3rd meeting	September 11th	- Siabaswi WVI office at 1000hrs
4th meeting	December 11th	- Sinazongwe at 1000hours

vii A O B

During the GSDP planning workshop in Livingstone it was suggested that the programme should be extended. This suggestion is also supported by the study "Youth in L: mbo" which some of its proposals are : tourism, castor oil, fisheries, food processing, ice plant or house ect.

- However before the programme invest in these new fields a proper market analysis, feasibility studies is required. Such studies are quite expensive. The SSVI management has been waiting for the EXBO to decide for which areas

marketing survey and feasibility studies should be conducted. Apart from fields suggested in "Youth in Limbo" the EXBO members also suggested the following:-

- pottery
- mesh wire fencing production
- banana plantations
- The study "Youth in Limbo" has over looked other sector with potentials like existing government institutions, was not not considered.
- The fisheries field is not an easy venture to embark on as the present artisanal fisherman are being relocated as a new government policy.
- Members of the board reacted that an ice plant would not work because of huge initial capital investments and the siting of the plant will depend on availability of electricity.
- A question on the availability of funds was also posed Funds would be available for such a purpose.
- Members of the house queried on the new Youth Constituency Fund. The house did not have any idea on how one would qualify for such funds and the source.
- "Youth in Limbo" study was distributed with a view that the EXBO members should study the report and come up with suggestion in the extra ordinary meeting scheduled for mid May. It was hoped that after studying the report more ideas will be presented in the next meeting.
- The Female Extension programme might conduct a gender awareness workshop for the entire EXBO and their spouse. The duration of such a workshop would be between 3 to 5 days. The EXBO chairman asked if this workshop should be added on our annual calender of meetings of 1995. It will be possible to do so only specific dates would be announced in due course.

vii : CLOSING REMARKS OF THE NEW CHAIRMAN

The chairman thanked the house for making the meeting a success and looking forward to future cooperation.

MEETING OF THE ADVISORY COMMITTEE SSVI
SMALL SCALE VILLAGE INDUSTRIES - Held 28.11.90 from
14.00hrs till 16.30hrs in the meetingroom of Gwembe South
Development Project Sinazeze.

<u>Participants:</u>	<u>Chairman</u>
Mr. Luig	
Mr. G.K.Madyenkuku	
Mr. C.Sakajila (SIDO Choma)	
Mr.A.M.Masyapi (Headman)	
Mr. A.S.D.Mutemba (Sinazeze boma)	
Mr.P. Mwango (Vet offices Sinazongwe)	
Mr. W.Ncite (GSDP)	
Mr.Siankunguya	
Mr. W. Diete (GSDP/SSVI)	<u>Secretary</u>
Mrs. Pasi	(Maamba Collieries)

Guests: Rev. Damm (Gossner Mission Berlin)
Mrs. H.Kapooria (Liaison office Lusaka)

Absent with apology

Mr.Chavula

Agenda:

1. Opening prayer
2. Chairman opening remarks
3. Correction and confirmation of previous minutes
4. Matters arising from previous meeting
5. Report on the SSVI programme
6. Planned projects for SSVI
7. AOB
8. Closing remarks
9. Prayer

I. Opening prayer

Rev. Damm spoke an opening prayer.

II. Chairmans Opening Remarks

The chairman opened the meeting and thanked all participants for coming. He welcomed Rev.Damm from Gossner Mission Berlin and Mrs.Kapooria who took part in the meeting.

III. Correction and confermation of previous meeting

The minutes were read and confirmed as correct.

IV. Matters arising from previous meeting.

On point v 2b. The SSVI Adviser told the meeting that the mentioned course in Roof construction for carpenters shall take place with tutor from GVS next year.

On point v 5 It was reported that two leather experts from SIDO and from the Chipata School for Continuing Education made independent feasibility studies on tanning and leather work in Sinazeze. Both experts came to the conclusion that tanning and leather work is feasible in Sinazeze.

5. Report on SSVI Programme

The SSVI Adviser gave his report on the running SSVI projects as follows:-

- (a) Five carpenters are working with the Tusole Woodwork Furniture Group. They got a basic outfit of carpentry tools on loan basis from GSDP two years ago. These tools will be soon as agreed fully repaid. The main produce of the carpentry are furnitures, doors, doorframes and windows. The members of the group ^{are} self employed and get a good and regular income out of their work. Another loan for tools might be given to this group in future.
- (b) A mechanic for bicycle repair has started operating from Sinazeze Craft Centre. His workshop, Sinazeze Fair Bicycle Repair offers his service to local people and fishmongers who collect their fish by bicycle from the Lake Kariba. The workshop is regularly busy and has a good number of customers.
- (c) A metal workshop has been opened under SSVI at Syabaswi. A former mechanic from Siatwiinda Irrigation Scheme is operating from here after GSDP stepped out of the Irrigation Scheme, and their workshop there was closed. The workshop is well equipped with a generator a welding generator and gas welding set.
- (d) SSVI organized apprenticeships in carpentry for four learners from Siameja and four from Syabaswi. Both groups shall open workshops at their homeplaces after they are completed their apprenticeship.

6. Planned projects.

- (a) It is planned to open a carpentry workshop with two carpenters at Siameja end of 1991.
- (b) A second new carpentry with four carpenters shall be opened at Syabaswi end of 1991.
- (c) A tannery and a leather workshop are planned to be set up at Sinazeze after leather expert stated that tanning and leatherwork would be feasible in the area. Training for seven tanners and seven leather workers will be organized in cooperation with the Chipata School for Continuing Education.
- (d) Another project planned to be opened in the near future is a Rural Metalworkshop at Sinazeze. There trainees will be trained at Katopola Farm Institute for three months after several blacksmiths who applied for to operate this workshop seemed not to be reliable.

Further training.

- (a) An additional training course of a duration of one week is planned in cooperation with the Choma TTI in which the 8 carpentry apprentices will be taught in methods of proper of measuring and marking.
- (b) Three courses are planned for the Tusole Carpenters.
 - a business management course
 - a course in CABINET MAKING
 - and a course in Roof construction.

7. A.O.B.

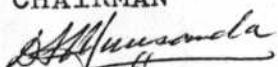
a) INAUGURATION CEREMONY

An inauguration ceremony for the Sinazeze Craft Centre should take place. The MP, the honourable chiefs and other guest of honour shall be invited.

b) Discussion of the legal status of workshops built by SSVI/GSDP. SSVI will work out regulations and a lawyer should look into the matter for legal advisers.

8-9. The chairman thanked all participants for their fruitfull contributions and closed the meeting with a prayer.

CHAIRMAN



DATE

16-06-92

SECRETARY



Eingegangen

14. Nov. 1990

Erledigt:.....

Small Scale Village Industries,
P.O. Box 84,
SINAZEZE.

30th October, 1990

INVITATION

Dear Mr/Mrs:.....

I hereby would like to invite you to our next SSVI Advisory Committee Meeting. The meeting will take place at the Gossner Camp Sinazeze on Tuesday the 13th of November, 1990 at 14.00 hours.

Proposal for the agenda

1. Opening prayer
2. Chairman's opening remarks
3. Correction and confirmation of previous minutes
4. Matters arising from previous minutes
5. Report on the SSVI programme
6. Planned projects for SSVI
7. Closing remarks
8. Prayer

It would be grateful if you participate in the next meeting.

Yours sincerely,

W. Diete

ADISER

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LEITZ
1656 Trennblatt
zum Selbstausschneiden
von Registertasten

✓ G.M. REV. SCHULZE

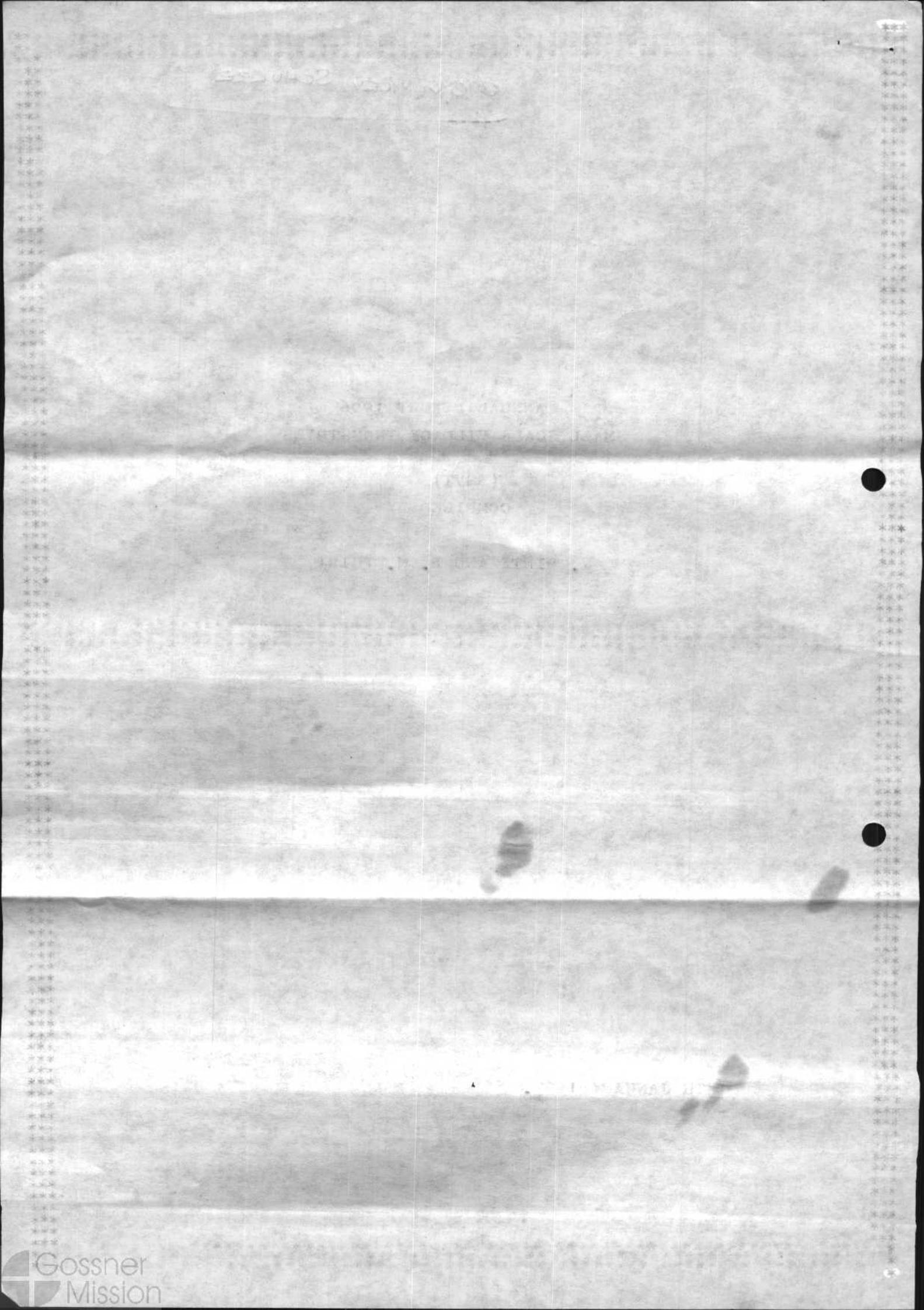
ANNUAL REPORT 1996
SMALL SCALE VILLAGE INDUSTRIES

(SSVI)

COMPILED BY

W. DIETE AND B. M. PHIRI

15TH JANUARY 1997.



CONTENTS

1. INTRODUCTION
2. STAFF POSITION
3. FUNDING
4. 1 WORK DONE
- 4.2 WORK INCOMPLETE
5. CONSTRAINTS
6. FUTURE PLANS.

1. INTRODUCTION

Small Scale Village Industries (SSVI) is a project component under Gwembe South Development Project operating in Sinazongwe District. The aim of SSVI is to create in-come generating activities to promote self employment and rural entrepreneurship in order to improve the living standards of the people in the District.

6.2. STAFF POSITION

Responsible officer:

SSVI Programme officer (GSDP) B.M.Phiri

SSVI Programme Advisor (GDS) W. Diete

DESIGNATION	1	2	3	4	5	6	7	8	9	10	11	12	EMPLO YER	TOTAL MONTHS
PROGRAMME OFFICER	1	1	1	1	1	1	1	1	1	1	1	1	GSDP	12
PROGRAMME ADVISOR	1	1	1	1	1	1	1	1	1	1	1	1	GDS	12
TOTAL	3	3	3	3	3	3	3	3	3	3	3	3		36

3 FUNDING

The SSVI Programme received in 1996 funds from Friedreich Ebert Foundation of K10,728,085, From German Development Service of 4,600,000, and a Donation from Mr. Lehmann/Haus Villigst of K750,032 which means a third part financing amounting to a total of K16,078,117. The GSDP accounts section has failed to produce the exact amount on Gossner Mission- and GRZ funding for the SSVI programme in time. ^{*}
(#28-01-97).

4/.....

4.1 WORK DONE

During the reporting year under review the following was accomplished:

A) BUSINESS MANAGEMENT COURSES

Two precourses in Business Management were conducted. The objective of these courses was to introduce the basic principles of business management to potential clients of the programme. The courses were conducted by Management services Board.

- 24 Young people were trained at Maamba Secondary School their educational background was grade 8-12.
- 25 Women farmers and Marketeers were trained at GSDP training centre.

B) SKILLS TRAINING COURSES IN FOOD PROCESSING

Two skills training courses in food processing were conducted. The main aim of this training was to impart the basic food processing technology in order to create income generating activities on the sector of food industries and to decrease the rate of post harvest loss in the area particularly with the existing irrigation schemes.

- 15 graduates of the Business Management course I 95 (educational background grade 8-12) were trained in a crush course conducted by two resource people from village industries service (two weeks duration).
- 20 Women Farmers, Marketeer and Club Members were trained by two home craft teachers from Mongu teachers Training College (three weeks duration).
this course was organised in good cooperation with the gender and Development programme.

c) MARKETING AND RECORD KEEPING COURSE

A course in Marketing and record keeping was conducted at GSDP- Training Centre (one week duration) the course was an advanced training aim at artisans working under SSVI, local business people and marketeers. The objective of the course, in which 16 young people participated, was to enable them to identify their market, to analyse marketable products and to improve standards and methods of record keeping.

• 81-2 81-2 new botanical Indiscrete right
After the banding was done, the birds were released.

and this will mean that we will be able to get services at a lower cost and more easily.

D) COUNSELLING AND MONITORING OF ARTISANS AND GRADUATES

- The programme worked out a counselling programme for the graduates of the Business Management and the Food Processing courses. All graduates were visited twice in their respective homes and three meetings were held with them. The main topics covered during this visitations and meetings were:-
 - Writing Business plans
 - Implementation of business plans
 - Organising starting capital
 - How to start a business
 - Technical advice and advice in terms of business management was given to artisans under SSVI. Under the aspect of being self sustainable.

-The Following were counselled:

- Stone house Carpentry (6 Carpenters)
- Chakwanda's Carpentry (4 Carpenters)
- Syabaswi Carpentry (1 Carpenter)
- Sikankuli Carpentry (2 Carpenters)
- Syabaswi Metal Workshop (1 Metal Worker)
- Sinazeze ^{Leather} Workshop (2 Leather Workers)
- Sinazeze Bicycle Repair (1 Medianic)

E) STAFF TRAINING

Business Management courses were conducted in the past by outsiders. A SSVI Staff participated in a Training of trainers course " Improve your Business" Conducted by the Zambian Federation of employer representing ILO. A Small step forward to get SSVI more selfsustainable.

F) ACQUISITION OF TRAINING FUNDS

The programme managed to acquire funds for its training activities (3 Business Management Courses paid by Friedrich Ebert Foundation and 2 Food Processing courses financed by German Development Service.)

4.2.) WORK INCOPLETE

- A skills training course in leather work and tanning scheduled for the third quarter of 1996 and an apprenticeship for four carpenters was planned for 1996. Both could not materialize in time due to lack of funds and lack of management. The leather tanning course hopefully will take

and that the Show can be maintained without additional
expenditure on the part of the Society. Early in 1915 the
Society decided to form a Committee to consider the
possibility of establishing a permanent exhibition
of the collection of our own natural history. The
Committee

place in March 1997 after crops are harvested and people are not anymore occupied in agricultural activities.

- There is need for SSVI to employ a second staff (see "SSVI in house Evaluation" and "Youth in Limbo"). GDS is prepared to pay the emolument. The post was advertized in September 1996 and several applications have been received by GSDP. But no interviews were conducted due to in-efficient management of GSDP Administration.
- A demonstration plot/project in sericulture at Sinazeze Craft Centre planned in cooperation with Sustainable Agriculture was premature stopped mainly due to lack of funds.

5) CONSTRAINTS

- The work of SSVI was hampered by an unpredictable reduction of funds. Gossner Mission planned in the stage of phasing out a gradual reduction of its funding to GSDP by DM 20,000 per annum, but reduced the budget in 1996 by DM 60,000. funds from GRZ, the second funder of GSDP, were as well decreased drastically. Under these circumstances the implementation of all project activities was difficult. Since middle of the reporting year field work could not be implemented as scheduled due to poor allocation of fuel and the absences of kilometer claim, salaries and allowances were quite often not paid. The financial situation of the project for the year 1997 will not improve but become more gloomy. Gossner Mission will reduce its funding to GSDP again by DM 20,000, and the funding GRZ (Ministry of Agriculture food and Fisheries) is since the implementation of ASIP little and more than insecure.
- Four Executive Board meeting were scheduled in 1996, but only two materialised. The September meeting did not take place due to lack of management and the December one due to lack of funds.
- Not much has been achieved in making SSVI programme more selfsustainable. The SSVI executive Board is expected to play herein a major part. The board eg could continue with the work after Gossner Mission has phased out, but this would require to get more indigenous members involved in the work of SSVI and the board, who are dedicated to the work and the ideas of SSVI. These could be artisans and graduates who were supported by SSVI.

- Sinazese Tannery and Leather workshop were closed due to the failure of the leather workers to repay outstanding loans.
- No access to capital makes it nearly impossible for graduates of Business Management and skills training courses to go into business. They do not qualify for getting their business financed by financial lending institutions. SSVI should animate graduates and encourage them to start fund raising activities in order to generate starting capital partly or in total. It is no risk and easy to try business with other peoples money, but funds for which one had to work hardly are considered more carefully. With such funds one is more dedicated to the business one wants to start with.
- Not many graduates have made use out of that what they have learned in business management - and skills training courses. SSVI has to improve its work and to become more efficient in animating and counselling. This hopefully will improve with the employment of a second Staff.

6.) FUTURE WORK

SELF-SUSTAINABILITY OF SSVI

- SSVI Executive Board has to be strengthened and enabled to continue with the work of SSVI after Gossner Mission has phased out.
- Long term third party financing of SSVI activities has to be organised.
- More indigenous trainers have to be identified, trained and engaged by SSVI.
- Fees for training and other services should be charged where ever possible from clients.

TRAINING ACTIVITIES

SSVI has to continue with the provision of precourses in business management and skills training courses.

- Tanning Leather work
- Food Processing (Training and up grading courses)
- Sericulture

SSVI should consider retired Officers/Workers and retrenchees as its clientel. Training mainly in business management should be provided to them in order to enable them to utilise their benefit most economically and to go business on production.

SMALL SCALE VILLAGE INDUSTRIES

Jahresbericht 1995

EINGEGANGEN

13. Juni 1996

Erl.....

BY W. DIETE

SSVI ADVISOR.

CONTENTS.

1. INTRODUCTION.
2. STAFF POSITION.
3. FUNDING.
4. WORK DONE.
5. REFLECTION
6. CONSTRAINTS.
7. FUTURE PLANS.

INTRODUCTION.

Small scale village industries (SSVI) is a project component under Gwembe South Development project operating in Sinazongwe District. The aim of the SSVI is to create income generating activities to promote self employment and rural entrepreneurship in order to improve the living standards of the people in Sinazongwe District.

6.2 STAFF POSITION.

Responsible officer:

SSVI programme officer (GSDP) B. M. Phiri.

SSVI programme Advisor (GDS) W. Diete.

Designation	1	2	3	4	5	6	7	8	9	10	11	12	Employer	T. months
P.Officer	1	1	1	1	1	1	1	1	1	1	1	1	GSDP	12
P. Advisor	1	1	1	1	1	1	1	1	1	1	1	1	GDS	12
Watchman	2	2	2	2	2	2	2	2	2	2	2	2	GSDP	24
TOTALS	4	4	4	4	4	4	4	4	4	4	4	4		48

FUNDING.

The SSVI programme received in 1995 funds of a total value of K 10 105 802.68 within the GSDP budget from GRZ K 2, 261, 986.25 and from Gossner Mission K 7, 843 816.43 special donations from Friedrich Ebert foundation K 6, 959 600 and from Germany Development Service K 1, 440 000; - (see Annex 1).

WORK DONE

1. FORMATION OF SSVI EXECUTIVE BOARD.

The new SSVI Executive Board was established end of January, 1995. Nine members from the public were selected and six appointed by Sinazongwe District, GSDP and the artisans under SSVI. The Board met in 1995 for four regular and one extra ordinary meeting. Sub committee of the Executive Board met five times.

2. BOOK KEEPING WORKSHOP.

A three days workshop on book keeping was organised and held for Syabaswi carpenters and Sinazeze Bicycle mechanics.

3. PREPARATION COURSE FOR TRADE TEST GRADE 5 IN CARPENTRY.

A preparation course for grade five trade test was organised and held for carpenters of stone house carpentry.

4. IN HOUSE TRAINING FOR LEATHER WORKERS.

An in house training was held in order to up grade the skills of the Sinazeze leather workers.

5. BASIC METAL COURSE.

A course in Basic metal work was organised for the bicycle mechanics.

6. FEASIBILITY STUDY ON FOOD PROCESSING.

A feasibility study was organised and carried out by NRDC in order to find out if food processing is feasible in Sinzongwe District in November, 1995.

7. TRAINING ARTISANS/ADMINISTRATION OF REVOLVING FUNDS.

The SSVI revolving fund exists since 1990. It grants loans to artisans under SSVI. An attempt was made in cooperation with CUSA regional office Choma to enable artisans administer the revolving fund by themselves. Several training sessions were organised. This attempt has failed since CUSA emphasised much on the credit union aspect. The SSVI revolving fund is not generated out of members saving but out of grants which were rendered to SSVI in order to run self sustained loan facilities for artisans. Since the revolving fund is administered by appointed members of the Executive Board and artisans under SSVI.

