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Faculty of Commerce
Department of Accounting



The effect of national economic policy inconsistencies on the general citizens in Harare Central Business District and the economy of Zimbabwe.

BY

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DEDICATION

To my deceased father, late sisters, Tinashe and Tamupuwanashe.

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ABSTRACT

A number of national economic policy inconsistencies have occurred in Zimbabwe since the year 2010. This study was carried out to assess the effect of national economic policy deficiencies on the standard of living of ordinary citizens in Harare Central Business District and the economy of Zimbabwe. The researcher applied the pragmatism philosophy and mixed methods approach whereby a combination of qualitative and quantitative data was collected using questionnaires and interviews. Statistical Package for Social Sciences (SPSS) software was used to organise and analyse raw data gathered from participants. It was found that inconsistent national economic policy leads to macro-economic instability, unemployment, shortage of residential accommodation, reduced human welfare, inefficient service delivery, unclear property rights and widening of the gap between rich and poor people. This was caused by the following factors; lack of citizens engagement, poor policy coordination, lack of policy clarity, lack of due diligence and reactionary approach to policy making by public officials. The researcher found that; engagement of ordinary citizens, removal of political connotations, policy coordination and harmonization and executive commitment can help improve national economic policy formulation in Zimbabwe.

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CHAPTER ONE

1.0 Introduction

This chapter covers the introduction, background, statement of the problem, purpose of study, main research question, sub-research questions, research objectives, conceptual/theoretical framework, research methodology, significance of the study, delimitation of the study, limitations, assumptions, definition of key terms, acronyms and abbreviations and a summary.

The research examined the effect of national economic policy inconsistencies on the general citizens of Harare Central Business District and the economy of Zimbabwe. Proposed long-term solutions were proffered which will be expected to assist Government in its endeavour to foster economic recovery.

1.1 Background

Public policy refers to guidelines and interventions crafted by the ruling class to create a conducive environment for human habitation through collective gathering of views and contributions from diverse stakeholders and the general public (Hernandez et al, 2011). Imurana et al (2014) defined public policy as Government decisions which consist of action taken or not taken by Government in response to socio-economic regulatory gaps in society. In addition, Cechin et al (2013) stated that public policy constitutes rules set by a Government to protect and govern the welfare of its citizens.

The formulation of national economic policy in Zimbabwe is governed by Section 2 (1) of the Constitution of Zimbabwe Amendment (No.20), 2013 which invalidates all secondary and subsidiary legislations deemed to be ultra vires the prescriptions laid down in the Constitution.

Zinyama and Takavarasha (2014) iterated that cabinet, legislature and judiciary are responsible for making national policies in Zimbabwe, however stakeholders have raised concern regarding national

economic policy inconsistencies, that is to say there has been discord or shifting of goal posts by cabinet ministers with regard to public pronouncements and interpretation leading to lack of permanency in our enacted laws.

Public policy has far-reaching consequences and represents action plans taken by Government to redress problems encountered by citizens and hence if wide consultations are not done civil strife and social uprising may erupt in societies (Zhou and Zvoushe, 2012). Crafting of policy encompass setting of goals, objectives and this requires expert knowledge on the timing and implementation since simultaneous application of various inconsistent public policy leads to incoherent results (Bonga, 2016). The problem of inconsistent national economic policy was also noted in countries such as Pakistan, Nigeria, Tanzania and Sierra Leone.

In Pakistan, inconsistent national policy led to liquidity constraints in the country arising from depressed revenue collections by the taxation authorities as a result of lack of punitive measures on evaders and as a result an examination of the budget formulation history of the country revealed that presented national budgets have been in deficit (Haq, 2015).

The case of Nigeria showed that over the years incompatible Government policy has transcended into unacceptable poverty levels on the majority of the country's population despite availability of abundant natural resources (Onuoha et al, 2015). They went on to say that economic hardships in Nigeria are signified by rising unemployment levels, political insecurity, erratic power supplies, unaffordable price levels of goods and services, fuel shortages and poor economic performance of the country.

In Tanzania, incongruent agricultural policy resulted in excessive food import bills in the country as smallholder farmers were denied access to finance on the formal market and heavily depended on costly loans from the informal sector (OECD 2013). The land policy in Tanzania also discriminates

against marginalised women by preventing them from having ownership rights over land due to unfair customary practices (ibid).

Policy deficiencies in Sierra Leone's financial sector and justice delivery system have caused low levels of development in the manufacturing, construction and mining industries resulting in limited employment opportunities for the poverty stricken communities who now survive on hand-outs from donor organisations (Omotunde, 2012).

The problem of national economic policy inconsistencies cited in the above-mentioned countries is also prevalent in Zimbabwe as the researcher observed that a number of laws enacted by the Government did not fully achieve the desired objectives. Examples are; Statutory Instrument 64 of 2016 and Statutory Instrument 20 of 2017.

Lack of citizens engagement and participation before implementation of Statutory Instrument 64 of 2016 led to chaotic protests at Beitbridge border post because cross-border traders perceived that the new law threatened their means of survival (Mananavire and Tafirenyika, 2016). On the other hand, Statutory Instrument 20 of 2017 which was designed to levy 15% Value-Added Tax on basic commodities was hurriedly enacted, repealed after a few days and replaced by Statutory Instrument 26 A of 2017 due to public complaints over sharp price increases in supermarkets which were no longer affordable to the general public.