8. TITLE DEEDS.

Preparations in order to acquire title deeds for Sinazeze and Syabaswi craft centres was done.

9. BUSINESS MANAGEMENT COURSE.

A pre course in Business management was organised and held for twenty five participants who were thought to go in food processing.

10. COUNSELLING AND MONITORING OF ARTISANS.

Technical advice and advice in terms of Business Management was given to:-

- (a) Stone House Carpentry (six carpenters)
- (b) Syabaswi Carpentry (five carpenters)
- (c) Sikankuli Carpentry (two carpenters)

- (d) Syabaswi Metal workshop (1 metal worker and 1 apprentice)
- (e) Sinazeze Bicycle repair (two mechanics)
- (f) Sinazeze tannery and leather workshop (1 tanner and three leather workers).

REFLECTION.

In the past SSVI had concentrated its activities on counselling of artisans in long terms. Much attention has been given to improve the ability of the artisans to operate entrepreneurs, but the ability being a good entrepreneur cannot be acquired or developed. One has it or not. Instead SSVI has to give first priority to training of young unemployed people. Training in both, business management and skills has to be made available on a broader basis to a bigger number of people.

SSVI has granted soft loans and surrendered infrastructure with favourable conditions to artisans. This kind of subsidizing has in the majority of the cases not encouraged clientele or unimproved their business, but led them into dependency. Therefore acquisition of starting capital and infrastructure has to be in the first instance the concern of the future SSVI clientele. Still training should enable participants afterwards to gain an income out of what they have learnt. Since in the absence of capital knowledge in skills and of the nature of business is not enough to go into business, participants have to be enabled to get access to starting capital themselves.

CONSTRAINTS

1. LACK OF POTENTIALS OF LOCAL MARKET

The buying potentials of the people of Sinazongwe District is low and very limited due to shortage of formal employment and the hostile climate conditions which allow extensive agriculture only. The majority of the artisans under SSVI have not recognised the market along the line of rail and in urban areas. They lack an aggressive and flexible marketing strategy and limit their products to the local market.

2. LACK OF FEASIBLE AREAS FOR INCOME GENERATING ACTIVITIES.

The Sinazongwe District seems to lack areas and economic potentials for small scale income generating activities. Common areas like carpentry, livestock trading, black smithing and tailoring are rather exhausting and activities herein can hardly be extended.

3. LOW INVOLVEMENT OF ARTISANS UNDER SSVI AND LOCAL PEOPLE IN THE WORK OF SSVI.

Despite the fact that the SSVI Executive Board has started well and has improved the work of the programme, its future work is

not self sustained. The good success of the Board depends mainly on the contributions and the high involvement of the members, who are either civil servants or commercial business people who can be transferred by any time or cease their commitment. Contributions from artisans under SSVI appointed to the Board and local residents were rather rare and restrained.

4. RUNNING COSTS FOR EXCO ACTIVITIES.

Without doubt the Executive Board has since it came into existence in early 1995 done a good work. But due to long distances and for the lack of the functioning communication system and the involvement of the Executive Board is time taking and costly. This fact should not by no circumstances result in the reduction of the Boards involvement in the work of SSVI, but has to be considered in the budget. SSVI management by all means has to plan economically in order to cut down this cost. In long terms the Board has to find ways how to go with the work and how to finance its activities after Gossner Mission has phased out.

FUTURE PLANS

1. SSVI will organise and run for 80 to 100 participants three to four business management courses in 1996 which in the first instance should enable future artisans to start their own enterprises. The courses furthermore should improve the business of all those who are already trading or retailing and lack the basic knowledge in business. Trading in livestock, fish and second hand clothes as well as retailing vegetables, fruits and food stuffs is a major source of income for many people in the district.

2. SSVI should introduce and promote new trades to Sinazongwe District. People have to be taught and convinced e.g. by organising project visits or running demonstration projects that certain areas of trade are feasible in the district. SSVI should at least render skills training preferable in new trades to 30 to 40 participants per annum.

3. Artisans should be enabled through special training to reorganise their market and find the right approach to their customers, artisans under SSVI have to develop a more flexible and aggressive marketing strategy or system.

Their products should not be limited to the Sinazongwe District since the local market cannot absorb all their products especially if it comes to more luxurious ones.

EINGEGANGEN

10. April 1996

Erl.....

ANNUAL REPORT 1995

SMALL SCALE VILLAGE INDUSTRIES

Compiled by:

W. Diete
SSVI ADVISOR

14th March 1996

EINDEVELDEN

18 Aug 1988

14

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INTRODUCTION

small scale village industries (SSVI) is a project component under Gwembe South development project operating in Sinazongwe District. The aim of SSVI is to create income generating activities to promote self employment and rural entrepreneurship in order to improve the living standards of the people in Sinazongwe District.

6.2. STAFF POSITION

Responsible officer:

SSVI programme officer (GSDP) B.M. Phiri

SSVI programme Advisor (GDS) W. Diete

Designation	1	2	3	4	5	6	7	8	9	10	11	12	Employer	Total months
p/officer	1	1	1	1	1	1	1	1	1	1	1	1	GSDP	12
p/Advisor	1	1	1	1	1	1	1	1	1	1	1	1	GDS	12
watchman	1	1	1	1	1	1	1	1	1	1	1	1	GSDP	12
Total:	3	3	3	3	3	3	3	3	3	3	3	3		36

6.3 FUNDING

The SSVI programme received in 1995 funds of a total value of ~~DK~~ K..... within the GSDP budget from GRZ K2,261,986.25 ~~3.472.97~~ and from Gossner Mission K..... special donations from Friedrich Ebert foundation K6,959,600.- and from German ~~10.707,-~~ development service K1,440,000.- (see annex 1 !) ~~2.215,-~~

6.4 WORK DONE

1. FORMATION OF SSVI EXECUTIVE BOARD

The new SSVI Executive Board was established end of January 1995. Nine members from the public were elected and six appointed by Sinazongwe District, GSDP, and the artisans under SSVI. The board met in 1995 for four regular and one extra ordinary meeting. Sub committee of the executive board met five times.

2. BOOK KEEPING WORKSHOP

A three days workshop on book keeping was organised and held for Syabaswi carpenters and Sinazeze bicycle mechanics.

3. PREPARATION COURSE FOR TRADE TEST GRADE 5 IN CARPENTRY

A preparation course for grade five trade test was organised and held for carpenters of Stone house carpentry.

4. IN HOUSE TRAINING ~~LEATHER WORKERS~~

An in house training was held in order to up grade the skills of the Sinazeze Leather workers.

5. BASIC METAL COURSE

A course in basic metal work was organised for the bicycle mechanic.

6. FEASIBILITY STUDY ON FOOD PROCESSING

A feasibility study was organised and carried out by NRBC in order to find out if food processing is feasible in Sinazongwe District in November, 1995.

7. TRAINING OF ARTISANS/ADMINISTRATION OF REVOLVING FUND

The SSVI Revolving fund exists since 1990. It grants loans to artisans under SSVI. An attempt was made in cooperation with the CUSA Regional Office in Choma to enable artisans administer the revolving fund by themselves. Several training sessions were organised. This attempt has failed since CUSA emphasised much on the credit union aspect. The SSVI Revolving fund is not generated out of members savings but out of grants which were rendered to SSVI in order to run self sustained loan facilities for artisans. Since the revolving fund is administered by appointed members of the Executive board and artisans under SSVI.

8. TITLE DEEDS

preparations in order to acquire title deeds for Sinazeze and Syabaswi Craft Centres were done.

9. BUSINESS MANAGEMENT COURSE

A pre course in business management was organised and held for twenty five participants who were thought to go into food processing.

10. COUNSELLING AND MONITORING OF ARTISANS

Technical advice and advice in terms of business management was given to:

- a. Stone house carpentry (six carpenters)
- b. Syabaswi carpentry (five carpenters)
- c. Sikankuli carpentry (two carpenters)
- d. Syabaswi metal workshop (one metal workers, one apprentice)
- e. Sinazeze bicycle repair (two mechanics)
- f. Sinazeze tannery and leather workshop (one tanner three leather workers).

6.5 REFLECTION

IN the past SSVI has concentrated its activities on counselling of artisans in long terms. Much attention has been given to improve the ability of artisans to operate as entrepreneurs, but the ability of being a good entrepreneur cannot be acquired or developed. One has it or not. Instead SSVI has to give first priority to training of young unemployed people. Training in both, business management and skills has to be made available on a broader basis to a bigger number of people.

SSVI has granted soft loans and surrendered infrastructure with favourable conditions to artisans. This kind of subsidizing has in the majority of cases not encouraged clientele or un improved their business, but led them into dependency. Therefore acquisition of starting capital and infrastructure has to be in the first instance the concern of future SSVI clientele. Still training should enable participants afterwards to gain an income out of what they have learnt. Since in the absence of starting capital knowledge in skills and of the nature of business is not enough to go into business, participants have to be enabled to get access to starting capital by themselves.

6.6 CONSTRAINTS

1. LACK OF POTENTIALS OF LOCAL MARKET

The buying potentials of the people of Sinazongwe District is low and very limited due to shortage of formal employment and the hostile climatic conditions which allow extensive agriculture only. The majority of artisans under SSVI have not recognized the market along the line of rail and in urban areas. They lack an aggressive and flexible marketing strategy and limit their products to the local market.

2. LACK OF FEASIBLE AREAS FOR INCOME GENERATING ACTIVITIES

The Sinazongwe District seems to lack areas and economic potentials for small scale income generating activities. Common areas like carpentry, livestock trading, blacksmithing and tailoring are rather exhausted and activities herein can hardly be extended.

3. LOW INVOLVEMENT OF ARTISANS UNDER SSVI AND LOCAL PEOPLE IN THE WORK OF SSVI

despite the fact that the SSVI Executive board has started well and has improved the work of the programme, its future work is not self sustained. The good success of the board depends mainly on contributions and the high involvement of members, who are either civil servants or commercial business people and who can be transferred by any time or cease their commitment. Contributions from artisans under SSVI appointed to the board and local residents were rather rare and restrained.

4. RUNNING COSTS FOR EXCO ACTIVITIES

without doubt the Executive board has since it came into existence in early 1995 done a good work. but due to long distances and for the lack of a functioning communication system the involvement of the Executive board is time taking and costly. This fact should not by no circumstances result in the reduction of the boards involvement in the work of SSVI, but has to be considered in the budget. SSVI management by all means has to plan economically in order to cut down this cost. In long terms the board has to find ways how to go on with the work and how to finance its activities after Gossner Mission has phased out.

6.7 FUTURE PLANS

1. SSVI will organize and run for 80 to 100 participants three to four business management courses in 1996 which in the first instance should enable future artisans to start their own enterprise. The courses furthermore should improve the business of all those who are already trading or retailing and lack the basic knowledge in business. Trading in livestock, fish and second hand clothes as well as retailing vegetables, fruits and food stuffs is a major source of income for many people in the district.
2. SSVI should introduce and promote new trades to Sinazongwe district. people have to be taught and convinced e.g. by organising project visits or running demonstration projects that certain areas of trade are feasible in the district. SSVI should at least render skills training preferable in new trades to 30 to 40 participants per annum.

3. Artisans should be enabled through special training to recognize their market and to find the right approach to their customers, Artisans under SSVI have to develop a more flexible and aggressive marketing strategy or system.
Their products should not be limited to the Sinazongwe district since the local market cannot absorb all their products especially if it comes to the more luxurious ones.

Eingegangen

15. Mai 1995

Erledigt:.....

ANNUAL REPORT

1994

Small Scale

Village Industries

Compiled by :

W. Diete
SSVI ADVISOR

and

B.M. Phiri
SSVI PROGRAMME OFFICER

28.03.95

: gmh

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revolving fund.

6.1 INTRODUCTION

The SSVI programme assists local artisans through training provision of technical and business advice and of starting capital on loan basis. The programme also provides extension and monitoring services. Emphasis in work shall be lead to human and entrepreneurship development.

6.2 STAFF POSITION

RESPONSIBLE OFFICERS : SSVI programme officer (GSDP), B.M. Phiri
SSVI programme Advisor (GDS), W. Diete

A carpentry advisor (GM) worked with the carpentry group for 9 (nine) months and leather specialist with the leather group for 2 (two) months.

Designation	1	2	3	4	5	6	7	8	9	10	11	12	Employer	TOTAL
SSVI P/O	1	1	1	1	1	1	1	1	1	1	1	1	GSDP	12
SSVI P/Adv.	1	1	1	1	1	1	1	1	1	1	1	1	GDS	12
Carpentry Advisor	1	1	1	1	1	1	1	1	1				GM	9
Leather Specialist											1	1	GM	2
Watchman	1	1	1	1	1	1	1	1	1	1	1	1	GSDP	12
TOTAL :	4	4	4	4	4	4	4	4	5	4	3	3		47

6.3 FUNDING

The SSVI programme received in 1994 funds of a total value of K22,123,778.- composed of K4.112,535.- from GRZ (GSDP budget) K6.881,546.- from Gossner Mission, (GSDP budget) K8.379,697.- from Gossner Mission (Special donations) and K2.750,000.- from the German Development service, See Annex 1!

6.4 W O R K D O N E

6.4.1 : PLANNED ACTIVITIES

- In house training for the carpentry groups :

Following a nine months time schedule a carpentry advisor who was employed by Gossner Mission, was to be with each of the three carpentry groups for three months in-house training. This training has enabled the Stone house carpenters to improve the quality of their products, the Siabaswi carpenters could clearly get better in their skills. Unfortunately the Sikankuli carpenters, the group with the lowest level in skills, did not receive any training at all due to the adviser's commitment in PPM activities, which were given priority.

- In-house training for tanners :

Conducted by a Zambian expert, who was trained in Europe the course was not fully satisfactory, due to sophisticated tanning methods taught, which resulted in a low participation of the trainees.

- Basic mechanic course for a bicycle mechanic :

A trainee of the bicycle repair participated in a one month basic mechanic course conducted by ITC - Lusaka. This course consists of four parts. A participation in part two and three is planned.

- Workshop : substitute for Mukwa and Mulombe :

The planned workshop could not materialise, because a suitable resource person was not found. Since it is of importance it should be rescheduled for 1995.

- Radio advertisement to ensure raw material supply for the tanner

Could not take place due to no response of ZNBC.

- Extension of SSVI programme :

The planned extension of the SSVI programme should have been implemented in its first phase - identification of new trades/areas and suitable participants - middle of 1994. A study "The Social Economic Potential of Gwembe Valley" is seen as initial basis for extension of programme. The time schedule for the programme extension was delayed due to the belated availability of funds for the study. The final draft of the study was not available end of 1994.

- Counselling and monitoring of artisans :

Advice was given to seven workshops with 26 artisans in terms of bookkeeping, pricing of products, raw material supply and marketing.

4.2 : UN PLANNED ACTIVITIES

- SSVI Executive Board

In the reaction to an in-house evaluation of SSVI and an evaluation of the MAFF which both criticised a lack of community involvement in the programme planning and implementation of SSVI, a constitution for a future Executive Board was worked out. The constitution was discussed with the artisans under SSVI and in the GSDP staff meeting. The new Executive Board could not meet in 1994, but will do so early 1995.

- Handing over of plots and building

Title deeds for plots (and building) used by artisans under SSVI shall be acquired. During the transition period plots and buildings shall be administered by (SSVI) trustees and utilised by SSVI artisans. The artisans shall become fully owners of plots and building after they have qualified for in the end of the stipulated transition period. Plans for the above mentioned move were worked out.

- Formation of Nkabana Credit Union (NECU) :

A constitution for NECU was worked out. NECU was formed with the assistance of CUSA personnel in order to enable SSVI artisans to administer the SSVI revolving fund by themselves (in the long run).

- Monthly meetings of artisans :

Monthly meetings with artisans under SSVI were held since the first NECU meeting. These meetings were found fruitful since they enable the artisans to identify their problems and to speak them out. The young artisans further learn to organise themselves and to organise and manage public meetings.

- Study on mechanising of Stone House Carpentry - Sinazeze :

Since the electrification of Sinazeze will take place in the near future, and the Stone house carpenters have reached a stage in craftsmanship and business management where they can manage to run a mechanised workshop, a carpentry supervisor undertook a study to find out whether a mechanisation is feasible or not.

- Drilling of a borehole :

A new bore hole was drilled at Sinazeze Craft Centre in order to over come the insufficient water supply. The existing well was not deep enough and could supply water only during January and June, the other time of the year it was dry. Deepening this well was not possible for technical reasons. Water is a basic need for the tannery.

6.5 : ARTISANS

- Stone House Carpentry - Sinazeze

The Stone House Carpentry consists of three carpenters, who have employed four workers (former trainees). The group is working together since nearly six years. They are generally managing all business matters by themselves

and have almost achieved self sustainability. In order to improve the quality of products and to raise the productivity of this carpentry it gets necessary to mechanise the workshop as soon as Sinazeze will be electrified. The carpentry has made in 1994 a monthly turn over of K 556,000.00

- The Siabaswi Carpentry :

This group consists of four carpenters and two learners. Members of this group have undergone a three months inhouse training which clearly has improved their level of craftsmanship. Further training is required especially in terms of business management.

The workshop should not be mechanised within the near future due to lack of ability in business management despite the fact that Siabaswi is going to be electrified soon. The group has made a monthly turn over of K 13,558.28

- Sikankuli Carpentry :

The carpenters are working here. Sikankuli is a remote village within a very rural surrounging. Folding chairs, simple doors, and door-frames are the common products of this workshop. The level in craftsmanship and business management of the group is low. More intensive training is required. A scheduled in-house training of three months duration was to overcome this shortfall. Unfortunately it did not take place. The group made an average monthly turn over of K 15,000.00

- Siabaswi Metal Workshop :

This workshop is run by an artisan trained and experienced in diesel mechanics, welding and balcksmithing. He has employed a learner. The enterprise has managed to follow the loan repayment plan as scheduled. Due to the present drought, business was not so good, because agriculture implements (a main source of income) were selling poorly.

The workshop made a monthly turnover of K51,233.33

- Bicycle repair workshop :

A mechanic and his younger counterpart are operating from here. The young men has taken part in course one in basic metal work conducted by ITC, Lusaka, his participation in course two and three is planned for 1995. The group has made an average turnover per month of K40,000.00.

- Sinazeze Leather workshop :

Three leather workers are working here. A low level of quality of their products had lead the enterprise into marketing problems. A leather specialist from Zimbabwe is hired for an inhouse training of a 3 months duration in order to overcome this shortfall. The leather workers have improved in craftsmanship. Their improved goods sell much better.

The group made a monthly average turnover during the last three months of 1994 of K326,911.-

- Sinazeze Tannery :

Two young women are operating from here. A third member has left the group. The tanners are lacking in tanning skills (tanning cow hides) and in managing their business. All advices and an upgrading course did not improve the group.

New members should join the tannery. Training in tanning and business management for the new members will be required. There are good potentials for tanning in this area. The group had an average turn over of monthly K40,000.00

6.6 : THE EXECUTIVE BOARD OF SSVI

A constitution for the SSVI Executive Board was worked out. The former SSVI Advisory Committee has been dissolved.

7/...con't

The Executive Board shall be the decision making body for the SSVI programme. It will be composed out of six appointed members, four artisans, the District Secretary and the GSDP Coordinator and out of nine members elected from the community. Due to delay and circumstances beyond the control of the SSVI management, the executive board could not meet as planned in 1994, but will do so early 1995.

6.7 : CONSTRAINTS

- The market for artisans was destabilised by the instable kwacha (revaluation followed by a devaluation) in the first quarter of this year. As the result of the on going drought the market was further poor end of the year.
- The extension of the SSVI programme (going into new trades) was already planned for middle of 1994, but could not be implemented due to the fact that the study "Youth in Limbo" was not ready end of 1994. This study is the basis for the extension of programme.

6.8 : FUTURE PLANS

1. Establishment of the Executive Board
2. Extension of programme.
 - identification of new areas (marketing surveys and feasibility studies)
 - identification of suitable participants
 - training of participants
 - acquisition of funds for training and capital investment
 - settlement in trades and business
3. Up grading courses
 - bicycle repair : skill training
 - tanners : skills training (new members)
 - leather workers : skills training (continuation)
 - carpentry : upholstery

4. Training courses

- business management course for 20 new participants
- carpenters : preparation for grade nine and eight trade tests.
- technical drawing courses
- Siabaswi carpentry : business management
- Sikankuli carpentry: business management
- bicycle repair : business management
- tannery : business management
- leather work : business management

5. Workshop : substitute for mukwa

6. Mechanisation of Stone House Carpentry

- acquisition of funds
- mechanisation
- training for machine operators

ANNEX 1 : FUNDS RECEIVED AND SPENT BY SSVI - 1994 KOMA
GSDP BUDGET AND SPENDING

From GRZ (GSDP budget)	4.112,535.-
From Gossner Mission (GSDP budget)	6.881,546.-
From German Development Service	2.750,000.-
From GM (special donation)	<u>2.787,744.-</u>
	16.531,825.-
<hr/>	
GDS meant for supporting artisans	1.058,000.-
GDS meant for loan provision	842,000.-
GDS for financing market survey	<u>850,000.-</u>
	2.750,000.-
<hr/>	

ANNEX 2 : FINANCIAL STATEMENT 01.01.94 TILL
31.12.94 FOR SSVI REVOLVING FUND

I n c o m e :

Cash in hand 01.01.94	87,338.-
Tools in stock - 01.01.94	493,396.-
Loans repayment	753,800.-
Funds from GDS	842,000.-
Funds from Gossner Mission	652,413.-
Withdraw of tools	135,373.-
Interest received	<u>130,089.-</u>
	3.094,409.-

E x p e n d i t u r e

Loans granted	1.052,227.-
Material/tools in stock	1.145,955.-
Money in Bank	<u>896,227.-</u>
	3.094,409.-

O u t s t a n d i n g l o a n s

Stone house carpentry	435,492.-
Siabaswi carpentry	548,347.-
Sikankuli carpentry	309,635.-
Sinazeze tannery	75,888.-
Sinazeze leather workshop	788,151.-
Sinazeze bicycle repair	-
Siabaswi metal workshop	<u>443,918.-</u>
	2.601,431.-

: gmh

Eingegangen

- 3. Jun 1994

Erledigt: *WJ* 4.7.94

GWEMBE SOUTH DEVELOPMENT PROJECT

IN-HOUSE EVALUATION

OF

SMALL SCALE VILLAGE INDUSTRIES
(SSVI)

PERIOD OCTOBER 1993-DECEMBER 1993

EDNA MALUMA
FEMALE EXTENSION ADVISOR
(GOSSNER MISSION)

SIBBEBBI DAVISON MUNSANDA
GSDP CO-ORDINATOR
(GRZ)

EVALUATORS



Einführung

3. Juli 1984

F

Einführung

IN-HOUSE EVALUATION OF SMALL SCALE VILLAGE INDUSTRIES (SSVI)

Introduction

Small Scale Village Industries (SSVI) is one of the components under Gwembe South Development Project (GSDP). Its main objective is to train youths in various trades with a view of enabling them to settle and be self employed as local artisans. The trades currently being undertaken are tannery, leather work, carpentry, bicycle repair and black smith.

Over the last two years it has become apparent to management of SSVI that 50% of trained artisans have dropped out and are no longer practicing their trade. The programme also has plans of extending its activities in the near future. In view of the above; it was found necessary to conduct an in-house evaluation to find out the reasons why the artisans left and were not practicing their trade. Two staff within the project, not very closely connected to SSVI were requested to carry out the evaluation. A questionnaire was used to enlist the information, as well as one to one interviews from none practicing artisans, management of SSVI and some selected project staff. The exercise was undertaken between 18th and 23rd October, 1993.

The specific purposes of the evaluation were:

To find out the reasons why artisans drop out from practicing their trade.

To suggest ways in which SSVI programme could assist the artisans to stay on and continue practicing their trade.

Main areas that were covered included: training, awareness of conditions of work after training, equipping of the workshop, starting capital, counselling and monitoring, personal constraints, reasons for dropping out and intentions to continue or not, submissions, comments, suggestions and conclusion.

Background information touched on issues of youth unemployment, and the role of GSDP and SSVI regarding efforts to development of young people in Gwembe South.

YOUTH UNEMPLOYMENT

The problem of youth unemployment is of such magnitude and complexity. The school system in Zambia can no longer absorb all youths, many are left out. Every year larger numbers of young people are added to the ranks of unemployed. Not only does the school system contribute to joblessness but the country's adverse economic conditions. The debt crisis and the International Monetary Fund (IMF) as well as World Bank conditionality of Structural Adjustment Programme (SAP) has greatly contributed to high rate of unemployment. To quote Mwanalushi in Youth and Society in Zambia (pg 51 1990) "The army of unemployed has reached an all time peak but even if the recession miraculously disappeared overnight there would still be large numbers of youths without jobs walking the streets with little hope that something would turn up. When the youngsters leave schools, they are confronted with a strange world of labour which requires skills, knowledge and behaviours they have not acquired. Increasing numbers of young people do

not meet the standards required for training in modern industry. Unprepared for the work game, many youngsters feel they face a stacked deck. This leads to apathy, stress, drifting and other social problems".

CONSEQUENCES ON UNEMPLOYED

Research has shown that being unemployed leads to social and psychological malnutrition. Young people especially suffer from depression, boredom and frustration. They are likely to be apathetic, and experience feelings of worthlessness and hopelessness, often they suffer from loneliness and lowered self esteem. Emotional instability, general loss of morale and distorted time sense are common among unemployed youths. Unable to find much reward from life, some youths have resorted to such anti-social activities like crime, alcohol, drugs, illegitimate births etc. Today's youths are tomorrow's leaders. Can a nation hope to have leaders as per above description? The answer is of course No! What is the government doing and other not government organisations (NGOs) to enable young people lead much more positive and forward looking life than most are doing now? The government has put in place many vocational skills training and rural reconstruction centres. Government efforts are being supplemented by many other NGOs like GSDP under its SSVI component.

GWEMBE SOUTH DEVELOPMENT PROJECT - SMALL SCALE VILLAGE INDUSTRIES

GSDP is a joint venture of GRZ, through the Ministry of Agriculture, Food and Fisheries, and the Gossner Mission, a Protestant Mission Society based in Berlin, Germany. Since 1970 GSDP has supported rural development in Gwembe South by carrying out work in general agriculture, irrigation, infrastructure, self help activities, training, trading, Female Extension and domestic water supply, rural works activities as well as social and church work.

RISE AND IDEA OF SSVI

In the mid-seventies, a building cooperative (called Gwembe South Builders Cooperative) had been developed to address the need for skilled builders and building supplies to be available in Gwembe South.

After facing almost incredible problems, the management of such an Institution had to be recognised as too complex for the members. Therefore at the beginning of 1987, it was decided to close Gwembe South Builders Cooperative, although several proposals to master the difficulties and in response to the need for skilled labour and materials had been formulated.

One of these proposals was to assist small groups with establishing self-sustaining independent businesses and small industries within the area. The assistance was to be given as a loan in form of tools and materials to start with, and as training in simple book keeping and management.

The main idea was to provide opportunity for skilled persons to generate their own income from their skills, and was not meant to be an Institution for high income possibilities. At first, five different groups showed interest in such an idea.

in the end only two of that took it serious enough to establish their business. They were called as follows:

- (a) TUSOLE WOODWORK FURNITURE (JOINERY WORKSHOP)
- (b) OSARIAZHAVA CONCRETE BRICK PRODUCTION

In March 1988, a new small scale industry group was built up with brick layers and their helpers who were trained by the former Building Programme Advisor.

After explaining the ideas and the objectives of such a small scale industry programme, an agreement between Gossner Mission and each group had to be worked out and signed by both parties. These agreements specified the way the groups should organise themselves as well as the condition or the repayment of the loan given to the group.

In this respect all in all K15,000.- was given as loans to start with. Beside that a special "On-the-job-training" was developed which involved

- book keeping
- calculation
- works-management

The years that followed to date Small Scale Village Industries Programme has added to it other groups as indicated in this report.

SURVEY RESULTS

Methodology

As mentioned earlier on a questionnaire was used and one to one interviews of none practicing artisans and project management was carried out. Out of fourteen (14) none practicing artisans eleven (11) were available for interviews. Three (3) had moved out of the area for towns along the line of rail ie for marriage or visiting relatives.

AGE/MARITAL STATUS/INCOME/TRADE

The eleven none practicing artisans are aged between 20-33 years. They are all married with zero to four children. Their incomes are very irregular, nil in some cases. They work as fish traders, peace work here and there, gardening etc. There are three carpenters, four tanners, one leather worker and three metal workers (black smith)

INFORMATION ABOUT TRAINING

On being asked how they got information about training the artisans had this to say:

- through Mr Kagaya, a teacher at Kanchindu Basic School
- got to know Mr Diete when he came for swimming at the pit and we discussed the possibilities of training.
- I asked people who were working at Gwembe South Builders
- I was working at Mr Diete's house
- Mr Diete informed me during swimming time at the pit
- from friends then made an effort to inquire
- Mr Diete approached my elder brother who was reluctant and instead I took over, encouraged by my parents.

- through the United Church of Zambia Choir
- rumour circulated, I had heard it from people and followed it up by asking Mr Diete, he confirmed
- Mr Diete told me when I met him on the road and later at home
- I learnt of the training while I was a helper at Mr Diete's house.
- I was told by Mr Schumacher, a former Advisor of Valley Self Help Promotion Society
- Mr Diete being my friend thought it would be appropriate for me to undergo the training
- from Mr Diete
- Mr Diete
- through the Church - Watchtower - Mr Mukuni
- from the school, my young sister told me and my father registered my name at GSDP
- got information from GSDP
- Worked for Gwembe South Builders
- regarding information about training both practicing and none practicing were asked-

The artisans felt the duration was generally too short, and they recommended longer periods ie six months and above. Practical aspects of the training were generally well covered compared to theory. Inadequacies in the training included:

limited understanding of English language by some trainees. difficulties in understanding some instructors accent, irregular teaching and not following scheme of work and in some cases syllabus did not cover useful items like kitchen utensils such as pots, pans, water containers etc.

AWARENESS OF CONDITIONS

Out of eleven interviewed only three (3) indicated that they were not aware of the conditions under which they were expected to work upon completion of the training. They further pointed out that they expected the Advisor to be their boss, manage the project and pay them a salary. They deposited their earnings with the advisor whom they expected to release it as needed by owners.

EQUIPPING OF THE WORKSHOP

Upon returning home the artisans were in most cases fortunate to have a base to start from. Despite that there were items missing which made the start of the work a bit unsettling and frustrating at the same time. Items that were missing from the workshops included hand grinding machines, not adequate anvil, vice, long clamps and plainers. Incase of tanners basins were not enough and the workshop was still under construction. Equipment for dies are available with the Advisor who has not yet released them.

CAPITAL

Starting liquid capital was an issue for the majority of artisans. Though they were provided with physical capital, liquid was a problem for purposes of acquiring raw materials. In some cases capital was not provided and made available in good time - when they wanted to purchase raw materials. The Advisor at times gave some small capital compared to what was requested, making it difficult to run the business as per plan.

The irregularity with which capital was given gave one the impression as if it was not a right but a favour. In some cases it took time to be made available.

COUNSELLING AND MONITORING

Counselling and monitoring received a mixture of responses from the artisans. While some felt tips on business management, marketing and organisation of raw materials was good or satisfactory, others had contrary views. Those who felt positive about the services had this to say "The Advisor counselled us, we asked for help. Counselling was adequate in the above stated areas. Negatively some artisans felt the Programme Officer did not assist them as much as hoped for. When consulted at times, he referred them to the Advisor, and in some cases counselling was not given by the officers concerned. "The programme should improve and respond to issues pertaining to counselling and support. The officers should listen to problems presented more and assist to solve them."

REASONS FOR DROPPING

Two major problems which were raised for dropping out were lack of adequate market resulting in lack of adequate income. Artisans had this to say:- "No regular income forced me to abandon my trade. Income not enough therefore stopped and resorted to buying and slaughtering animals for sale. Goods were not finding a market locally no money for food. Due to lack of adequate income ended up using the group's working capital. No income from August 1992 to February 1993, having a wife and two children, I had to find other alternatives of providing food for them". Other reasons were inability to raise K15,000.- for tools, asked to pay rent for Stone House which the artisans had built for themselves. Family problems if in case of women, when a child fell sick, were compelled to stay at home longer much against the regulations of the group. For nearly two months after completion of course, had no tools and insufficient raw materials. The beginning was demotivating.

General comments from the general public interviewed at random showed that the price of some of the products at SSVI did not much with the quality. In other words goods are expensive taking in consideration poor quality of some of them.

There was a noticed correlation between reasons for stopping and personal constraints on the part of artisans. Due to ie lack of income artisans experienced personal constraints to continue their work. The poor market situation lead to unhappiness of the meagre incomes earned. Marketing was lacking as mainly white people and project components at Gossner Mission were our main buyers, because very few local people bought our products. Some artisans felt frustrated and alone in the trade due to poor local market. One artisan had this to say "when we took our products round the villages for sale, very few people bought them. Business was discouraging as it was not moving according to expectations, if I can be helped to secure a market through SSVI it would be helpful".

Family problems for women constrained their participation in the project ie sick child cooking for the family and taking care of visitors (gender issue)

INTENTIONS TO CONTINUE

Except for one, all artisans interviewed are prepared to continue if the reasons which led them to stop in the first place are rectified. One had this to say "Much as I would like to restart practicing my trade, I am discouraged due to lack of market. I need to secure a stable market first". Assistance was expected from SSVI.

ANALYSIS AND SUBMISSIONS FROM MANAGEMENT ABOUT ARTISANS AND SSVI IN GENERAL

Recruitment of the trainees was done on more personal contacts and not even sufficient publicity. As a result not quite the best calibre of candidates were selected. For some young people it was a chance to get out of the valley for the first time and see other parts of the country. The duration of the courses were far too short as expressed by the majority of the artisans. Quality of instructors was in some cases problematic. SSVI management seem not to separate personal connections and professional relationships. The above leads to some artisans being encouraged or discouraged, then later end up dropping out. Secondly loaning repayments makes it difficult to ask due to personal associations. While the final authority in giving out loans lies with Advisor, the Programme Officer is given a more difficult task of collecting loan repayments resulting in him being unpopular with artisans. Accountability of finances by the artisans is an issue. Either artisans know or they don't. Experience and literature has shown that owners of small enterprise are notorious for their failure to distinguish between their personal property and that of their business. Counselling should be intensified in this area as well.

The Advisor and Programme Officer appear not to be teaming up together. From the evidence gathered, the Advisor has difficulties in seeing his advisory role. If Programme Officer is a "Yes" type of person and does not bring much new ideas to programme work, what steps has the Advisor put in place to rectify the situation? It was clearly established that artisans seem to work in isolation from Programme Officer ie more so as artisans prefer to go to the Advisor after failing to get any assistance from the former. Allowing such a situation to go on creates a division amongst management leading to lack of team spirit. The success of the Advisor, Programme Officer or artisans is a success of all three and failure of one of them is a failure of all.

An observation was made that officers spend more time with Sinazeze than they do with Siabaswi and Sikankuli artisans. As the old saying goes "give a person fish, they will eat it for a day but if you teach them how to fish, they will eat fish everyday". What is meant here is that some sections of SSVI are not getting more knowledge and experience in fishing. The best thing that can be done for small business people is to make them necessary to continue learning and not to be contented with what we have got. It is not enough to

be knowledgeable, but the ability to pass on that knowledge to others to benefit. If we are handicapped in transferring knowledge then in turn artisans are handicapped as well resulting in poor performance and eventually drop out.

The role of the SSVI advisory committee should be reviewed. One, the composition should be critically examined, secondly, its task is not specifically spelt out, the present tasks appear to be vague. Thirdly, even the vague tasks are not closely followed up. Fourthly, who is supposed to call up meetings, is it the chairman, Advisor or Programme Officer? Fifthly, the advisory committee is made to listen more to management during meetings. SSVI as a component of GSDP should not feel isolated in its operations.

RECOMMENDATIONS

- 1 (a) Clearly spelt criteria need to be worked out regarding the selection of candidates for training. One such recommended criteria is for would be trainees to be subjected to physical experience of the trade they wish to undertake ie exposed to the process of tanning.
- 1 (b) Longer courses up to 6 months minimum are recommended plus in-house training for improvement of quality.
2. Management should be more conscious of their personal relationships with artisans versus professional connections.
3. There is need to improve the accounting system. There must be an acceptable system of loaning and repayments which should be closely followed. Management should train the artisans in accounts more without it there will be no independence. Therefore we recommend that loan and repayment should be done by independent people, other than management of SSVI.
4. Choice of programme officer should be in line with job being excuted ie appropriate person for the job.
5. Expansion of programme should be in line with management Capacity, Management should have the ability to cope up with expansion which appears to be lacking at the moment unless there is upgrading of programme officer.
6. SSVI could consider possibility of enganging an assistant programme officer to fill the position of programme officer while he is away on training. If engaged terms of reference of Assistance Programme Officer should be clearly spelt out.
7. Quality of products from SSVI needs to be improved, this should match with pricing.
8. Artisans need assistance to be more creative in managing their business and vigorous search for markets. Artisans should satisfy requests from their customers promptly and not relying on closed market.
9. Management should be seen to work more as a team instead of being divided on the basis of what they can give or not give to the artisans.
10. Ability to communicate in the English language is recommended for purposes of connecting theory to practice during training by artisans.

IN CONCLUSION

Following the suggestions and comments laid down in this In-house evaluation of Small Scale Village Industries presentation, as officers empowered with the task, we have the following conclusion to make:

- a) We commend the efforts rendered by officers responsible in SSVI in their execution of their duties but still we feel there is much more room for improvement especially in the field of
 - (a) counselling
 - (b) GSDP should improve in its coordination, monitoring, evaluation and general administration of project components. If this is closely done components would not only get motivated but also put more effort into their programmes.
 - (c) We request the would be readers of this submission to feel free to contact us in order to further share ideas and find a better way of improving performance of both the project and its components.
 - (d) We further feel the evaluation be treated as a beginning but not an end in itself being an internal undertaking.
 - (e) Finally we thank management of SSVI for requesting us to freely conduct the interviews, and hope this will be a useful document internally and externally.

EDNA MALUMA
(FEMALE EXTENSION ADVISOR -
GOSSNER MISSION)

SIBBEBBI DAVISON MUNSANDA
(GSDP CO-ORDINATOR-GRZ)

EVALUATORS

/gmh

Jahresbericht 1993 zur Vorlage beim DED

Projektplatz: Gwembe South Development Project (GSDP)
Small Scale Village Industries (SSVI)

Entwicklungshelfer: Winfried Diete

Situation im Projekt

Counterpart

Seit Januar 1992 ist vom GSDP ein Programm-Officer für das SSVI-Programm eingestellt, dem in dieser Funktion die unmittelbare Ausführung der Programmarbeit obliegt. Meine Funktion ist seither als Programme Adviser definiert und sollte sich im wesentlichen auf die Beratung des Programms und des Programm-Officers beschränken. M.E. ist es dem Programme-Officer nach fast zweijähriger Tätigkeit bisher noch nicht gelungen, sich mit den Inhalten der Programmarbeit vertraut zu machen, halbwegs selbständig zu arbeiten und sich das Vertrauen der Handwerker zu erwerben. Für die Ausführung einer halbwegs selbständigen Programmarbeit mangelt es ihm m.E. sowohl an fachlicher Kompetenz als auch an dem Willen zur sachlich-inhaltlichen Auseinandersetzung mit der Arbeit und dem Programm der Handwerker und an Einsatzbereitschaft.

Projektarbeit

Was meine Person und Funktion anbetrifft, war die Programmarbeit in diesem Jahr durch zwei Faktoren eingeschränkt oder behindert; zum ersten durch meine dreimonatige Abwesenheit vom Projekt, bedingt durch Krankheit und Heimurlaub, und zum anderen durch Belastungen in Folge von Auseinandersetzungen um Teamstrukturen und Personalangelegenheiten innerhalb des hiesigen Gossner-Mission-Teams.

Vom SSVI-Programm wurden 8 Handwerkergruppen mit insgesamt 21 Handwerkern in fachlicher und betriebswirtschaftlicher Hinsicht begleitet. Das sind namentlich: Stonehouse Carpentry mit drei Schreinern und sechs Lehrlingen, die Syabaswi Carpentry mit vier Schreinern und zwei Lehrlingen, die Siameja Carpentry mit zwei Schreinern, die Sinazeze Tannery mit 3 Gerbern, der Sinazeze Leatherworkshop mit vier Lederfachleuten, der Sinazeze Bicycle Repair mit einem Mechaniker und einem Lehrling, der Syabaswi Metalworkshop mit einem Metaller und einem Lehrling und der Sinazeze Metalworkshop mit drei Schmieden.

Von den insgesamt 30 Graduates, die durch das SSVI-Programm eine handwerkliche Ausbildung erhalten haben, arbeiten derzeit nur noch achtzehn Handwerker selfemployed unter der Anleitung des Programms. Zwölf sind infolge mangelnden Interesses oder einer Überforderung an bzw. durch eine Erwerbstätigkeit als selbständige Handwerker, sowie bedingt durch soziale Konflikte, aus dem Programm ausgeschieden. Zu diesen zwölf Handwerkern zählen auch die drei Schmiede des Sinazeze Metalworkshops, der somit seit Juli d.J. nicht mehr arbeitet.

Die Schreiner des Stonehouse Carpentry arbeiten als Gruppe seit 1988 zusammen. Diese Schreiner arbeiten inzwischen weitestgehend selbständig und unabhängig sowohl in technischer, handwerklicher Hinsicht, als auch in Bezug auf das Businessmanagement ihres

1. *What are the main challenges in your ministry? What are the main opportunities?*

2. *What are the main challenges in your ministry? What are the main opportunities?*

3. *What are the main challenges in your ministry? What are the main opportunities?*

4. *What are the main challenges in your ministry? What are the main opportunities?*

5. *What are the main challenges in your ministry? What are the main opportunities?*

6. *What are the main challenges in your ministry? What are the main opportunities?*

7. *What are the main challenges in your ministry? What are the main opportunities?*

8. *What are the main challenges in your ministry? What are the main opportunities?*

Unternehmens. Die beiden Schreinergruppen in Syabaswi und Siameja haben ihre Werkstätten erst im vergangenen Jahr in Betrieb genommen. Diese leiten sie eigenverantwortlich und führen ihre Aufträge in selbstständiger Arbeit unter Anleitung des Programms aus. Für beide Gruppen ist eine Anleitung, ein Councilling und Monitoring Service, über einen Zeitraum von 3 - 4 Jahren erforderlich. Ebenso sind weitere Fortbildungsmaßnahmen geplant, um den technisch-handwerklichen Stand der Gruppen weiter anzuheben.

Seit 1991 betreiben vier Lederfachleute den Sinazeze Leatherworkshop, der inzwischen lizenziert und als Unternehmen registriert worden ist. Nach einer nur dreimonatigen Grundausbildung und einem dreimonatigen Upgradingcourse bei einem lokalen Schuhmacher hat sich die Gruppe relativ gute fachlich-handwerkliche Fertigkeiten und Kenntnisse angeeignet. Die Produkte, die die Gruppe z.Zt. herstellt, sind im wesentlichen Ledersandalen und Umhängetaschen. Die handwerklichen Standards der Gruppe entsprechen aber z.Zt. noch nicht den qualitativen Anforderungen des Spezialhandels für Expatriats und Touristen. Hier aber bildet sich ein guter Markt. Daher ist geplant, einen auswärtigen Lederspezialisten für ein dreimonatiges Inhousetraining zu engagieren und die fachlich/handwerklichen Qualitäten der Produkte anzuheben. Auch diese Gruppe benötigt eine weitere Förderung durch das Programm für die nächsten zwei bis drei Jahre.