Zimbabwe has not been spared from the rigours of national economic policy inconsistencies as low industrial capacity utilisation resulted in high unemployment levels and the emergence of a large informal market whose contribution to income tax is not commensurate with its volume of activities (Masaka, 2011). Service delivery in health institutions has deteriorated due to public sector freeze of vacant posts and perennial drug shortages (Sithole, 2013). The socio-economic problems highlighted above necessitated the researcher to carry out a study on the extent to which the general citizens of

Harare District and the economy of Zimbabwe are affected by national economic policy inconsistencies.

1.2 Statement of the Problem

The above background showed that Zimbabwe has endured numerous economic policy contradictions and pronouncements which have significantly retarded progress in economic revival and growth. The livelihoods of the general citizenry and the economy of Zimbabwe have been negatively affected by vague and unpredictable national economic policy. Although national economic policy is publicly announced and packaged in colourful blue prints, there is no guarantee of full implementation by the Government as past experiences have shown a number of instances where national economic policy can be reversed overnight. This necessitated the need to investigate the effect of national economic policy inconsistencies on the general citizens of Harare District and the economy of Zimbabwe.

1.3 Purpose of Study

The study investigates the effect of national economic policy inconsistencies on the general citizens of Harare Central Business District and the economy of Zimbabwe with a view of coming up with practical recommendations which will add value to the country's national economic policy making process.

1.4 Main Research Question

1.4.1 Why is the issue of national economic policy inconsistencies a cause for concern in Zimbabwe?

1.5 Sub-Research Questions

1.5.1 What guides policy development?

1.5.2 What are the challenges on policy implementation?

1.5.3 What causes national economic policy inconsistencies?

1.5.4 How do national economic policy inconsistencies affect the lives of ordinary citizens and the economic performance of Zimbabwe?

1.5.5 What can be done to improve formulation of national policy?

1.6 Research Objectives

1.6.1 To identify factors which guide policy development.

1.6.2 To ascertain challenges on policy implementation.

1.6.3 To establish the causes of national economic policy inconsistencies.

1.6.4 To evaluate the effect of national economic policy inconsistencies on lives of ordinary citizens and the Zimbabwean economy.

1.6.5 To recommend ways in which formulation of national policy can be improved.

1.7 Conceptual/Theoretical Framework

A number of theories attempt to address certain principles in terms of policy and these include among others, the game theory and the elite theory. These will be explained below:-

Game theory focuses on how groups of people interact strategically in an agreement to make the world a better place for all through synergistic behaviour from each player which results in rewards or punishment in the event of the breach of agreement (Kawakami, 2016). This theory resonated very well with national economic policy making process since the crafting of effective policies depends on cooperation between policy makers and citizens of a country.

Game theory is made up of two branches namely; cooperative and uncooperative. Non-cooperative deals with how intelligent individuals concentrate on their own goals to the exclusion of the common good (Hannesson, 2011). The cooperative branch explains that working together of groups with a shared vision usually results in increased utility or payoff to all participants in the game. In this study, the two participants were policy makers and citizens. Assuming that policy makers are the first participant and citizens are the second participant, the diagram below illustrates utils or scores derived by policy makers and citizens if they decide to cooperate or not cooperate with each other. The horizontal axis of the matrix represents the score of the policy makers (first participant) and the vertical axis indicates the score of the citizens (second participant);

Behaviour Matrix: Table 1.1

	Cooperation	Non-cooperation
Cooperation	6;6	-5;12
Non-cooperation	12;-5	2;2

Source: John Von Neumann and Oskar Morgenstern, 1944: Theory of Games and Economic

The maximum utility or benefit that can be attained in this example is 12 utils, if both participants (policy makers and citizens) cooperate they get 6 utils each, while a disutility of -5 occurs and 12 utils occur if one party cooperates and the other party chooses not to cooperate whereas each party obtains two (2) utils if they both decide not to cooperate. Therefore, it can be deduced that cooperation is the best route for policy makers and citizens since they both attain an equal reward or benefit of 6 utils.

Higley and Burton (2006) contributed another relevant theory to the current study called elite theory. The theory incorporates national economic policy making since it elucidates the existence of power struggles between politicians and lower classes of society whose views on topical matters are at times

not taken into consideration at the policy formulation stage and its variables are social status, social stratification and local culture. Elite theory mentions the existence in society of a small group of persons with power to rule and impose laws on non-elites and this has given rise to social conflicts, political instability and economic woes (Pakulski, 2012).

The use of Game theory in this study shall highlight the need for the Government of Zimbabwe to adopt a multi-sectoral approach which advocates for the active participation of citizens in economic policy making process. Whereas elite theory attempts to assess the impact of Zimbabwe's social class structures on policy formulation.