Ebenfalls seit 1991 ist die Sinazeze Tannery in Betrieb. Die Gruppe von drei Gerbern hat gute Kenntnisse im Lohgerben (vegetable tanning), ist aber bedingt durch den z.Zt. nur geringen schulischen Bildungsgrad ihrer Mitglieder bei der betrieblichen Führung der Kleingerberei auf intensive Beratung und Supervision durch das Programm angewiesen. Nach wie vor stellt die Beschaffung von Fellen für die Tannery ein Problem dar. Rinder und vor allem Ziegen werden in dieser ländlichen Gegend nicht zentral in Schlachthäusern, sondern sporadisch über die Dörfer verstreut geschlachtet, was den Aufkauf von Fellen schwierig und zeitlich aufwendig gestaltet. Viele Felle erreichen die Gerber nicht und verrotten ungenutzt. Mangels eines ausreichenden Angebots an Fellen ist die Gerberei nur hinlänglich ausgestattet. Bei einem ausreichenden Angebot an Fellen könnte sie wirtschaftlicher und ertragreicher arbeiten.

Die Sinazeze Bicycle Repair verfügt über eine zufriedenstellende Auftragslage. Ihr Betreiber verfügt über ein regelmäßiges, wenn auch kein überdurchschnittliches Einkommen. Bedingt durch nur begrenzte Einsatzbereitschaft und den unzureichenden schulischen Bildungsgrad des Betreibers sind die Förderungsmöglichkeiten für diese Werkstatt nur begrenzt. Über eine stärkere Förderung des von der Werkstatt angestellten Lehrlings in fachlicher und geschäftlicher Hinsicht wird vom Programm versucht, das Kleinstunternehmen zu fördern.

Der Betreiber des Syabaswi Metalworkshop verfügt über lange berufliche Erfahrungen und vielfältige Erkenntnisse und Fertigkeiten im Metallsektor (in Diesel-, KFZ-Mechanik, A- und E-Schweißen, Schmieden und in Bauschlossern). Der Syabaswi Metalworkshop ist neben einem Generator mit Maschinen, Schweißgerät und Werkzeugen gut ausgestattet. Trotz des vielfältigen Serviceangebots ist diese Werkstatt nur unzureichend ausgelastet. Mittels einer Markt- und Produktanalyse, die für 1994 geplant ist, soll geklärt werden, ob und wie eine Umsatzsteigerung für Produkte und Dienstleistungen dieser Werkstatt möglich ist.

Der Syabaswi Metalworkshop wird in jeder Hinsicht weitestgehend unabhängig und selbständig betrieben.

Zukünftige Projektplanung

Anfang des Jahres wurde von der Gossner Mission und dem zambischen Partner ein Planungsworkshop abgehalten, auf dem die Weiterführung des GSDP und seiner Programmkomponenten sowie dessen zukünftige Arbeit für die nächsten 7 Jahre geplant und festgelegt wurden. Dennoch wird die Projektarbeit in der jetzigen Form nach dem Jahr 2000 auslaufen. In diesem Zeitraum soll vom SSVI-Programm eine weitere Zahl von jugendlichen Handwerkern ausgebildet und anschließend als selbständige Handwerker in ihren Heimatdörfern angesiedelt werden. Mittels einer Studie, die noch in diesem Jahr zu erstellen ist, sollen Marktbereiche und Berufe aufgezeigt werden, in denen Handwerker erfolgreich angesiedelt werden können.

An eine vom SSVI-Programm organisierte und je nach Gewerbezweig bis zu zwei Jahren dauernde Berufsausbildung, die Mitte 1994 anlaufen kann, sollte sich dann 1996 die Niederlassung und Ansiedlung der Handwerker anschließen.

Der nachfolgend für diese Handwerker erforderliche Extension-, Councilling- und Monitoringservice durch das Programm sollte sich aus Erfahrung zeitlich über drei bis vier Jahre erstrecken.

Zum Jahr 2000 sollten dann die erfolgreichen Handwerker und Handwerkergruppen ihre Selbst- und Eigenständigkeit erreicht haben. Dann könnte das SSVI-Programm faktisch auslaufen, oder bei weiterem Bedarf unter geänderter Trägerschaft fortgeführt werden.

November 1993

gez. Winfried Diete

~~EAN/95~~

20. Feb. 1996

Erl.....

5 YEAR PLAN OF SSVI

1. Programme mission or goal economic upliftment of the Valley Youth.
2. Programme Policy: Skills for life (empowerment and self sustainability of programme beneficiaries).
3. What is the objectives in the next 5 years and thereafter? to enhance rural entrepreneurship development. (to achieve this objectives emphasis is on small and beautifull or small scale village industries or cottage industries promotion).
4. How to attain the programme mission
 - (Now to year 2000) Time to listen the human aspect in development ie empower the SSVI EXBO take over from GSDP/SSVI according to Youth in limbo P.30.
 - Create or turn present SSVI RW into a village loaning Bank for use to expand small business according to Youth in limbo P. 70 Gwembe South Youth Enterprise Development Fund and feasibility study of food processing P.15 Maintenance and Expansion.
 - facilitate the formation of an association of rural entrepreneurs.
 - tocontinue empower individual artisans and SSVI EXBO in various human dev. project in the form of training, workshops and counselling.
5. Programme methodology
The SSVI implement policies made in the SSM and the SSVI EXBO
This is done following the three sociological phases:
 - identify entrepreneurs and organising training for them;
 - provision of seed money or starting capital in form of materials, tools where necessary (this assistance is given on loan basis);
 - finally provision of extension services to our clientele in the form of monitoring and counselling till the groups reaches self sustainability or loans are repaid.
6. The existence of SSVI depends on the recommendation of G'Dp and SSVI EXBO. However, till year 2000 it operates as a service unit of the small industries under the auspices of the programme.

:evs...

FIVE YEARS WORK PLAN OF SSVI

INTRODUCTION

It is clear that SSVI is not a production unit but a service unit to its artisans. Because of the later states the future of the programme is not clear but option exist to en fuse it into already existing infrastructures such as as governmental or non governmental.

This 5 year plan is drawn following the seven steps of planning. In these steps briefly the following question will be analysed:

1. What are the problems or what are needs?
2. What do the SSVI management want to do?
3. How or ways of achieving the objectives of SSVI?
4. What do the SSVI want to achieve in the next 5 years?
5. What are the SSVI decision or policy
6. Who will do what? when? where? How?
7. Evaluation when and by who?

1. WHAT ARE THE PROBLEMS OR NEEDS OF THE YOUNG PEOPLE IN THE VALLEY?

The SSVI management is concentrating on the young people simply because they are more prone to societal problems, in the valley in this context is unemployment, under-empowerment, high population growth, limited arable land. (see also CYP Youth in limbo study P.35).

2. WHAT DO THE SSVI MANAGEMENT WANT TO DO?

The aim of SSVI management is of three fold:

- i) identify entrepreneurs and organise training for them,
- ii) Provision of seed money (starting capital) in the form of material, tools or workshop where necessary.
- iii) provision of extension services to our clientele in the form of monitoring and counselling for a period not less than three years to each group

3. HOW OR WAYS OF ACHIEVING THE OBJECTIVES OF SSVI?

Apart from providing extension services and organising training for our artisans we have realised the importance of working together with other existing infrastructures like the district council, Government institution, non governmental organisations.

4. WHAT DO THE SSVI WANT TO ACHIEVE IN THE NEXT 5 YEARS

- i) Empowering the people and artisans under the SSVI programme. Thus through formation of the:

- Executive Board
- Artisans should be self sustainable in term economic viability
- NECU (Nkabana entrepreneurs credit Union)
- Handing over plots
- Artisans should organise themselves an

ii) Extension of the SSVI programme

- Feasibility studies to determine new trades to venture into
- Recruit an average of 30 new participants to be trained in business management in the valley
- the 30 participants continue to second phase of skills training preferably in the valley

iii) Extension services in counselling and monitoring of both old and new artisans continues. More emphasis will be on groups with outstanding balance of the Revolving fund (to be administered by NECU).

5. WHAT ARE THE SSVI DECISION OR POLICY

Our paramount aim is entrepreneurship development ie the training of people who want to prove that they would like to be self employed. We are not an employing agency. We further define an entrepreneur as a person who has the following characteristics;

- ability to organise his or her business;
- ability to operate his or her business
- assuming the business risks.

6. WHO WILL DO WHAT, WHEN, WHERE, HOW?

(See next page)

3/.....

7. EVALUATION OF THE SSVI WHEN, WHO?

Evaluation of each group and trade should be done at least every after two years in order to ascertain it's self sustainability. This could be done by first having as internal, then independant evaluation.

This approach should also apply to the SSVI management in order to check it's failures and progress.

WHAT	WHEN	WHERE	HOW
Executive board	1994	SSVI Management	SSVI/GSDP/ARTISANS Formation meeting
Sustainability of artisans NECU	Current artisans 1994	Artisans/SSVI	Upgrading Training
Handing over plots to artisans	Groups that have attained self sustainability (probably 1996 onwards)	CC and Syabaswi	Title deeds
Autonomous groups	1996	Sinazongwe Dist- rict	Registration as an association or societ of artisans
Feasibility studies	1994	Trades recommen- ded by CYP study	Trade studies
Business management course (new intake)	1995	SSVI management	Liaise with training institutions
Skills training (New intake)	1995	SSVI Management	Liaise with training institutions
Extension services	Continously	All groups both new and old	Training for trans- formation

REPORT ON THE CAPACITY DEVELOPMENT WORKSHOP

Africa Relief Foundation (ARF) is responsible for the management of the capacity building workshops. It is an indigenous Non governmental organisation (NGO) registered in Zambia in 1993 whose paramount mission is to establish an independent institutional mechanism which will provide indigenous policy and programmatic frame work for management system. This will involve anticipating, co-ordinating of relief in disaster situations for capacity building for NGOs.

The origin of the idea for this course comes from the evaluation on the training needs of NGOs in Zambia conducted and sponsored by NORAD. It was pointed out in this evaluation that NGOs can provide the marginalized sectors of society with a structure through which they can influence the development process. The content of this process is how to empower, provide knowledge and wealth is distributed in the society. This evaluation provides solutions for the present crisis in Africa which depends on the benevolence of the mostly depoliticized NGOs.

Therefore, to put in place some of the recommendations as indentified in the Norad sponsored evaluation the workshop seek to empower, train and promote the growth of Zambian Civil Society organisations by providing training to attain the following objectives :-

- to be able to understand the role and missions of NGOs;
- to increase NGOs staff ability to manage effectively in day to day changing working environment;
- to strengthen participants knowledge of accounting techniques;
- to be able to prepare project proposals and to be able to write reports;
- to be able to plan projects and evaluate projects;
- to understand the role of computers in the organisation;

- to understand the role of gender and national development;
- to have a further understanding of the importance of time management, Human resources and to enhance the interpersonal (skills).

It was clear during the workshop that the interpersonal skills have a major key on successful project implementation. This is how management mobilise its human resources working harmoniously, productively and cooperatively in order to achieve economic or the mission statement of the project. A good working environment based on a conducive organisational structure will help the project address the issue of the stake holders in the valley. A few questions for reflection to help us understand our noble tasks is drawn below :

- what makes employees different?
- what do you need to remember when working with others?
- how do you affect your employees altitudes?
- do you use grapevine as a measuring device for experimenting change?
- do you understand yourself etc?

In relationship with GSDP, I learnt that the cause of conflict in any project depends on a number of factors like the primary sources of conflict; conflicting needs, ambiguity, role, incompatibility of organisation, personal values, personality differences, power struggles, competition among staff, limited resources, communication problems, conflicting interests, overlapping task. Therefore, conflict management is like a bridge which has to be crossed in order to reach the stakeholders.

In view of GSDP planning of empowerment by the year 2000, according to the workshop it is not enough to put the emphasis only in words but in practise.

Planning is the essence that goes beyond mere advocating the SMART analysis (as in T for T standing for specific measurable, accurate, realistic and time).

GSDP can only achieve its plans if it can en fuse other planning strategies like considering the political, economical, social and technological change taking place in Africa. This is because the project is not existing in the vacuum.

The other school of opinion is to consider the SWOT analysis as another important tool for successful planning because each organisation or programme component has its own strength, weakness, oppourtunity and threats. This is how planning is done based on its strength, weakness, opportunities and threats of that particular organisation,

The GSDP planning sounds like if the project have no weakness and thrents ie that of dependency from outside aid. Can the project really exist without this aid? Training of project staff in both technical and management now is an opportunity one advocating for self sustenance can not over look.

The foregoing issue should bring to our mind the food for thought of altruism in voluntary aid agencies. Is the local challenge considered? Are the rich generous and high-minded? How is the issue of education task, development education and fund-raising tackled? One can not talk of empowerment of people in the absence of the above key issues. As long as this altitude on both the voluntary aid and implementors is not checked in our own programme component this dependency syndrome will continue even after year 2000.

C O N C L U S I O N

The workshop was an eye-opener and I do not hesitate to recommend other members of staff to attend, Apart from the general brain storming I found the workshop addressing the mission plans of empowerment of human resources.

All in all the basic subject such as management, planning, general administration, proposal writing, communications and accounting, marketing, ethics and values for civic society where covered. I made a lot of relation with our project and my correspondence studies. I will be more willing to share the small in-put if needed, by any other project components.

B.M. Phiri
programme Officer

12.06.95

**THE SOCIO-ECONOMIC POTENTIALS OF GWEMBE
VALLEY SOCIAL REFERENCE TO THE DEVELOPMENT
OF YOUTH EMPLOYMENT OPPORTUNITIES**

Eingegangen

10. März 1994

Erledigt:.....

A STUDY PROPOSAL

**PREPARED BY THE COMMONWEALTH YOUTH
PROGRAMME OF THE COMMONWEALTH SECRETARIAT
ZAMBIA**

ABSTRACT

A STUDY OF THE SOCIAL-ECONOMIC POTENTIALS OF THE GWEMBE VALLEY WITH SPECIAL REFERENCE TO THE DEVELOPMENT OF YOUTH EMPLOYMENT OPPORTUNITIES.

Gwembe South Development Project is an important agency in Zambia that aims at promoting Small Scale Village Industries and trains and settles young people in various trades within the Gwembe Valley.

After four to five years of its operation the management of the Small Scale Village Industries under the Project, have plans to extend and expand the Project. Any future expansion however, if it is to succeed will necessitate a thorough understanding and evaluation of the experiences of the previous years.

The main aim of this study, therefore, is to identify and examine new areas of trades and work on the basis of past experiences in which young people, both males and females, can be trained and afterwards find employment which puts premium on the use of local materials and serves the local community.

Having reviewed a number of models for introducing, planning and implementing youth employment programmes in Zambia, it is established that most of these models lack effective organisation and supervision. Others are social class ridden. However, the majority of the models do not take into account initial training as an important intervening variable for enhancing the spirit of entrepreneurship among young people.

In this study, therefore, a number of questions and objectives are raised for the study to examine. In this way the significance of the study are established to yield necessary information on how the Small Scale Village Industries can be expanded using Entrepreneurship Development model.

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I. INTRODUCTION

1.1 BACKGROUND OF THE STUDY PROBLEM:

There are many agencies in the Republic of Zambia that are concerned with youth development. One of these agencies is the Gwembe South Development Project (GSDP) located in Sinazese district in the Southern Province here known as the 'Project'.

The aim of this project is to promote among other things, Small Scale Village Industries (SSVI). This is implemented by training young people and settling them in their trades. Such trades include carpentry, tannery, leather and bicycle repair.

Young people who are recruited into the Project's trades start working in their villages.¹ Due to lack of industries and employment in the valley, the project tries to enable them work on self-employment basis in order to avoid migration from the valley. The question is; Are these traces related to the villages scio-economic conditions?

The model for engaging young people in the project's trades involves the provision of trades training, starting capital, workshop building and equipping the workshops with tools. Additionally an extension service is provided. This service includes counselling and monitoring for the period of three to four years. Out of experience the groups of artisans or entrepreneurs are not allowed to exceed three to four members.

However, to date the project has only three carpentry workshops, one tannery, one leather workshop, one rural metal workshop and one bicycle repairer. The management has decided that the SSVI should be expanded. There is a great need for expansion - but how?

1.2 THE STUDY PROBLEM:

After five years of parathion the management of Small Scale Village Industries (SSVI) plans to extend the Project. As such there is need to identify and examine new areas of trades and work in which young people, both female and male, can be trained and afterwards find employment which had emphasis on the use of local materials and to serve the local community.

1.3 STUDY QUESTIONS:

This study will, therefore, attempt to generate data to answer the following questions:

(i) Background Issues:

What social-economic and cultural factors influence development programmes in Gwembe Valley, indeed:-

- What intervening and antecedent factors - socio cultural or socio-economic - affect the expansion of the SSVI?
- How does the context inputs, process and product of the SSVI influence development in the valley?

(ii) The Target Group:

- What are the characterists of the category of people that are and should be the beneficiary of the expanded SSVI in particular and the Gwembe Valley development programme in general? What particular skills do they have or want to acquire?
- What attitudes and preferences do the current and potential SSVI in particular and self-employment in general within the Gwembe Valley?

(iii) Proposal for Action:

- What are the most appropriate areas of trades and work for training youth, in the Gwembe Valley?
- What practical approach can be used to implement the new employment opportunities for youth in the Gwembe Valley?

1.4 OBJECTIVES:

More specifically the study will focus on the following objectives:

1. To determine how, and the extent to which the socio-cultural background of the Tonga people and the social and economic potentials of the Gwembe Valley (South) influence or affect the life style of its community in general and the youth in particular;
2. To identify and analyse the context, inputs, and its accessibility, process and product of SSVI in Gwembe Valley;

3. To identify and analyse the youth attitudes and preferences toward self-employment work in general and SSVI in particular;
4. To determine a comprehensive broad spectrum of economic potentials, sources of raw materials, their use and market for services and goods from SSVI.

5. To propose new areas of trades and work in which young people (male and female) could be trained and afterwards find employment;
6. To propose appropriate forms of training for employment-generation for the youth.

1.5 SIGNIFICANCE OF THE STUDY:

From the preceding sections, it can be observed that the Gwembe Valley South Development Project is one of the agencies in Zambia with a great concern for the development of young people. The project would like to expand its existing SSVI capability and effectiveness.

However, notably the project faces difficulties in attaining such objectives due to lack of data on other viable industries and employment in the valley; knowledge of a broad spectrum of the socio-economic potentials, sources of raw materials, their use and market for services and goods from these local potentials; as well as information about fields and areas in which business and employment for the young unemployed people can be created.

It is hoped therefore, that this study may contribute practical methods of creating new employment opportunities for local youth in Gwembe Valley.

1.6 DEFINITION OF KEY CONCEPTS:

Antecedent variables will be used to include factors e.g. funds which are independent of the project, but constitute the context and constraints within which the project operates.

Attitudes will include particular or specific ways of behaving, thinking, liking etc that are unique to an individual or a collectivity.

Characteristics will be used to include individuals' distinguishing features of behaving or liking for certain things or mental or moral qualities that make a person different from another.

Context will be used to refer to the conditions under which the SSVI was perceived and formulated, its goals as well as

its clients' expectations.

Impactiveness will refer to the extent to which SSVI objectives have been achieved.

Entrepreneurship will be used to refer to the use of knowledge, skills and techniques to engage in risky bearing self-employment ventures, whereby capital and other

resources are organised and new methods are used economically, to produce goods and services highly demanded in the available markets (CYP 1991, 1992).

Entrepreneurship Development Training will refer to the complete class-room-based activity, which includes achievement motivation training, but may also cover management, marketing, proposal preparation, information and technical training (Harper 1984; CYP, 1991).

Enterprising will be used in this study to refer to people when blessed with intelligence, drive and initiative do convert a challenge, or interest or opportunity into an economic activity (Bloch 1989).

Intervening (or Moderator) variable will be used to mean that factor which is measured, manipulated or selected by a Researcher/practitioner to discover whether or not it modified the relationship between the independent and dependent factors in any change process.

Input will be used to refer to the resources (financial, material, human, goods, services and other resources) provided for an activity with the expectation of producing and achieving the activities' objectives.

Latent thirst will be used to refer to some strong hidden desires which are also at odds with current interests and values but are not generally recognized as being so (Merton and Nisbett 1976).

Method or approach will include a way of seeing, doing and arranging things using appropriate strategies (specific acts), techniques (a tactic, a manner, a style, or an artful device) and skill (technical ability to produce reliable and consistent results) according to Osei-Hwedie (1990).

Objectives will be used to refer to specific, measurable statements of what one wants to achieve (targets).

Process will be used to refer to the procedures which are used to convert the inputs into products in relation to the goals of SSVI.

Process evaluation will be used to refer to the art of assessing the success of a project in terms of the internal effectiveness of the project, and whether or not project activities, procedures are actually being carried out. This form of evaluation is also particularly appropriate for projects concerned with processes which are concerned neither with production of goods nor with the production of easily measurable outcome.

Product will include all that comes out of an activity from its inputs. They may be tangible or intangible.

Preference will be used to mean the development of liking or favour for one thing and not the other.

Self-employment will be used to refer to an individual's ability to become an employee for himself by engaging in socially accepted small scale enterprise, that is, the individual does not work for another (Mwans, et al. 1992). This is also the definition used by CYP (1992). Those who work for others are in wage-employment.

Small Scale Enterprise will include both profit-making seed-money engineered economic activities, agricultural or non-agricultural and the skills youth need in other to be activite contributors in the economy (Com.Sec. 1990).

Social problem will be used to refer to an observable condition (Wright and Weiss 1980) or a circumstances of living (Gil 1973) or a discrepancy (Merton and Nisbert 1967) that is perceived by a group of people as a source of dissatisfaction for its members and for which preferable alternatives are considered possible.

Training will be used to mean a process of imparting practical knowledge, attitudes and skills for dealing with practical or immediate problems.

Trades will include the different skills such as carpentry, bicycle repair skills etc. to promote self-employment among youth. Youth will include young people of all categories e.g. school leavers and the uneducated, within the 15-24 age bracket, a definition also used by UN agencies (1985), GRZ (1989), DYD (1989).

Unemployed youth will include young people without work, available for work which is available or lack knowledge about where to find work (CSO 1987).

2. LITERATURE REVIEW

2.1 SOCIO-CULTURAL AND ECONOMIC CHANGES:

Many observers, especially Colson (1960 and 1971), Brandt

(1973) Colson and Scudder (1988), Scudder (1985) and Reynolds state that the Tonga people experienced new channels of settlement following the construction of Kariba Dam (1957/58).

Socio-culturally there were greater upheavals, redefinition of kinship ties and reliance on witchcraft among other developments.

On the economic front fishing and farming which were practised on subsistence basis were seriously hit by recurrent droughts, the political and economic crisis in Zambia following the Unilateral declaration of Independence in Zimbabwe, and the internal economic problems within Mother Zambia.

Colson, etc conclude that alcoholism, rural urban migration and neglect of rural areas including the Gwembe Valley were the immediate results of the problems experienced by the Tonga people.

A number suggestions have been made to redevelop Gwembe Valley. For example Scudder (199) suggests massive irrigation schemes such as is Brandt (1973) suggests:

- (1) Export agricultural and animal development sectors;
- (2) Import substitution projects for employment generation and;
- (3) The development of educational and health sectors as complementary services.

To Brandt agriculture should be divided between small scale (vegetables) and medium scale (rice and bananas) while tie-ridging cotton, millet and fruit growing be in dry land areas.

Above all, the Gwembe Valley Development Authority has been suggested by Garbrecht and Askoy (1968)/69). Its roles is to train farmers in irrigation farming for cotton, wheat, bananas, vegetables, fishing, ranching and transports with the aim of bringing self-sufficiency in the living standards of the people.

However, specific mention of youth programmes are not the domain of the literature already referred to above. Youth programmes have no room at all.

2.2 YOUTH PROGRAMMES:

Like every government which has its youth at heart, the government of the Republic of Zambia has mounted different

types of programmes to deal with different youth problems e.g. youth unemployment with specific reference to rural areas or rural development the government initiated the following types of programmes: The rural youth production centres, community-based skills training projects and youth settlement schemes. These programmes have focused on things like basic construction, agricultural development, engineering and industrial skills. According to Nyirongo (1988) and Kalapula (1990), Hoppers (1981) and Lifanu (1990), these programmes have not yielded any positive results due to, among other things, political expediency with which programmes are established, misinterpretation of the aspects of military and the dubious assumption that once trained, an individual is set to achieve independence.

Other deficiencies include the lack of adequate funding including seed money through revolving fund (Oduro-Mensah 1989, Mnyamani 1989 and Mboob 1992. However, this

assertion is refuted in studies by Nkabule (1976), and Tracey (1980). Nkalalwe (1989) was of the view that revolving funds should be set up to Salvage the much needed capital to run rural development projects like young farmers which were established within and in the surrounding areas of Gwembe Valley.

From the above analysis, it appears as though the perspective of the youth are not considered when planning youth programmes. According to Mwansa (1989), youth programmes seem not to respond effectively to the problems of the youth due to lack of proper information. The youth's situational analysis is not undertaken to proceed programme planning.

Mwansa contents: Programmes are based on sentiments and directives rather than systematic process.

2.3 APPROACHES FOR REACHING THE YOUTH:

Implied from Mwansa (1989) is the view that there is need to search for more constructive and effective approaches to youth development with the aim of making them more responsive to problems of the youth. Such an approach must not only rely on well trained personnel capable of planning and managing youth development programmes (Osei-Hwiedie 1983) but also promote youth participation in any development effort - political as well as economic (Mbao 1989, CYP 1993). In addition such an approach should settle the youth into the land. The Zambian Government of the First and Second Republics preached the policy of the 'go back to the land' to no avail. according to Kalapula

(1985) land settlement schemes have not proved to be the favourite of unemployment.

A longside land settlement is the often time referred to policy of 'self-help.' According to Siamwiza (1989) self-help approaches have not helped the youth either due to the fluidity in this concept during planning and programming of youth activities. The youth are not involved and there is lack of timely and appropriate back-up services for self-help projects.

2.3 ENTREPRENEURSHIP DEVELOPMENT MODELS:

A number of individuals and agencies with concern over the plight of young people have developed models for youth entrepreneurship development. Right now, a number of entrepreneurship development models are in place, but each one of them lack one or two qualities which affect its full application. For example, Hoppers' (1986) model which is institutional and employment-oriented reinforced by extension services does not focus on the calibre of youth

agencies and their personnel. ILO (1989) and CYP (1990) models of Youth and Community approach to self-employment emphasize self-help mechanism without due regard to lack of capability among agencies and their personnel.

CYP (1993) supported models emphasize that business opportunities should be identified by youth leaders and young people as the starting point. In the second stage a market study should be conducted by young people. In stage three, a business plan should be prepared and submitted to funding agencies before training technical or business skills is undertaken. One may ask this question: What are the chances that illiterate and untrained young people can have the ability and capability to identify business opportunity and do market survey? Training as an initial factor is not an important moderating variable in the CYP supported models.

In Zambia, the Department of Youth Development under the Ministry of Sport, Youth and Child Development administers community-based and skills training projects e.g. carpentry, farming; etc. Members of the community plan and manage these projects for youths. Grants are extended to the projects. It can also be argued that the model used by the community-based projects do not take into account the importance and relevance of involving the target group during the planning as well as the management of the project. How then can we expect young people to develop the spirit of entrepreneurship?

Entrepreneurship is attracting attention as the main driving force in creating employment. To this effect, AAPAM (1991) and Child (IDS No. 128) call for an enabling environment by developing more simplified procedure to absorb the would-be entrepreneurs. McCormick (1993) believes, that poor risk-management strategies which discourage firm growth can be avoided by training entrepreneurs. The training can address problems like marketing, environmental, internal (personal) and socio-cultural which affect the development of the spirit of entrepreneurship (CYP 1990).

However, there is no common agreement to the nature of training. Some studies such as Mudenda (1992) suggest informal or apprenticeship approach while others such as Hoppers (1983, 1986), ILO (1989), CYP (1990) recommend non-formal training approach. However, the former lacks effective organisation and supervision, and the latter faces goal displacement as it is (social) class ridden in the sense that it caters for the middle class youth and not the intended youth from the lower class (Hoppers 1989).

2.4 THEORETICAL FRAMEWORK:

From the literature above, past studies have not focused on socio-cultural and rural-based factors that affect youth development in rural settings. It is the view of this study that such factors have a direct bearing on the direction and extent to which new employment opportunities for local youth can be created.

Also left out is training as an initial and important factor especially in entrepreneurship development and focus on institutional building to influence the kind of services to be offered by rural-based programmes such as GSDP.

Therefore, this study will address the above two factors. It will use a number models or theories to explain how such factors may affect GSDP.

As young people who are unemployed may be susceptible to different problems, the theory of problem analysis (Merton and Nisbett 1976) will be applied to identify and analyse different problems that unemployed youth might be living through in the Gwembe Valley.

Work, in the Zambian context is an important measure of development or modernization (Mwansa et al 1992). Given this situation, there is need to assess the extent to which existing young entrepreneurs in Gwembe Valley are more open

to new experiences, etc. According to Inkeles' (1969) theory of modernization.

The success or failure of any development programme require that resources, especially human resources are availed both in quantity and quality (Osei-Hwedie 1985, Obbo 1991). If young people are to be successful entrepreneurs then personnel who work with them should themselves be enterprising. According to Nune' (1982) model of Entrepreneurship in Public Service (EPS) personnel must develop entrepreneurial personality of seeing things through and of changing things. This model will be applied to identify and analyse the performance of those who work with young people in the SSVI.

The EPS will be reinforced by Total Quality Management (TQM) and Institutional Building (IB) models. TQM is an approach for continuously improving the quality of products and services through the participation of all levels and functions in an organisation (Mwanalushi 1982). Its cardinal principle is defect prevention in order to eliminate waste in the use of all resources and achieving perfection of zero defects in the ultimate goal. In this study it will provide a basis for understanding how youth in the SSVI are involved in planning, target setting, problem identification and strategy formulation.

New ideas through training are instrumental in increasing the level of performance of individuals Entrepreneurship Development Training is a new technology in youth development. It will be considered as part of institutional building on the part of SSVI personnel and the youth in the Gwembe Valley.

According to Thomas et al (1972), institutional building model (IB) is one approach to social change which is concerned with innovations that imply qualitative changes in norms, in behaviour pattern, in relationships, in new perception of goals as well as means. It emphasises the importance of organisations in introducing and developing new technologies. Its uniqueness lies in its attempt to spell out the processes by which organisations can be developed to gain the support of the society through norms and values for new technologies. The model will provide a basis for studying the SSVI and how it deals with the problems of youth development.

3. METHODOLOGY

3.1 STUDY DESIGN:

This study will employ survey research so as to give an

account of what new trades and work opportunities are available for SSVI.

3.2 SAMPLE DESIGN:

The study will employ different sampling methods from the probability sampling design to select a sample size of 370 units. These are the multistage and cluster sampling method, the stratified sampling method the systematic sampling method and the simple random sampling method.

At each stage 50% of the elements will be selected so as to draw the required sample. For the focus group discussions employing seven discussants each:

(i) Youth ($7 \times 6 = 42$ discussants)

- Youth in training (SSVI)
- Unemployed youth
- Wage (salary) employed youth
- Self-employed youth
- Youth in schools (Grade 7)
- Youth in schools (Grade 9)

(ii) Parents and chiefs ($7 \times 2 = 14$ discussants)

(iii) Civil servants and commercial sector ($7 \times 2 = 14$ discussants)

For the survey of youth attitudes towards SSVI and new types of trades and work areas a sample size of 300 will be drawn.

3.3 DATA COLLECTION:

Initially, focus group discussions will be used to gather qualitative data along broad themes such as the socio-cultural and economic backgrounds of the Tonga people; performance of the existing programmes, etc. Thereafter, a person-to-person interview will be used to collect quantitative data. Secondary data, such as from reports, will be generated through documentary reviews. As the programme has lasted for four to five years, there are likely to be a number of published documents that should be reviewed. Also to be reviewed are information on areas like population/demographic profile agricultural produce from Gwembe Valley, etc.

3.4 PRETEST:

The instruments will be pretested with 30 respondents. They will have typical characteristics as the sample elements. This will ensure for validity and reliability of

the questionnaires.

3.5 RESEARCH ASSISTANTS:

The person-to-person interview places premium on the quality of research assistants as interviewers. Therefore, these assistants will be carefully selected and supervised if the study is to be accomplished within the specified period.

Four Research Assistants will be trained in the interviewing method in order to eliminate bias due to poor execution of the method. Preferably university students of Social and Development Studies will be recruited as research assistants.

3.6 DATA PROCESSING AND ANALYSIS:

The data collected will be analysed using the computer. Frequency distribution of all the variables will be examined. Further statistical data analysis will be done to examine the relationship between the variables. It is envisaged that cross-tabulations of the variables in question will be done to establish the relationship between such variables.

3.7 WORK PLAN:

The study is expected to take two months including report writing. The following activities will be carried out:

Familiarisation visit to the study areas.
The purpose is to carry out availability assessment.

- Hold preliminary discussion with the Management of SSVI, The Chiefs, Key influential people and Youth Leaders.
- Identify youth leaders to work with - 1 s t week

Training of focus group discussants and interviewers. Mapping out tactics for collecting data. - 1 s t week

Carrying out interviews, observations, documentary reviews and informal discussions - 2nd and 3 r d weeks

Process the data and analyse the data from
Lusaka

- 4 t h
week

Start writing the report. Hold discussion
with the Management of SSVI on the draft
report.

- 5 t h
week

Submit final Report and end the project.

- 6 t h
week

3.8 ANTICIPATED PROBLEMS:

At least four problems are anticipated: Inflationary costs, lack of sampling frames, fear of being interviewed and mobility of respondents. Every attempt will be made to minimise these problems.

3.9 ETHICAL ASPECT:

The respondents and other significant people will be informed about the objectives of the study. Request for participation will be made through an introductory letter which will be read to them. They will be assured of confidentiality and anonymity.

3.10 BUDGET:

The study will cost about US\$15,000.00 covering the following items:

Supplies and Secretarial Services	<u>OLD</u>	<u>NEW</u>
Duplicating Papers 15 reams @ \$10	150	150
Duplicating ink 4 tubes @ \$10	40	40
Stencils 2 packets @ \$10	20	20
Notebooks/Writing pads 30 notebooks @ \$0.50	15	15
Typing and duplicating	200	<u>300</u>

Sub-Total =	<u>285</u>	525
Photocopying	-	500
Transport for Researchers		
To and from Gwembe Valley	500	
Around the Valley	200	
Sub-Total =	<u>700</u>	
Board and Lodge for 21 nights		
Food @ \$20	2520	1,000
Remuneration for students		
(Interviewers)	440	440
Sub-Total =	<u>2960</u>	
Data processing and analysis		
Using the computer		
Coding and entry	300	
Statistical data analysis	450	
Computer consumable	<u>100</u>	
Sub-Total =	850	500
Administrative costs	500	500
Professional fee	<u>9990</u>	<u>8465</u>

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**COMMONWEALTH YOUTH PROGRAMME
AFRICA CENTRE**

YOUTH IN LIMBO:

SOCIO-ECONOMIC AND CONSTRAINTS
POTENTIALS FOR THE CREATION OF YOUTH
EMPLOYMENT IN THE GWEMBE VALLEY
(A PRELIMINARY REPORT)

EXECUTIVE SUMMARY

Gwembe South Development Project is an important agency in Zambia that among other objectives aims at promoting Small Scale Village Industries and trains and settles young people in various trades within the Gwembe Valley.

After three to five years of its operation the management of the Small Scale Village Industries under the Project, have plans to extend and expand the project. Any future expansion however, if it is to succeed will necessitate a thorough understanding and evaluation of the experiences of the previous years.

The main aim of this study, therefore, was to identify and examine new areas of trades and work on the basis of past experiences in which young people, both males and females, can be trained and afterwards find employment which puts premium on the use of local materials and serves the local community.

Having reviewed a number of models for introducing, planning and implementing youth employment programmes in Zambia, it is established that most of these models lack effective organisation and supervision. Others are social class ridden. However, the majority of the models do not take into account initial training as an important intervening variable for enhancing the spirit of entrepreneurship among young people.

In this study, therefore, a number of questions and issues are raised and suggestion made, for the creation of viable employment opportunities for youth. The emerging picture from the study area is that unemployment and the general levels of poverty in the valley, are on the increase, especially among young people. The school system is churning large numbers of young people into an environment that is not ready to accommodate them. As a consequence most of them look into urban areas for possible employment. Unfortunately given the current economic crisis facing Zambia, compounded by the World Bank Structural Adjustment Programmes jobs in urban areas are simply not available. It seems therefore to us that the only long term option for sustainable employment for the majority of the young people is in rural areas. However in the Gwembe valley if the current small scale village industries (SSVI) are to serve as a base for long term employment opportunities, there is a case for a thorough overhaul of the current methodology in identifying project recipients, as well as methods of training of such recipients.

In addition there is a case for injection of additional financial resources, to expand on and replicate some of the more successful projects into other areas.

INTRODUCTION AND STUDY PROBLEM

There are many agencies in the Republic of Zambia that are concerned with youth development. One of these agencies is the Gwembe South Development Project (GSDP) located in Sinazese District in the Southern Province hereafter known as the 'Project'.

The aim of this project is to promote among other things, Small Scale Village Industries (SSVI). This is implemented by training young people and settling them in their trades. Such trades include carpentry, tannery, leather and bicycle repair.

A number of questions arise: Are the introduced trades related to the villages socio-economic conditions? Are the trades sustainable and liable to arrest young people from migrating to cities and towns? To what extent have the trades contributed to individual personal and entrepreneurship growth of participating youth?

The adopted strategy in the SSVI involves the provision of trades training, starting capital, workshop building and equipping the workshops with tools. Additionally an extension service is provided. In addition other inputs include counselling, and monitoring of participating youth for a period of three to four years. The groups of artisans or entrepreneurs are not allowed to exceed three to four members.

The SSVI has now been in operation for nearly five years. The original objectives of the project arose from the realisation that there are increasingly large numbers of young people coming out of school who are unable to be gainfully employed. As a consequence many school leavers tended and tend to drift into the urban areas in search of employment, yet the urban sector itself is unable to fulfil their expectations. It is against this background that the SSVI established a number of skills training projects for young people. The central objective being to create sustainable rural development and arrest rural to urban drift of young people.

One of the critical questions is whether or not this objective has been achieved. Given the sheer numbers of young people that leave school each year, against the backdrop of increasing rural poverty, the impact of these projects in the creation of rural employments and arresting the rural urban drift is simply a drop in the ocean. Consequently, the SSVI can be perceived as simply a social experiment, or as pilot projects. What is important therefore, after five years of operation

is to critically review lessons learnt from the pilot projects and make some judgement on whether or not the experiences gained could be expanded, or replicated elsewhere in the valley. Additionally, there is the central question of whether or not there are other viable projects in the valley that could be launched, against the background of the areas socio-economic potentials and political environment. This study therefore was intended to gather information and data on a wide range of issues, relating to the socio-economic potentials of the valley, including the availability of raw materials, their use, markets for finished products, goods and services available, as well as information on new areas in which business and employment for young people can be created.

Objectives of the Study

More specifically the study focused on the following objectives:-

1. To determine how, and the extent to which the socio-cultural background of the Tonga people and the socio-political and economic potentials of the Gwembe Valley (South) can be harnessed to create youth employment.
2. To critically examine the nature of performance and problems associated with the SSVI, and suggest areas of improvement.
3. To identify and analyse youth attitudes and preferences toward self-employment work in general and SSVI in particular.
4. To identify criteria for potential youth entrepreneurs that can be recruited into the SSVI.
5. To determine a comprehensive broad spectrum of economic potentials, sources of raw materials, their use and market for services and goods for SSVI.
6. To propose new areas of trades and work in which young people (male and female) could be trained in and afterwards find employment.
7. To propose appropriate forms of training for employment-generation for the youth.

STUDY METHODOLOGY

The survey was based on purposive sampling and informal interviews with key informants from the valley so as to give a critical account by exploring, describing and explaining the socio-economic potentials of the Gwembe Valley for youth employment.

Prior to the survey reconnaissance visits were made to the area by two principal supervisors. The objective of the visit was to consult SSVI management and gather first hand information of the study area, and hold informal discussions with key leaders in the area with a view to ascertaining the target group for the study, as well as the areas of the district to be covered.

The study team to cover a wider cross-section of the target population; from young people who are directly searching for employment opportunities as well as those whose concern it is to facilitate young people procure employment. The varied opinions, values and personal experiences of a wide range of respondents were perceived as important to support any emerging suggestions of new trades and employment opportunities for youth in the valley.

The total number of visible areas were established. Five broad areas were selected as sample areas. Some of the areas had active enterprises, others did not.

A rough estimate of the youths in each sample area was established during the reconnaissance visit and a sample frame was developed. The sample for interviews was carried out right at each spot e.g. Kandabbwe. In most of the other areas, however only the available youth were interviewed (refer to Table one).

Table 1

SAMPLE SELECTION

AREAS	YOUTH	PERCENTAGE
Kachindu	38	26.6
Sinazeze-Kandabbwe	34	23.8
Sinazongwe	30	21.0
Malima-Chiyabi	25	17.5
Maamba-Sikankula	16	11.2
Total	143	100.1

Areas with more youth clubs and youth involved in business and various enterprises had higher representation than those with less of the same factors. A total sample of 227 respondents were interviewed, of whom 84 were adults and 143 were youth.

The adult sample were picked from different backgrounds namely: Headmen, Heads of households (husband or wife available during the visits) business men and women, departmental personnel from Governmental and Non-Governmental organisations.

Instrumentation and Organisation for Fieldwork

Both quantitative and qualitative data were collected, the former through formal interviews of youth and the latter through informal interviews of the adult population.

Certain structural changes were made on the initial standardized interview schedule following pretesting of the instruments. The total number of question items were reduced from 65 to 58. The standardised instrument was geared at the youth sample. The final instruments were of two types:-

The first type was a standardised interview schedule covering:-

- (i) bio-data
- (ii) goal -achievement

- (iii) current trades and
- (iv) new-trades

The second schedule covered was less formalised and covered the following:-

- (i) bio-data
- (ii) Geography
- (iii) history
- (iv) People's needs and problems
- (v) socio-cultural aspect of the people
- (vi) land tenure and agriculture
- (vii) economic/commercial/trade activities
- (viii) fishing and cattle and
- (ix) development projects

All the eight members of the research team, two supervisors and six research assistants participated in the interviewing process.

While in the field the Research team met every night to evaluate each days work; reviewing the completed questionnaire and answering and discussing emerging problems from the field. On the basis of reviews and pretesting of the questionnaire it became evident that if the study was to capture young people in enterprises, it was necessary to include population aged between 15 to 35 rather than limiting to 25 years age group.

Historical Background

Apart from occasional Chikunda and Ndebele incursions, the Gwembe valley remained relatively peaceful and isolated because of its physical environment which provided a natural barrier during the most of the pre-colonial period. Towards the close of the nineteenth century, however, the area came into increased European contacts. During the last decade of the century it came under, like most of the areas in present day Zambia and indeed many regions of central Africa, the Administration of the British South Africa Company (BSACo). However, administrative control of the area by the Company remained relatively loose until 1904 when effective control was put in place by introducing native tax. Since the time of BSACo. rule the area came to be administratively known as Gwembe District with headquarters at Gwembe on the Tonga plateau in Monze District. Throughout the colonial period the administration of the District changed camps. Due to communication barriers that impaired effective administration, the district was split into two in 1922. The part of the valley that comprises the chieftaincies of Mweemba and Sinazongwe (presently called Gwembe South or Sinazongwe District) came under Kalomo District and became known as Kalomo-Gwembe, while the remaining section came under Mazabuka District and was referred to as Mazabuka-Gwembe. Twenty-five years later, in 1947 the district was reconstituted and became once again a unified entity. The district was divided into three administrative regions by the present Government namely; Gwembe, Siavonga and Sinazongwe.

There is scanty evidence to suggest that centralised authority is an old phenomenon in the Gwembe Valley. Authority was intra-lineage and did not extend within a neighbourhood. Loose centralised authority was only found around ritual or religious leadership. However, political leadership evolved during the nineteenth century. This nascent authority was concretised when colonial rule was imposed in the area at the end of the last century by the Government's appointment of village heads and chiefs (Mathews & Colsent Sindoll p25) as focal points of colonial administration of the rural areas.

In spite of the lack of historical tradition of political leadership, the Gwembe people have been very active in modern politics of the country. The area actually has been associated with radical political opposition. Until 1973 when Zambia became a Single-party-state, the Gwembe District was a stronghold of the African National Congress (ANC) which until then was the main opposition party to the ruling United National Independence Party (UNIP). When multi-party

politics were re-introduced in 1990, the people of that area quickly joined the Movement for Multi-Party (MMD) which was in opposition to the ruling UNIP.

Perhaps the people of the Gwembe Valley's resentments of Governments in power is a reflection of their bitterness over the neglect their District has suffered at the hands of successive colonial and post colonial governments of this country. Indeed the area presents a unique picture of its own in this country.

Since the pre-historic times the area has been facing chronic food insecurity due to multiple factors. Until very recently the region had suffered isolation from the rest of the country because of some natural physical barriers which remained unattended to for a long period of time. As a result communication infrastructures to link the area with major road networks in the country were absent. Available communication routes were mainly foot-paths and it took an average walker not less than a week to get to the main roads or rail line on the plateau.

Because of these communication and other related bottlenecks the district remained relatively undeveloped for most of the colonial and post colonial periods.

Besides the naturally caused problems, the people of the Gwembe Valley have since the late 1950s suffered man created setbacks. In 1958, following the damming of the Zambezi at Kariba Gorge and the subsequent formation of Lake Kariba, the people of this area were involuntarily uprooted from their ancestral lands, a move that was physically resisted in some areas of the valley. This development put the Gwembe Tonga in a very serious predicament for it meant loss of vast acres of both arable and grazing lands.

This melancholic situation was further made gloomy in 1966 when Maamba Collieries was opened in Gwembe South. Although this development led, for the first time in the history of the Gwembe valley, to improved and better communication networks in that a tarmac road was built to link the area with the Great North Road and line of rail on the plateau, it had less positive effect that accrued to the local people. The opening of the mine meant that over 2,500 villagers who occupied the middle Kanzinze River basin had to lose their land to pave way for the development of the collieries (Haantobolo, 1990). Consequently, these villagers were forced to move out of their subsistence cultivating on hill sides, where since then have been experiencing diminishing crop yields. In all, the collieries took away from the local people about 58.7 Square

kilometres which included both arable and grazing lands. (Maamba collieries Ltd Mines Development Dept file No. 50/7/55/3ML14).

The establishment of Gwembe Valley Development Company (GVDC) in 1985 caused yet another dislocation of many families that had been living and cultivating in the area the company farm now stands. The farm took away from these families a total of 2,500 hectares of arable land (Haantobolo, 1990). In all the above outlined instances no serious pre-planning on the resettlement of the affected people were made. The net result has been continuous experiences of food shortages among many Gwembe families.

Geography and Ecology

The Gwembe valley lies between latitudes and longitudes and . It lies at the foot of Zambezi escarpments between about 2,000 to 4,000 feet above sea level (See Scudder, Ecology, 1962). Its temperatures are often very high and have been described as 'oppressive' (see matthews). They often range between 38 degrees to 45 degrees Centigrade during the hottest month of October. The temperatures remain somewhat high even during the rainy season, causing relatively high trans-evaporation rates throughout the crop farming season. During the cold season, which normally occurs between June and August, temperatures as low as 5 degrees Centigrade have been recorded.

Rainfall in the Gwembe Valley is highly erratic and its distribution extremely poor. Annual rainfall varies according to altitude, but generally ranges between 800 to 1700 mm in good rainfall years and between 300 to 700 mm in drought years. In dry years occurrence of drought spells lasting between ten to twenty-five days during the crop's prime growth period between December and February are not uncommon and have caused great damage to crops.

Basing his analysis on Trapnell and Clothier's ecological survey report of 1937, Scudder groups the Gwembe Valley soils into three main types namely: alluvial soils derived from Karroo and pre-karroo subsistence; soils on karroo rocks; and soils on pre-karroo rocks (Scudder, Ecology, 1962). These soils have varying agricultural potential. The pre-karroo soil, have absolutely no agricultural value and hence are not cultivated. Alluvial soils, commonly found on the Zambezi basin and its tributaries are very fertile and can be cultivated for a long period both during the

rainy and dry seasons without lying fallow. The karroo soils predominate in the valley and are of relatively good agricultural value and their cultivation is restricted only to the rainy season.

Although the Gwembe valley may be described as a semi-arid region, it has a very rich vegetation. A great variety of tree and grass species occur in this area. Their characteristics vary depending on changes in attitude, rainfall and soil type. The relationship between the Gwembe people and their ecology has always been very harmonious and they have always taken steps to protect it against wanton destruction. Their dependence on both this micro and macro environment is highly unquestionable. The valley ecology provides them with a lot of fruit, fodder, timber and medicinal trees and plants.

The fruit trees and plants provide food during both times of scarcity and plenty. The fodder trees and plants provide palatable food for numerous domestic livestock throughout the year while the timber trees are used for various traditional crafts.

Ecologically the Gwembe Valley is divided into two non-contiguous zones namely; the riverine zone and the uplands. The former is further divided into three regions; the upper, middle and lower river areas. The upper river zone lies between the Zambezi-Gwai confluence and chete gorge. Between the gorge and slightly below Kotakota Hill lies the Middle River region

AN ASSESSMENT OF CURRENT YOUTH PROJECTS: SMALL SCALE VILLAGE INDUSTRIES (SSVI)

Small Scale Village Industries (SSVI) is, as already pointed out elsewhere in this report, one of the components of the Gossner Service Team's Gwembe South Development Project (GSDP). The section is currently implementing a number of projects earmarked for out of school young men and women. These projects include the following: Carpentry, Bicycle repair, Leather works, Tannery and Black Smithing. On average these projects have been operational for three years.

The objective of the SSVI arose from the realisation that there are increasingly large numbers of young people coming out of school and are unable to be gainfully employed in the formal sector. It is against this background that the Gossner Mission decided to establish a number of skills training projects for young men and women which will prepare them to lead a productive rural life through self-employment as rural artisans.

To understand and appreciate, the role and performance of the SSVI, one needs to take a critical review of each industry of the project in its entirety, and in the context of the socio-cultural and economic and political environment of Gwembe South.

Bicycle Repair

Bicycle Repair is one of the projects that was initiated by the staff from the then Engineering Workshop, an entity that was established to provide repair services to farm implements and later to motor bikes and vehicles. Youths were trained in this skill.

Todate, only one bicycle repair garage survives in the entire Gwembe South Region. It is situated in Sinazeze, about a kilometre outside the township on the way to Maamba Collieries. Currently the project has two participants, one qualified artisan and an apprentice. Both participants are grade seven dropouts.

Although both the qualified and trainee artisans are currently displaying their good skill at their work, their industry faces a critical shortage of customers. This dilemma is a result of the fact that, although the bicycle remains one of the most common and reliable mode of rural transport in Gwembe South, as the case is elsewhere in the valley and the country as a whole, the high prices of bicycles have made it difficult for most people to acquire the machines. The other reason for this setback is that the use of bicycle for business and other purposes around Sinazeze is very minimal mainly due to lack of active market ventures that need the use of a bicycle.

Perhaps the most serious bottleneck that adversely affect current viability and profitability of the bicycle repair project is the type of the entrepreneurs at the centre of this trade. The trainer responsible for this trade is undoubtedly motivated at his trade and seriously lacks business management skills and is not entrepreneurial mindedness. The group he is responsible for has absolutely no knowledge or plans on how they can sell their trade skills to woe customers. Moreover, the leader of the group has a tendency of living the work to the trainee artisan who is not yet fully conversant with the trade. This situation puts off customers, especially if their bicycles are not fixed to their satisfaction.

According to the research team's observations and analysis the future of bicycle repair project is not very promising in as long as it remains where it is situated currently and as long as the

trainer is the present incumbent. Our conclusion is that it can only be improved upon if there is a new leader/trainer; who is motivated and has a genuine desire to engage himself in business and is willing to be trained in business management skills.

Undoubtedly, the scope for expansion of the bicycle repair business exists in the area. Bicycles will remain the major form of transportation in the area for a long period to come. Bicycles are required to ferry produce from villages to markets, bicycles are used for transportation of people to clinics, to shops to church etc. Management may wish to identify individuals that have shown a certain degree of aptitude in this business, individuals that could also be trainable. One possibility is to send the identified potential trainer of artisans to a short mechanical course, to enable the trainer acquire basic mechanical/engineering skills. Other skills, such as business management skills could be provided locally in the area.

Consideration could be given to establish another centre for bicycle repair and training centre in Maamba, a busy and emerging rural town/trading centre.

Maamba is a nucleus for many and various socio-economic activities in Gwembe South. It has a relatively large modern clinic, a big rural hospital is near completion, consequently villagers bring their sick to the health centre and the mode of transport used is still predominantly the bicycle.

As a large community, Maamba has also a relatively large consumer population which attracts a lot of local traders to bring their merchandise for sale. The merchandise is brought mainly on bicycles. For instance all fishmongers and fish traders who are involved in fresh fish selling use the bicycle as a means of bringing the commodity-there are not less than 50 of these traders per day. Furthermore, Maamba has a lot of trading shops which attract many people from places located more than 100 kilometres away. These villagers use the bicycle. It is therefore, businesswise ideal and just logical to establish a bicycle repair workshop there.

According to surveys made by the research group, the best place to situate the workshop would be Maamba Mine Market for it is within the radius of 100 metres from this market that most activities described above take place.

Black Smithing

The history of black smithing industry is actually the history of Siatwiinda Pilot Irrigation Scheme. The Gossner Mission initially trained the rural black smiths with the main objective of attracting them to service the needs of the irrigation scheme and not to raise a group of rural artisans in this trade. However when the Gwembe South Development Project withdrew from the scheme the services of these artisans were no longer needed. Initially, there were four of these, but later on three withdrew and only one remained. The Small Scale Village Industries took the remaining one as one of their participants.

The smithing workshop is thus carried out by one man and is situated at Siabaswi in Kanchindu. The products include hoes, axes, steel/iron gates, agricultural farm implements spare parts.

Although the lone black smith is very determined artisan, his enterprise has very limited capacity for rapid expansion and for quick monetary accumulation. The source of raw material is a big drawback given the fact that the artisan has no transport of his own to bring the material from the towns along the line of rail, given the weight of the material.

The products of this industry face stiff competition from the cheap imported items. Moreover the products have long life spans in that they do not wear easily. A hoe and an axe for example, can be used for five or more years without replacing it. Especially given the fact that the activities requiring the use of these items are fundamentally subsistence and seasonal.

The artisan is a grade seven dropout and like the bicycle repair team, his market is his workshop. He makes no effort at all to hawk his wares in the villages-a move which can entice even the hesitant villager to buy the items. He suffers from lack of business aggressiveness.

If this project has to continue operating and if it has to efficiently operate, the SSVI management must take steps to advise the artisan to be aggressive and stop waiting for customers. Two ways in which he can sustain his enterprise is by establishing a business stand at Maamba Mine market as a selling point. This approach will expose his products to a wide range of people who patronise the area and, as already noted in the previous section, these come from various areas of Gwembe South. The other way life can be injected into the black smith enterprise is for the

artisan to develop interest in hawking his products by going round villages-he owns a bicycle which can be very handy in this venture. Taking his wares about villages will also help provoke 'sleeping' needs among the villagers for items that he may not currently be manufacturing but is in a position to make. He certainly needs business management skills and ideas on the art of salesmanship.

Carpentry

Carpentry is perceived as one of the more relatively successful industry. It is also the only Small Scale Village Industry that is found throughout Gwembe South-that is found in both Chief Sinazongwe and Chief Mweemba's areas. In all there are three workshops which are doing relatively well. One, known as Stone House Carpentry is located near Sinazeze township on the way to Maamba. This is the oldest-began in 1987 and has also been conducting some kind of inhouse training for artisans. The remaining two workshops are situated at Siabaswi near Kanchindu and at Sikankuli in Chief Mweemba's area.

The Sone House Carpentry workshop has three qualified artisans and two apprentices. Siabaswi and Sikankuli have three and two artisans respectively. These were trained by Stone House Carpenters for two years.

All the carpenters are young men below the age of thirty-five years who had dropped out of school. The highest academic qualification being Grade 7.

One important and amazing thing about the carpentry workshops is that they all try to utilise local timber-the indigenous timber trees have been exploited. Undoubtedly, the carpentry enterprise has a bright future in Gwembe South. However, we were concerned with the artisans' heavy reliance on and uncontrolled cutting down for timber of Mukwa (*Pterocarpus Anglensis*), a practice which threatens this species.

Gwembe valley is very rich in natural vegetation and timber trees of very high wood value and quality which have both high carpentry and joinery characteristics. In light of this the carpenters need to be educated on the usage of these timber trees so that instead of depending on Mukwa, alone they can diversify. All they need to learn is to identify the timber trees according to the nature of products they need to make. For instance they may need to rely on Mukwa for beds

and chairs and on other trees for some other items. In this way they will also assist towards the maintenance of ecological balance in the area.

Among the timber trees, besides Mukwa, available in the area include: **Mukamba** (*Afzelia Quanzensus*); **Mububu** (*Albizia Versicolor*); **Kawizi** (*Albizia Antunesiana*); **Mululu** (*Khaya Nyasiaca*); **Mubanga** (*Pericopsis Angolensis*); **Mukunyu** (*Pseudolachnostylis Maprouneifolia*); **Muzwamalowa** (*Pterocarpus Angolensis*); and **Musikili** (*Trichilia Emetica*). These trees carpentry value range from furniture making, general carpentry and joinery (Fanshawe, 1965).

Although the research team concluded that carpentry is one of the viable and more relatively successful rural industry is Gwembe South, its total viability and success has been constrained by an erroneous thinking on the part of the artisans that there is no adequate market for their products. However, from our observations, this erroneous view is a result of the fact that despite their innovativeness and skills, carpenters, lack marketing strategies and abilities and generally their attitude to business and profit realisation is rather lukewarm than aggressive. It is high time they realised that business is about competition and requires a great deal of patience and persuasion. Times when consumers used to visit workshops in order to purchase an item are somewhat gone. Artisans must be mobile and not wait for buyers to come if they want to maximise the sale of their products. There are some other ways in which carpenters can improve their sales. One way is by opening a carpentry shop at Maamba preferable at the mine market. Since there are three groups involved in carpentry, they can be encouraged to jointly own the shop building. Yet another way would be to involve the local political leadership, particularly the area member of parliament and also the district council to get a standing contract for these artisans so that they can be making and repairing school desks and also undertake other carpentry works for other government offices in the area.

There is still some scope in the valley, though limited, for better use of timber resources, particularly in the development of high value furniture and handcraft. This however as a long term source of employment will require considerably greater government intervention not only in reforestation with more desirable and higher quality species, but also in the provision of the services needed for proper management, conservation and extraction currently available species. This would entail not only increased control of extraction practices, but also the development of m programmes in the area. The Gossner Mission could also participate, or indeed even initiate such a project.

Leather Work

Located near Sinazeze township, next to the Stone House Carpentry and Bicycle repair Workshop, the industry has three artisans. These were trained at Choma, Livingstone Museum and Pampa Gallery in Lusaka. All these have points within their buildings from which they sell their items. This marketing strategy calls for business mindedness and aggressiveness on the part of the artisan, abilities which are currently lacking among the artisans.

We noted too that pricing of leather products is rather random-no cost benefit analysis is employed. There is also need to add aesthetic value to their products and we concluded that this requires a service of a highly qualified leather technologist.

Tannery

The tannery project was established in 1990. It is located near Sinazeze township next to the other industries already discussed above. It is run by three tanners two of which are females. All the artisans are of Grade 7 level of education. They trained at Chipata College of Continuing Education.

Tanners use local raw materials-hides and tanning agents, apart from lime, are products of the surrounding bush. The main source of skins is Mr Jordan's Zongwe Farming Enterprise in Chief Meemba's area 60 km from Sinazéze. For the hide to be done it takes at least three weeks. One of the major constraints of the Tannery is that it needs a lot of water, but currently the water is drawn from some distance. There is urgent need to bring piped water to the tannery to ease this problem.

Without doubt the tannery industry has capacity for further expansion. One or two more tanneries can be established in Chief Mweemba's area at Maamba and Mapatizya near Siameja. These two areas have over the years, nucleus of many activities and one such activity beneficial to the tannery industry is domestic livestock slaughtering which is done on daily basis. At least not less than 50 animals are slaughtered in a month at each of these areas and skins are left to rot unless the owner of the slaughtered animal has a use for it.

Currently the constraint of the tannery industry is an erroneous view that it was created to supply

the leather industry situated next to it. The tanners must be educated on the fact that tannery products can be sold elsewhere in the country and are not only restricted to Gwembe South. This needs or calls for aggressive marketing searching on the part of the tanners. The industry also needs urgent research on how it can, if possible, reduce to perhaps 14 or even less days. This for sure needs a person of high training in tannery.

General Observation on the SSVI

The information gathered through informal interviews and that learned from the Gossner Mission's own in house evaluation points out that the recruitment procedures of original project participants were haphazard. There were no criteria established on who would join a given project. Recruitment was based on interpersonal relationship with various mission personnel as a consequence project participants were a combination of individuals, with varied backgrounds, and varied motivations for joining a given project. Very few of those who joined the projects had been carefully screened as suitable for a given project. Not surprisingly therefore, not only did large numbers of those who had been recruited dropout, but also in some projects some of those who remained have demonstrated limited appreciation of business acumen and entrepreneurial skills.

Much of the science and technology for improving production and quality of products of current projects is already well developed. This is true of the tannery, leather works, as well as carpentry projects. While there may be room for improvements or refinements the present level and quality "trainee" and recipients (with the exception of carpenters) is rather questionable for the development of long term entrepreneurs, and sustainable human resource development for the projects let alone for the valley as a whole. The present trainees are simply not representative or good models of a successful entrepreneur.

The types or quality of youth being recruited for training, must be such that have a certain aptitude of participating and succeeding in a business enterprise, they must be such that they can be trainable, to understand the scientific principles involved in the application of the technology at the desired level of efficiency and also the aptitudes for successful business management including decision making on technical and financial matters with regard to the profitability of their respective enterprises. This obviously also will entail that such individuals are unlikely to be those with primary school leaving certificate. Most of the principles and concepts related to

any new technology and the running of any business enterprise are in English. Consequently it would be expected that any recipients of the project to be in a position to adequately receive the desired level of training, must at least have some post primary school training. Three years of secondary school training in this regard would be considered as adequate.

The potential trainees, must also have the desire to remain in rural areas. Youth who see the rural area as a transit point for more lucrative employment opportunities in urban areas would be inappropriate candidates for any of the projects.

Government and Advisory Committee

The SSVI is operating within a government framework. The government administrative structure constitutes of the District Secretary, the Director of Works and Support staff. Most of the Government staff are unfortunately only loosely linked to the project. Not surprisingly therefore, project activities are not integrated or coordinated with those of the Government.

The main structure where, government and the project can coordinate their activities is the Advisory Committee, which unfortunately over the years has not been active. It is vital that Advisory Committee is strengthened to provide feedback into the project. The advisory committee could play the important function of bringing information from the community, from the government and other parties. The committee should be drawn from a broad spectrum of representatives of the people. We would like to propose the following possible representatives.

- (i) The two Chiefs of the area or their representatives
- (ii) The Catholic Church/United Church of Zambia and Church of Christ which are currently very active in the area.
- (iii) The Agricultural Office
- (iv) Fisheries Department Office
- (v) World Vision International Office
- (vi) Local Businessmen
- (vii) Local politicians such as the MP or other notable politicians in the area.

We would like to strongly recommend that the Chairperson for the Committee should be

someone with proven record of commitment with community work, someone, who has a proven track record as a leader. The Gossner Mission however, should be prepared to give guidance and stimulation to ensure that the Advisory Committee is functional. Beside offering transport, and a meal or tea during meetings, we would strongly recommend that a token sitting allowance be given to committee members.

A SITUATIONAL ANALYSIS OF POVERTY AND THE SOCIO-ECONOMIC CIRCUMSTANCES OF YOUNG PEOPLE IN THE VALLEY

Semi Subsistence Life of the Gwembe Valley People

The vast majority of the people of the Gwembe valley are largely peasants. They earn their livelihood almost exclusively from agriculture. They are involved in both grain crop farming and domestic animal and fowl rearing. To some extent they also earn their livelihood from both subsistence and commercial fishing. They also hunt wild animals, collect wild fruits and honey to supplement their meagre food resources. However, while they are able to survive from these activities, they need cash to meet certain essential commodities. They need cash to purchase medicines, to pay for their children's school fees, school uniforms, school books and other school requisites they need cash for transport, they also need cash to purchase basic food requirements such as salt, sugar, cooking oil. Above all they too need cash for clothing and blankets. The Gwembe Valley people are consequently well integrated into the wider cash economy of the valley and the country at large. (Colson and Scudder, 1975).

The Gwembe Valley experiences erratic poor rainfall which is exacerbated by very high temperatures causing high trans-evaporation rates during most of the rainy season. As a consequence most of the rivers and streams are seasonal rather than perennial. The shortage of arable land due to large peasant population coupled with uncertain rainfall situation lead to chronic food insecurity in the area. Like any other peasants, therefore, the people of the Valley spend a very large proportion of their time in search of a livelihood, this includes a search for food as well as water. Both these basic human necessities for survival are in extreme short supply in the area.

A few individuals have dug up wells, others are able to procure water from nearby perennial streams, while the majority dig up shallow wells in the dry river beds. Those near peri-urban

areas have access to piped borehole water supply. It is not uncommon feature for the Gwembe peasants to share drinking water with their domestic animals. Generally, however the quality of water consumed by the majority of the people in the area is untreated and unhealthy. Not surprisingly therefore water borne and gastro-enteric diseases in the area are widespread. The most common being diarrhoea and dysentery. Malaria too, is widespread in the area.

In the wake of the HIV/AIDS pandemic in Zambia the medical and health personnel in the area also reported that the AIDS pandemic is making in roads in a number of rural areas of the valley. A phenomenon that has been facilitated by the large influx of migrants from outside, those coming for fish trading, mining in gem stones and local mining at the Maamba collieries.

Food availability and supply in the area, as already pointed out is hampered by the quantity and quality of farm land peasants own. Besides being inadequate, the soils and rainfall patterns for the area are not favourable for growing most grain crops. Although maize is grown in the area, yields are generally very low. The only grain crops that seem to favourably grow in the area are sorghum and balrash millet. As a consequence, some rural households are not able to survive from their own farms. They usually depending on purchase of food from outside the farm; either from the more prosperous peasant farmers, or from the local shops. Many peasants are hardly able to afford, more than a meal per day. Hence while most people are able to grow food in their gardens much of the food they may consume, they are not always adequately fed because of the deficiencies or imbalances in their diets. This has led, particularly among their children, to serious health problems, which affect not only their physical well being, but also the development of their intellectual capacities.

The problem of food security in the past three years has been compounded by drought which has affected the entire Southern Africa sub-continent. This drought has not only affected the peasant sub-sector, but has also induced widespread recession. The drought in Zambia, led towards the loss of jobs in construction, mining and commercial agriculture, all being substantive users of water. Energy from hydro-electricity generators had to be rationed, affecting industries, households as well as services. The result was a reduction in alternative employment opportunities and remittance incomes, a crucial factor for many peasant households exacerbating drought's direct effect on rural incomes, employment and peasants' food security.

Most services in the valley are either non-existent or very poor. Most villages are inaccessible

particularly those located in the hilly areas. The high cost of roads and relatively low contribution of the people to the regional and national economy, have discouraged the government from paying greater attention to their establishment and maintenance. Likewise the provision of piped water, let alone electricity is sadly non-existent.

The schools in the valley are generally inadequate in amenities and staffing. Most schools in the area are available only up to primary level. Pupils wishing to go to secondary school have to travel to the main towns along the line of rail, a cost which often excludes the majority of the youth from secondary education. Even primary level schooling is usually not fully achieved among some families, because of either the difficulty of getting to these schools or the need of the family for help from the child during school hours on the small farms or in the home. As a consequence literacy levels are relatively very low.

Table 2

Educational level	No. of respondents	Percentage
No education	9	6.3
Primary	70	49.0
Secondary	63	44.1
College	1	0.7

It is against this background that one begins to appreciate enormous difficulties and overwhelming poverty that young people emerging from schools have to face up to. Youth in most rural areas of Zambia are in effect in a limbo on one hand, they are attempting to escape the poverty of rural areas, on the other hand urban areas have little to offer and neither does education.

Education, an Antidote for Youth Unemployment

It is rather unfortunate that the type of education at both primary and secondary school level is theoretically and text book based, it does not prepare young people for practical work. As a consequence, the young already influenced by poverty or deprivation at home, have their minds set against rural based occupations by virtue of the nature of the curriculum, and the attitudes of the teachers who themselves have misconceived ideas about what is possible from earning a

living in a rural setting. Many of these teachers are themselves in the rural schools because they are unable to complete successfully for places in the urban ones.

The lack of appropriate, particularly technical education, among school going rural youth is the greatest single handicap to the development of self employment in rural setting. Until this deficiency is recognised by Government and corrected, it is unlikely that self employment and the exploitation of rural resources will materialise to make rural areas adequately attractive as a base for a livelihood.

Consideration by the Ministry of education will have to be given to review the curriculum, to review if in such a way that it will instil in the individual pupil the ability to productively survive and participate fully in his or her environment.

Rather than start with the misguided assumption that a good life is not possible from the resources of the rural areas and set up horizons based on urban life, the educational programmes at both primary and secondary levels should set about training the minds of students to be aware of their rural environment and what it can offer and how best to use available rural resources.

As of now the vast majority of the youth in the Gwembe valley are unprepared to face the world of the work place in a rural area. Many find it easier to trek to the urban areas to live with relatives with a view to finding a job there. Unfortunately given the current global recession and the economic crisis facing many industries in Zambia and the country as a whole, compounded by the International Monetary Fund (IMF) Structural Adjustment Programmes (SAP) jobs in urban areas are simply not there. Many companies are either unfolding their businesses or they are retrenching their workers.

The economic crisis facing Zambia is traceable to the mid 1970s when the Zambian economy began experiencing a down turn following the decline in Copper prices. Coincidentally this was at the time when the prices of oil were rising. This adverse economic situation in the country led to the collapse of rural economy as well. Nationally the trend culminated into an accelerated lack of employment opportunities in the formal sector of the economy. While it was relatively easy to find employment in the informal sector retrenched the labour force from 393,000 in 1975 to 368,000 by mid June 1978 (ILO, 1979 xxvii) the situation continued to deteriorate in the 1980s through the 1990s. In 1985, alone, for instance 3,500 workers were retrenched in the formal

sector (Muyatwa 1987,7).

The chronic unemployment problem in the country did not only affect those workers who suffered redundancies but the would be workers who could not find jobs as well. The seriously affected by this development trend are the out of school young people whose dreams of a good and bright tomorrow have been envisaged through getting a well paying job. The 1986 Zambia study for ILO/JASPA shows that in 1980 about 73 percent males aged between 15-24 years were without jobs (ILO/JASPA, 1986).

The situation is currently worse than portrayed above. Many companies are either folding their business or they are simply retrenching their workers. Indeed, there is a trend towards urban to rural migration by many Zambians who are finding the urban environment economically intolerable. This trend is bound to continue in the next decade or decades, unless the Zambian economy makes a dramatic recovery, an unlikely possibility, given the magnitude of the country debt to the international donor community. In 1991, the World Bank suspended disbursements of funds to Zambia because of failure to settle US\$20.8 million.

In the face of this rather abysmal economic environment, the only hope for the school leavers is to remain in rural areas and procure rural based employment. Self employment in rural areas however is also not easy. Those who are able to engage themselves in gainful employment are individuals that have demonstrated some degreee of creativity and business acumen. To start with, it is much more difficult to procure start up capital in rural areas than in urban areas, where banks and money lenders are readily available. Additionally the market base for most manufactured products in rural areas is narrow. And for the youth who is a school leaver, the problems is compounded by the fact that he or she lacks the requisite skills to embark on his or her own enterprise, both artisanal as well as entrepreneurial skills.

In the Gwembe South, the project the current study is concerned with, the Small Scale Village Industries (SSVI) one of the components of Gossner Mission's Gwembe South Development Project (GSDP), was consequently introduced with the objective of training out of school young people in artisanal as well as entrepreneurial skills with a view to enabling them to settle into self-employment.

Potentials for Future Expansion of Youth Employment:

Young People's Perceptions

The youths in Gwembe South, like any other youths elsewhere in the valley and in Zambia as a whole, have their own aspirations and dreams which they would like to realise in life. In view of the adverse economic situation obtaining in the country some of these young people's dreams and aspirations are unrealisable, this is true of those ambitions that are perceived in light of getting a well paying white collar job. These ambitions are being re-oriented as new economic aspirations and being sought within the rural areas.

During our research, the Gwembe South Youth expressed different interests in undertaking rural based income generating activities as the table below shows:-

Table 3

Some selected Youth Preferred Rural Income Generating Activities

Activity	No. Aspring Youth	Percentage
Fishing	13	9.1
Tailoring	26	18.2
Carpentry	16	11.2
Motor Mechanics	11	7.7
Metal Work/ Black Smithing	7	4.9
Farming	6	4.2
Livestock	6	4.2
Poultry	5	3.5
Handcrafts	4	2.8

The above table attests to the fact that the young people in the Gwembe South have diverse interests and to some extent have accepted the reality of facing rural challenges. The aspirations, however notwithstanding, the realities of the situation as currently obtaining in Gwembe South and in view of the general policy of the SSVI Management - which is production oriented - cannot allow the undertaking of some of these activities. Fishing, farming, livestock rearing and

poultry are viable ventures but do not fall within the policy of SSVI. However, it is our view that it would be, if the GSDP has to initiate broad and widespread rural based self-employment activities that will have broad youth representation, a worthwhile idea to embark seriously on pilot projects on these activities.

Tailoring is rather presently unrealistic activity in spite of its popularity. The influx of Salaula (second hand clothes) traders would present a stiff competition to this industry. Furthermore the distance between this area and Kafue which is a source of cloth material would present severe constraints to the viability and profitability of Tailoring industry.

From our experiences of the rural Black Smith Industry, metalwork/black smithing, though envisaged, must not be encouraged at all. This applies to motor mechanics - an industry which would without any doubt face a critical shortage of customers as very few people in the area own vehicles and these actually find it easy to use the services of the already available mechanics working for the Government Departments or Maamba Collieries.

We still, as already pointed out elsewhere in this report, think carpentry has a room for expansion in the area and could be introduced in those areas the trade does not exist. It could be perhaps a worthwhile idea for the SSVI to initiate a group of carpenters in the area which would have specific objective of making boats to support the lucrative fishing industry - currently most peasant fishermen rely on dugout canoes which pose great danger to the lives of fisherment.

As for handcrafts aspirants, they could be advised to form a group to revive this traditional activity. Markets for their products could be the tourist centres such as Livingstone Museum, Mpapa Galley in Lusaka and the Tonga Musem in Choma. What they need to be educated about is the fact that their can withstand crafts from other areas of Zambia.

Preliminary Recommendations

1. Selection for youth projects in the SSVI Programmes must be broadened if the GSDP has to reflect true regional representation.
2. Defined criteria for participation in youth projects are required. It is recommended that consideration be given to recruiting youth with a minimum of at least 2 years of post

primary school training. Also youth from families with business background could be considered.

3. Training must not be limited to the importing of artisanal technical skills, but must also emphasize on business management and marketing skills as well as other skills related to human development including the development of self esteem and assertiveness in the running of their business.
4. Practical skills training and training in business management skills and marketing. Must be followed by apprentice attachment to established enterprises which deal in relevant trades of these youths areas of training, where these are not available within Zambia. Consideration should be given for attachment in neighbouring countries.
5. SSVI artisans must be subject to rigorous refresher courses every after two years to update them on possible new business management and marketing developments. The CYP in Lusaka has a good track record on running such courses and we would recommend that the SSVI management considers this very seriously.
6. SSVI must establish shops in key strategic business areas such as Maamba instead of waiting for customers to come to their workshops which may be very far from Centres of activities.
7. The present SSVI Management team of two cannot adequately run and supervise the industries. We recommend that the GSDP consider seriously increasing the staff. And such staff must have relevant theoretical and practical knowledge, not only on youth work and development, but also in marketing, business management and general knowledge on most of the industries under SSVI. { 21
8. To protect the SSVI artisans, title deeds to pieces of land on which their premises are situated must be secured. Negotiations with the Chief and relevant Government Ministries must be initiated.
9. Since carpentry is a viable industry we recommend that the SSVI Management should initiate the planting of timber trees such as Mukwa and other species to prevent possible

disappearance of these commercial trees.

10. Carpentry artisans must diversify into new areas such as boat making or building/thatching of houses, trades that have a wide market in the area

GWEMBE VALLEY RESEARCH PROJECT

An Introductory Letter

Eingegangen

10. März 1994

Erledigt:.....

Dear Respondent,

This study is being undertaken by the Commonwealth Youth Programme Africa Centre for the Gwembe South Development Project (GSDP).

The purpose of the study is to identify new types of Trade and Work for the Youth that can be offered by the GSVI. Therefore, the result of this study will be of great benefit to the young people in particular and the community as a whole.

The study is divided into four parts - general information about the respondents, Socio-Cultural and Economic Reference to the Youth, the Youth and GSVI and New Trades and Work for the Youth. Please respond by providing adequate information to each of the questions.

Please, all the information will be kept confidential and treated with others. Therefore, do not hesitate to provide any relevant idea or information that will help to identify new trades and work opportunities for youth development in this area.

Once again we welcome you in this study and thank you most sincerely for your participation.

Yours sincerely,
THE ORGANISERS OF THE STUDY

QUESTIONNAIRE

PART ONE

GENERAL INFORMATION

(to be administered to all the respondents)

1. Actual age: -----
2. Sex: -----
3. Marital status: -----
4. School status:
 Not schooled: ----- 1
 Drop out: ----- 2
 In school: ----- 3
5. Actual grade when you dropped out of school: -----
6. Actual grade if still in school: -----
7. Employment status:
 Not employed: ----- 1
 Employed (wage): ----- 2
 Employed (self): ----- 3
8. If wage employed state the actual work/job: -----

9. If self-employed in question seven above, state the type of work/job:

10. Are you a member of any club or organisation?

Yes: -----

No: -----

11. If yes, state name of the club or organisation:

12. State your tribe: -----

13. In which part of the river basin do you reside?

Upper: -----

Middle: -----

Lower: -----

14. State your actual religion:

PART TWO

REFERENCE TO YOUTH SOCIO-CULTURALLY AND ECONOMICALLY

(For Parents and Extension Personnel GO/NGO)

15. Identify the most important thing that most Tonga families prefer their sons and daughters to do economically, socially and culturally.

Economically: -----

Socially: -----

Culturally: -----

16. What specific rewards are given to those who perform those things mentioned in question 15 above?

Economical rewards -----

Social rewards -----

Cultural rewards -----

17. Up to what age does a Tonga son or daughter stop being dependent on the parents?

Sons: -----

Daughters: -----

18. Which is the most important preferences of independent Tonga sons and daughters?

Sons: -----

Daughters: -----

19. When you get together with your colleagues or friends or family members do you sometimes discuss youth needs and problems in this area?

Yes: ----- 1

No: ----- 2

Can't remember: ----- 3

20. If yes identify some needs and problems of the youth in this area.

Needs for female youths: -----

Needs for male youths: -----

Problems faced by female youths: -----

Main problems of the youth (Males):

21. In your view what are the main causes of these problems?

Female youths: -----

Male youths: -----

22. What strategies are being applied to deal with the above problems within Gwembe Valley?

23. Assess the effectiveness of the strategies identified in question 22 above.

Very effective: -----

Effective: -----

Not effective: -----

Not very effective: -----

24. In your view what new strategies should be initiated to solve the problems of the youth within Gwembe Valley?

25. Now, do you think that the above strategies in question 24 can promote the social-economic and cultural life of the Tonga people?

Yes: ----- 1

No: ----- 2

Don't know: ----- 3

26. Do Tonga parents and elders prefer to have working children?

Yes: ----- 1

No: ----- 2

Don't know: ----- 3

27. If yes, why?

28. Again if yes in question 26 above what type of employment?

Salaried employment: ----- 1

Self-employment: ----- 2

29. State the types of occupations Tonga parents and elders prefer their children to acquire.

Daughters: -----

Sons: -----

30. Now, where do most Tonga parents and elders prefer their children to be employed?

Daughters: -----

31. Are there some parents and elders who want their children to work within the Gwembe Valley?

Yes: ----- 1

No: ----- 2

Not sure: ----- 3

32. If yes in question 31 above identify at least three types of jobs preferred for the:

Sons: -----

Daughters: -----

PART THREE

THE YOUTH AND GSVI

(For the Youth (15-25) years only)

33. Are you satisfied with the kind of life you are leading at the moment?

Yes: ----- 1

No: ----- 2

Don't know: ----- 3

34. If yes, give an example to show that you are satisfied?

35. What kind of person do you aspire to be in a few years time?

36. What will you do to become that kind of person mentioned in question 35 above?

37. Has any one helped you to make the above kind of choice?

Yes: ----- 1

No: ----- 2

Can't tell: ----- 3

38. If yes, state who?

39. Who is the main bread winner in the home where you live?

40. Is the income at home adequate for comfortable living?

Yes: ----- 1

No: ----- 2

Don't know: ----- 3

41. Do you contribute in any form to the income of the home where you live?

Yes: ----- 1

No: ----- 2

Don't know: ----- 3

42. If yes, state how.

43. Have you heard about GSVI?

Yes: ----- 1

No: ----- 2

44. If yes, rate your level of knowledge about GSVI.

Very high: ----- 1

High: ----- 2

Low: ----- 3

Very low: ----- 4

45. If your knowledge of GSVI is high What advantages are derived from the GSVI in this area?

46. In your opinion is GSVI the most appropriate project for the youth in this area?

Yes: ----- 1

No: ----- 2

Can't tell: ----- 3

47. Explain your answer if your answer is yes.

48. If your answer is 'No' give some reasons:

49. If your answer is 'No' what obstacles are faced by the GSVI?

50. To be productive citizens of this area what skills should the youth possess?

51. Can the present GSVI provide these skills?

Yes: ----- 1

No: ----- 2

Can't tell: ----- 3

52. If your answer is yes in question 51 above provide evidence.

53. If no in question 51 above what obstacles do GSVI face?

54. How could GSVI be turned into an effective project to provide skills?

55. Can the public sector operating in Gwembe Valley provide support to GSVI?

Yes: ----- 1

No: ----- 2

Don't know: ----- 3

56. If yes, what kinds of support?

57. If no, in question 55 above, how could the public sector be made to support GSVI?

58. Is the commercial sector operating in Gwembe Valley very supportive to the activities of GSVI?

Yes: -----

No: -----

Don't know: -----

59. If no, suggest how the commercial sector could be made to support GSVI.

60. Suggest how GSVI could be turned into a very effective rural development project for youth in Gwembe Valley.

PART FOUR

NEW TRADE UNDER GSVI

(For all the Respondents)

61. Are you familiar with any new type of trade that could be introduced under GSVI?

Yes: ----- 1

No: ----- 2

Can't tell: ----- 3

62. If yes in question 61 state its main objectives.

63. What skills does the new trade offer?

64. Do you have a personal interest in this new type of trade?

Yes: ----- 1

No: ----- 2

Don't know: ----- 3

65: If yes, what condition do you expect if you were to join this trade?

66. What activities do you suggest for the new trade?

67. Which category of youth are best suited for the new trade?

Category of Youth	Very much	Much	Not so much	Not at all
<u>Teenagers</u>				
<u>Adolescents</u>				
<u>Young adults</u>				
<u>Rural</u>				
<u>Urban</u>				
<u>Educated</u>				
<u>Semi-educated</u>				
<u>Un-educated</u>				
<u>In-school</u>				
<u>Out-of-school</u>				
<u>Males</u>				
<u>Unmarried</u>				
<u>Married</u>				
<u>Employed-self</u>				
<u>Employed-wage</u>				
<u>Unemployed</u>				
<u>Organised</u>				
<u>Unorganised</u>				

68. What kind of qualities should the above categories of youth possess?

Some qualities	Very Much	Much	Not so Much	Not at all
<u>Activeness</u>				
<u>Initiative</u>				
<u>Energetic</u>				
<u>Industriousness</u>				
<u>Adventurousness</u>				
<u>Skillfulness</u>				
<u>Other (Specify)</u>				

69. How many youth do you think could be trained at a time in the new trade?

70. What type of materials could be required?

71. State source of origin.

72. What type of equipment would be required?

73. State its source of origin

74. How many instructors would you need in the new trade?

75. How many of these instructors should be males/females?

Males: ----- 1

Females: ----- 2

76. What type of qualification should the instructors possess?

77. How long would it take to train the youth in this trade?

78. In which part of Gwembe Valley could this trade be located?

79. Why?

80. Based on an average cost how much could it take to train each youth?

81. Considering the materials, equipment, instructors and cost of training in this trade do you think it is worthy to undertake the project?

Very much: ----- 1

Much: ----- 2

Not so much: ----- 3

Not at all: ----- 4

82. In Your view what kind of support can the new trade receive from the following categories of sectors in this area:

Categories	Type of support
The family sector	
The public sector	
The commercial sector	
Other sectors (specify)	

83. Please tell me any other information about new trades and work for youth in this area that have not been asked.

Thank you once again for your participation.

Eingegangen

- 8. Nov. 1993

Erledigt:.....

X 252153

XXXX 229896

Our Ref: CYP/AR/01/12

13 September 1993

Dear Mr. Diete,

**RE: THE STUDY OF SOCIAL ECONOMIC POTENTIALS
OF THE GWEMBE VALLEY**

Please find enclosed a research proposal on the above subject as per the discussion with you on the above subject.

We are keen to undertake the study within a period of two months (October and November).

A report will be ready by first week of December 1993. It is estimated that the study will cost US\$15,000-00 including professional fee.

In view of the need to discuss the proposal further with you it would be necessary to call at the Centre soon.

I look forward to working with you in this very important initiative.

Sincerely Yours,

Dr. Dr. R.M. Mkanawire
REGIONAL DIRECTOR
COMMONWEALTH YOUTH PROGRAMME AFRICA CENTRE

Mr. W. Diete
Gwembe South Development Project
P O BOX 84
SINAZEZE

Encl.

Eingegangen

- 8. Nov. 1993

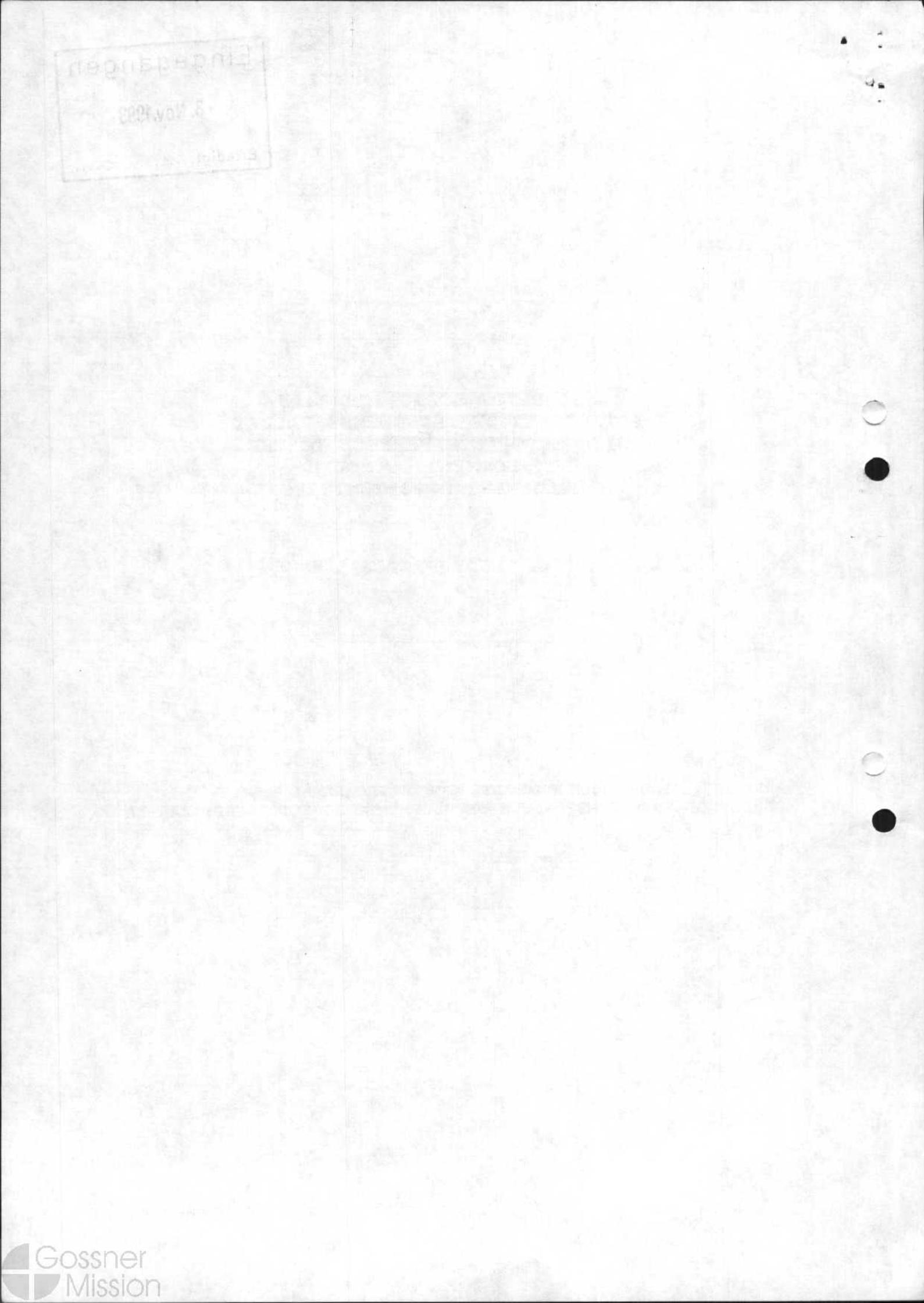
Erledigt:.....

Sept. 93

**A STUDY OF SOCIO-ECONOMIC
POTENTIALS OF THE GWEMBE VALLEY
WITH SPECIAL REFERENCE TO THE
DEVELOPMENT OF YOUTH
EMPLOYMENT OPPORTUNITIES**

A STUDY PROPOSAL

**PREPARED BY THE COMMONWEALTH YOUTH PROGRAMME AFRICA CENTRE ON
BEHALF OF THE GWEMBE SOUTH DEVELOPMENT PROJECT (GSDP) ZAMBIA**



1. INTRODUCTION

1.1. BACKGROUND OF THE STUDY PROBLEM

There are many agencies in the Republic of Zambia that are concerned with youth development. One of these agencies is the Gwembe South Development Project (GSDP) located in Sinazese district in the Southern Province here known as the 'Project'.

The aim of this project is to promote among other things, Small Scale Village Industries (SSVI). This is implemented by training young people and settling them in their trades. Such trades include carpentry, tannery, leather and bicycle repair.

Young people who are recruited into the Project's trades start working in their villages. Due to lack of industries and employment in the valley, the project tries to enable them work on self-employment basis in order to avoid migration from the valley. The question is: Are these trades related to the villages socio-economic conditions?

The model for engaging young people in the Project's trades involves the provision of trades training, starting capital, workshop building and equipping the workshops with tools. Additionally an extension service is provided. This service includes counselling and monitoring for the period of three to four years. Out of experience the groups of artisans or entrepreneurs are not allowed to exceed three to four members.

However, to date the project has only three carpentry workshops, one tannery, one leather workshop, one rural metal workshop and one bicycle repairer. The management has decided that the SSVI should be expanded. There is a great need for expansion - but how?

1.2. Focus of (problem for) the Study

After five years of operation the management of Small Scale Village Industries (SSVI) plans to extend the Project. As such there is need to identify and examine new areas of trades and work in which young people, both female and male, can be trained and afterwards find employment which have emphasis on the use of local materials and to serve the local community.

1.3. Study Questions

This study will, therefore, attempt to generate data to answer the following questions:

1. What are the characteristics of the category of people that are and should be the beneficiary of the expanded SSVI in particular and the Gwembe Valley development programme in general?
2. Are the objectives of the existing SSVI and the expected effects from SSVI relevant?

3. What intervening and antecedent factors - socio cultural or socio-economic-affects the expansion of the SSVI?
4. How does the context, inputs, process and product of the SSVI. affect its beneficiaries? Are inputs sources locally or elsewhere?
5. Which are the most appropriate areas of trades and work for training youth, in the Gwembe Valley?
6. Which is the most suitable form of training in SSVI?
7. What attitudes and preferences do young people possess towards SSVI in particular and self-employment in general within the Gwembe Valley?
8. Which practical approach (model) can be used to create new employment opportunities for local youth in the Gwembe Valley, and how?
9. Are SSVI Projects replicable, if so under what conditions?

1.4. Objectives

More specifically the study will focus on the following objectives:

1. To determine how, and the extent to which the socio-cultural background of the Tonga people and the social and economic potentials of the Gwembe Valley (south) influence or affect the life style of its community in general and the youth in particular;
2. To identify and analyse the context, inputs, and its accessibility, process and product of SSVI in Gwembe Valley;
3. To identify new areas of trades and work in which young people (male and female) could be trained and afterwards find employment;
4. To identify and determine different and appropriate forms of training - for employment generation for the youth and management especially of accounts.
5. To identify and analyse the youth attitudes of the communities and youth toward self-employment work in general and employment preferences in particular;
6. To determine a comprehensive broad spectrum of economic potentials, sources of raw materials, their use and market for services and goods from SSVI.

1.5. Significance of the Study

From the preceding sections, it can be observed that the Gwembe Valley South Development Project is one of the agencies in Zambia with a great concern for the development of young people. The project would like to expand its existing SSVI capability and effectiveness.

However, notably the project faces difficulties in attaining such objectives due to lack of data on other viable industries and employment in the valley; knowledge of a broad spectrum of the socio-economic potentials, sources of raw materials, their use and market for services and goods from these local potentials; as well as information about fields and areas in which business and employment for the young unemployed people can be created.

It is hoped therefore that this study may contribute practical methods of creating new employment opportunities for local youth in Gwembe Valley by yielding information on:

1. the impact and efficacy of SSVI to employ and settle youth within the valley;
2. the essential prerequisites on planning new and more projects for employment generation;

3. the appropriate employment training for the unemployed youth;
and
4. the appreciation of the general youth situation in the Gwembe Valley.

1.6. Definition of Key Concepts

Antecedent variables will be used to include factors e.g. funds which are independent of the project, but constitute the context and constraints within which the project operates.

Attitudes will include particular or specific ways of behaving, thinking, liking etc that are unique to an individual or a collectivity.

Characteristics will be used to include individuals' distinguishing features of behaving or liking for certain things or mental or moral qualities that make a person different from another.

Context will be used to refer to the conditions under which the SSVI was perceived and formulated, its goals as well as its clients' expectations.

Effectiveness will refer to the extent to which SSVI objectives have been achieved.

Entrepreneurship will be used to refer to the use of knowledge, skills and techniques to engage in risky bearing self-employment ventures, whereby capital and other resources are organised and new methods are used economically, to produce goods and services highly demanded in the available markets (CYP 1991, 1992).

Entrepreneurship Development Training will refer to the complete class-room-based activity, which includes achievement motivation training, but may also cover management, marketing, proposal preparation, information and technical training (Harper 1984; CYP, 1991).

Enterprising will be used in this study to refer to people when blessed with intelligence, drive and initiative do convert a challenge, or interest or opportunity into an economic activity (Bloch 1989).

Intervening (or Moderator) variable will be used to mean that factor which is measured, manipulated or selected by a Researcher/practitioner to discover whether or not it modifies the relationship between the independent and dependent factors in any change process.

Input will be used to refer to the resources (financial, material, human, goods, services and other resources) provided for an activity with the expectation of producing and achieving the

activities' objectives.

Latent thirst will be used to refer to some strong hidden desires which are also at odds with current interests and values but are not generally recognized as being so (Merton and Nisbett 1976).

Model will be used to refer to a simplified description of a system used in explanations. A model imitates a real thing (Broadbeck 1968).

Method or approach will include a way of seeing, doing and arranging things using appropriate strategies (specific acts), techniques (a tactic, a manner, a style, or an artful device) and skill (technical ability to produce reliable and consistent results) according to Osei-Hwedie (1990).

Objectives will be used to refer to specific, measurable statements of what one wants to achieve (targets).

Process will be used to refer to the procedures which are used to convert the inputs into products in relation to the goals of SSVI.

Process evaluation will be used to refer to the art of assessing the success of a project in terms of the internal effectiveness of the project, and whether or not project activities, procedures are actually being carried out. This form of evaluation is also

particularly appropriate for projects concerned with processes which are concerned neither with production of goods nor with the production of easily measurable outcome.

Product will include all that comes out of an activity from its inputs. They may be tangible or intangible.

Preference will be used to mean the development of liking or favour for one thing and not the other.

Self-employment will be used to refer to an individual's ability to become an employee for himself by engaging in socially accepted small scale enterprise, that is, the individual does not work for another (Mwansa, et al. 1992). This is also the definition used by CYP (1992). Those who work for others are in wage-employment.

Small Scale Enterprise will include both the profit-making seed-money engineered economic activities, agricultural or non-agricultural and the skills youth need in order to be active contributors in the economy (Com.Sec. 1990).

Social Problem will be used to refer to an observable condition (Wright and Weiss 1980) or a circumstances of living (Gil 1973) or a discrepancy (Merton and Nisbert 1967) that is perceived by a group of people as a source of dissatisfaction for its members and for which preferable alternatives are considered possible.

Training will be used to mean a process of imparting practical knowledge, attitudes and skills for dealing with practical or immediate problems.

Trades will include the different skills such as carpentry, bicycle repair skills etc. to promote self-employment among youth.

Youth will include young people of all categories e.g. school leavers and the uneducated, within the 15-24 age bracket, a definition also used by UN agencies (1985), GRZ (1989), DYD (1989).

Unemployed youth will include young people without work, available for work which is available or lack knowledge about where to find work (CSO 1987).

2. LITERATURE REVIEW

2.1. Youth Programmes

Like every government which has its youth at heart, the government of the Republic of Zambia has mounted different types of programmes to deal with different youth problems e.g. youth unemployment. With specific reference to rural areas or rural development the government initiated the following types of programmes: the rural youth production centres, community-based skills training projects and youth settlement schemes. These programmes have focused on things like basic construction, agricultural development, engineering and industrial skills. According to Nyirongo (1988) and Kalapula (1990), Hoppers (1981) and Lifanu (1990), these

programmes have not yielded any positive results due to, among other things, political expediency with which programmes are established, misinterpretation of the aspects of military and functional training, orientation towards wage-employment and the dubious assumption that once trained, an individual is set to achieve independence.

From the above analysis, it appears as though the perspective of the youth are not considered when planning youth programmes. According to Mwansa (1989), youth programmes seem not to respond effectively to the problems of the youth due to lack of proper information. The youth's situational analysis is not undertaken to proceed programme planning.

Mwansa contents: programmes are based on sentiments and directives rather than systematic process.

2.2. Approaches for Reaching the Youth

Implied from Mwansa (1989) is the view that there is need to search for more constructive and effective approaches to youth development with the aim of making them more responsive to problems of the youth. Such an approach must not only rely on well trained personnel capable of planning and managing youth development programmes (Osei-Hwiedie 1983) but also promote youth participation in any development effort - political as well as economic (Mbao 1989, CYP 1993). In addition such an approach should settle the

youth into the land. The Zambian Government of the First and Second Republics preached the policy of the 'go back to the land' to no avail. According to Kalapula (1985) land settlement schemes have not proved to be the favourite of unemployment.

Alongside land settlement is the often time referred to policy of 'self-help.' According to Siamwiza (1989) self-help approaches have not helped the youth either due to the fluidity in this concept during planning and programming of youth activities. The youth are not involved and there is lack of timely and appropriate back-up services for self-help projects.

The question is: How can the youth as targets of development be reached with developmental messages? Obbo (1991) suggests an IGOAC model of addressing youth target systems. This model emphasizes focusing on the youth from five different perspectives.

- (1) Youth as an individual; (2) Youth as a small group;
- (3) Youth as an organisation; (4) Youth as a department and
- (5) Youth as a community e.g. village community.

Unfortunately the IGOAC model simply spells out the different target systems that should be reached by intervention programmes. It is not a model for motivating the spirit of entrepreneurship among those target systems.

2.3. Entrepreneurship Development Models

A number of individuals and agencies with concern over the plight of young people have developed models for youth entrepreneurship development. Right now, a number of entrepreneurship development models are in place, but each one of them lack one or two qualities which affect its full application. For example, Hoppers' (1986) model which is institutional and employment-oriented reinforced by extension services does not focus on the calibre of youth agencies and their personnel. ILO (1989) and CYP (1990) models of Youth and Community approach to self-employment emphasize self-help mechanism without due regard to lack of capability among agencies and their personnel.

CYP (1993) supported models emphasize that business opportunities should be identified by youth leaders and young people as the starting point. In the second stage a market study should be conducted by young people. In stage three, a business plan should be prepared and submitted to funding agencies before training technical or business skills is undertaken. One may ask this question: What are the chances that illiterate and untrained young people can have the ability and capability to identify business opportunity and do market survey? Training as an initial factor is not an important moderating variable in the CYP supported models.

In Zambia, the Department of Youth Development under the Ministry of Sport, Youth and Child Development administers community-based and skills training projects e.g. carpentry, farming, etc. Members of the community plan and manage these projects for youths. Grants are extended to the projects. It can also be argued that the model used by the community-based projects do not take into account the importance and relevance of involving the target group during the planning as well as the management of the project. How then can we expect young people to develop the spirit of entrepreneurship?

Entrepreneurship is attracting attention as the main driving force in creating employment. To this effect, AAPAM (1991) and Child (IDS No.128) call for an enabling environment by developing more simplified procedure to absorb the would-be entrepreneurs. McCormick (1993) believes, that poor risk-management strategies which discourage firm growth can be avoided by training entrepreneurs. The training can address problems like marketing, environmental, internal (personal) and socio-cultural which affect the development of the spirit of entrepreneurship (CYP 1990).

However, there is no common agreement to the nature of training. Some studies such as Mudenda (1992) suggest informal or apprenticeship approach while others such as Hoppers (1983, 1986), ILO (1989), CYP (1990) recommend non-formal training approach. However, the former lacks effective organisation and supervision, and the latter faces goal displacement as it is (social) class

ridden in the sense that it caters for the middle class youth and not the intended youth from the lower class (Hoppers 1989).

2.4. Theoretical Framework

From the literature above, past studies have not focused on socio-cultural and rural-based factors that affect youth development in rural settings. It is the view of this study that such factors have a direct bearing on the direction and extent to which new employment opportunities for local youth can be created.

Also left out is training as an initial and important factor especially in entrepreneurship development and focus on institutional building to influence the kind of services to be offered by rural-based programmes such as GSDP.

Therefore, this study will address the above two factors. It will use a number of models or theories to explain how such factors may affect GSDP.

As young people who are unemployed may be susceptible to different problems, the theory of problem analysis (Merton and Nisbert 1976) will be applied to identify and analyse different problems that unemployed youth might be living through in the Gwembe Valley.

Work, in the Zambian context is an important measure of development or modernization (Mwansa et al 1992). Given this situation, there is need to assess the extent to which existing young entrepreneurs in Gwembe Valley are more open to new experiences, etc. according to Inkeles' (1969) theory of modernization.

The success or failure of any development programme require that resources, especially human resources are availed both in quantity and quality (Osei-Hwedie 1985, Obbo 1991). If young people are to be successful entrepreneurs then personnel who work with them should themselves be enterprising. According to Nune' (1982) model of Entrepreneurship in Public Service (EPS) personnel must develop entrepreneurial personality of seeing things through and of changing things. This model will be applied to identify and analyse the performance of those who work with young people in the SSVI.

The EPS will be reinforced by Total Quality Management (TQM) and Institutional Building (IB) models. TQM is an approach for continuously improving the quality of products and services through the participation of all levels and functions in an organisation (Mwanalushi 1992). Its cardinal principle is defect prevention in order to eliminate waste in the use of all resources and achieving perfection of zero defects in the ultimate goal. In this study it will provide a basis for understanding how youth in the SSVI are involved in planning, target setting, problem identification and

strategy formulation.

New ideas through training are instrumental in increasing the level of performance of individuals. Entrepreneurship Development Training is a new technology in youth development. It will be considered as part of institutional building on the part of SSVI personnel and the youth in the Gwembe Valley.

According to Thomas et al (1972), institutional building model (IB) is one approach to social change which is concerned with innovations that imply qualitative changes in norms, in behaviour pattern, in relationships, in new perception of goals as well as means. It emphasises the importance of organisations in introducing and developing new technologies. Its uniqueness lies in its attempt to spell out the processes by which organisations can be developed to gain the support of the society through norms and values for new technologies. The model will provide a basis for studying the SSVI and how it deals with the problems of youth development.

3. METHODOLOGY

3.1. Study Design

This study will employ more aspects of process evaluative design (Clarke and Freund 1985). It will cover four main areas:

3.1.1. the internal effectiveness of SSVI

- 3.1.2. the broad social impact on creating employment opportunities
- 3.1.3. subject impressions of the youth in particular
- 3.1.4. effect of SSVI on societal development in Gwembe Valley.
- 3.1.5. the quality of products
- 3.1.6. economic cost-effectiveness (under systems evaluation) of the methods used in attaining objectives
- 3.1.7. the costs and benefits of SSVI.

The purpose of adopting the above strategy is to attempt to obtain information that will help or improve planning and management of SSVI and generating more benefits to the youth.

To implement the process evaluating design the investigators will, first organise focus group discussions then use standardized survey methods.

3.2. Sample Design

The study will employ three sampling methods from the probability sampling design to select a sample size of 500 units. These are the multistage and cluster sampling method, the stratified sampling method and the simple random sampling method. In this way the elements will representatively and randomly be selected at the

household level. At each stage 50% of the elements will be selected to provide an adequate sampling sizes.

The district will be divided into the existing Wards and 50% of the wards will be drawn for the study. All the Villages in these Wards will be identified and 50% of them will be drawn for the study. With the help of the chiefs, a list of households in the selected villages will be established and 50% of them will be drawn into the study. From the selected households all youths will be identified and listed. From the list, 50% of the youths will be selected for the study. Apart from other variables such as age and educational background, there will be parity in sex among the sample elements in order to give an equal representation of opinions and analysis of problems attitudes, etc. from a gender perspective.

3.3. Data Collection

Initially, informal interviewing and focus group discussions will be used to gather data along broad themes such as the socio-cultural and economic backgrounds of the Tonga people; performance of the existing programmes, etc. Thereafter a questionnaire will be constructed for the survey.

Secondary data, such as from reports, will be generated through documentary reviews. As the programme has lasted for four to five years, there are likely to be a number of published documents that should be reviewed.

3.4 Pretest

The instruments will be pretested with 30 respondents. They will have typical characteristics as the sample elements. This will ensure for validity and reliability of the questionnaires.

Thereafter, standardized interviews will be carried out. In this method all the respondents will respond to the same question items. At the same time the issue of illiterate respondents will be resolved through interviewing.

The interviewing method will be supplemented through observations of existing projects and the participation of the respondents in them.

3.5 Research Assistants

The person-to-person interview places premium on the quality of research assistants as interviewers. Therefore, these assistants will be carefully selected and supervised if the study is to be accomplished within the specified period.

The Research Assistants will be trained in the interviewing method in order to eliminate bias due to poor execution of the method. Preferably Grade 12 leavers will be recruited as research assistants.

Training will help to provide skills in interviewing, probing, recording, building self-confidence, being alert and having clarity of thought. Emphasis will be placed on standardized procedures of interviewing, ways of motivating interviewees and standardized probing. The questionnaires will be constructed in such a way that there will be more close-ended than open-ended question items.

3.6 Data Processing and Analysis

Every piece of information gathered will be cross-checked through probing to ensure that not only valid and reliable information is gathered, but errors are reduced. Every questionnaire will be checked for errors right from the study area. The SPSSX will be applied in this analysis.

The data collected will be analysed using the computer. Frequency distribution of all the variables will be examined. Further statistical data analysis will be done to examine the relationship between the variables. It is envisaged that cross-tabulations of the variables in question will be done to establish the relationship between such variables.

3.7 Work Plan

The study is expected to take two months including report writing. The following activities will be carried out:

Familiarisation visit to the study areas. The purpose is to carry out evaluability assessment.

- hold preliminary discussion with the Management of SSVI, The Chiefs, key influential people and Youth Leaders.
- Identify youth leaders to work with - 1st week of October 1993
- Training of focus group discussants and interviewers. Mapping out tactics for collecting data. - 1st week October 1993
- Carrying out interviews, observations, documentary reviews and informal discussions - 2nd and 3rd weeks October 1993
- Process the data and analyse the data from Lusaka. - 4th week October 1993
- Start writing the report. Hold discussion with the Management of SSVI on the draft Report. - November 1993
- Submit final Report and end the project. - 1st week December 1993

3.8 Anticipated Problems

At least four problems are anticipated: Inflationary costs, lack of sampling frames, fear of being interviewed and mobility of respondents. Every attempt will be made to minimise these problems.

3.9 Ethical Aspect

The respondents and other significant people will be informed about the objectives of the study. Request for participation will be made through an introductory letter which will be read to them. They will be assured of confidentiality and anonymity.

3.10 BUDGET

The study will cost about US\$15,000.00 covering the following items:

Supplies and Secretarial Services	
Duplicating Papers	
15 reams @ \$10	150
Duplicating ink	
4 tubes @ \$10	40
Stencils	
2 packets @ \$10	20
Notebooks/Writing pads	
30 notebooks @ \$0.50	15
Typing and duplicating	200
Sub Total	<u>285</u>
Transport for Researchers	
To and from Gwembe Valley	500
Around the Valley	200
Sub-Total	<u>700</u>
Board and Lodge for 21 nights	
@ \$20	2520
Remuneration for students	
(Interviewers)	440
Sub-Total	<u>2960</u>

Data processing and Analysis using the Computer	
Coding and entry	300
Statistical data analysis	450
Computer consumables	<u>100</u>
Sub Total	850
Administrative costs	500
Professional fee	<u>9990</u>
Total	<u>15,000</u>

Revised 8500 US\$

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