A thorough analysis of the above theories revealed that game and elite theories were the most applicable tools to analyse the effect of national economic policy inconsistencies on general citizens and the economy of Zimbabwe. Therefore, the researcher tested both theories in this study. The dependent variable (output) was national economic policy inconsistencies while independent variables (inputs) were cooperation, non-cooperation, social status, social stratification and local culture. Moderating variables were Parliament, Cabinet and Judiciary. Explanations of the terms are given below;

National policy inconsistencies –Laws and regulations which are contradictory and temporary in nature.

Cooperation - A network of participants in game theory working together to achieve a common purpose.

Non-cooperation - A situation whereby participants in game theory choose to pursue individual interests.

Social status- The position one holds in a community based on honour and prestige.

Social stratification- It refers to a system whereby people are ranked into categories within a hierarchy.

Local culture -The beliefs, customs and way of life of people in a community.

1.8 Research Methodology

The researcher applied a pragmatic worldview philosophical approach and used a mixed methods research system to test the applicability of the game and elite theories in investigating the effect of national economic policy inconsistencies on the general citizens and the economy of Zimbabwe.

Pragmatic worldview states that research should be combined with tenets of politics in order to find solutions to problems affecting the lives of marginalised people (Lacey, 2010). Hence, this approach enabled the researcher to determine the gravity of national economic policy inconsistencies on the day to day lives of ordinary citizens in Harare Central Business District and the economy of Zimbabwe.

Quantitative research subjects collected data to statistical analysis in order to prove or disprove a prediction (Williams, 2007). Qualitative approach places much emphasis on open-ended questions and observations (Rossman and Rallis, 2012). On the other hand, the mixed method approach combines quantitative and qualitative analysis to understand the research problem through quantitative surveys directed on the target population and open-ended interviews to corroborate collected quantitative information (Creswell, 2014).

Lopez (2013) stated that the concept of elite depends on reputation of political leaders and how they execute their roles of passing bills in congress and in the formulation of national policies. On the other hand, Ahmadi and Moreno (2013) highlighted that game theory methodology is most relevant in decision making scenarios where there are competing interests and limited resources among participants

such that satisfaction of each individual participant's demands will be impossible and a common ground needs to be identified by both parties.

Research methods used included questionnaires administered on a sample of ordinary citizens in Zimbabwe identified from Harare Central Business District due to the fact that Harare is the centre of industry and commerce in Zimbabwe. Interviews were held with Directors employed by the Ministries of Finance and Economic Development, Industry and Commerce and Macro-Economic Planning and Investment Promotion. Directors were chosen because of the critical role they play in assisting Ministers to initiate policies in the public sector.

The researcher used Statistical Package for Social Sciences (SPSS) computer software to check consistency of data objects, sort, organise and analyse raw data collected from samples of ordinary citizens and Directors in the afore-mentioned Ministries.

1.9 Significance of the Study

The study provided feasible solutions to problems emanating from effects of national economic policy inconsistencies on the general citizens of Harare Central Business District and the economy of Zimbabwe. It is hoped that parliamentarians, cabinet and the judiciary will benefit from the new knowledge generated by this research as they seek to champion Zimbabwe's economic recovery trajectory.

1.10 Delimitation of the Study

The study was restricted to an assessment of the effects of national economic policy inconsistencies on the general citizens of Harare Central Business District and the economy of Zimbabwe covering the period 2010 up to 2016 which related to three (3) fundamental Ministries based in Harare namely; Finance and Economic Development, Macro-Economic Planning and Investment Promotion and

Industry and Commerce. These Ministries were selected on the basis of their key contribution to the macro-economic performance of the country.

1.11 Limitations

The researcher was not able to hold interviews with respective Ministers and their Permanent Secretaries due to the nature of their busy and tight operating schedules. However, the researcher conducted interviews with Directors in charge of policymaking functions from the afore-mentioned Ministries and administered questionnaires on ordinary citizens of Zimbabwe identified from Harare Central Business District.

It was not feasible for the researcher to visit all the country's 61 Districts and hence concentration of the study was only centred on Harare Central Business District.

1.12 Assumptions

1.12.1 The researcher assumed that no significant changes will occur to the national policy framework in Zimbabwe during the period January to May 2017.

1.12.2 No major institutional changes were expected to occur in the selected Ministries to warrant revision of research objectives.

1.13 Definition of Key Terms

National Policy-Laws, rules and regulations formulated by the Government to regulate the conduct of citizens.

Citizen - A native or indigenous member of a country who owes loyalty to the Government.

Economy-Money supply and production of goods and services in a country.

1.14 Acronyms and Abbreviations

AFRODAD- African Forum and Network on Debt and Development

BTI- Bertelmann Stiftung's Transformation Index

EU- European Union

HCBD- Harare Central Business District

ILO-International Labour Organisation

IMF- International Monetary Fund

OECD- Organisation for Economic Co-operation and Development

SADC- Southern African Development Community

UN- United Nations

VAT- Value-Added Tax

ZEPARU- Zimbabwe Economic Policy Analysis and Research Unit

ZIDERA- Zimbabwe Democracy and Economic Recovery Act

ZIMASSET- Zimbabwe Agenda for Sustainable Socio-Economic Transformation

ZIMDAT- Zimbabwe Statistical Database

ZIMRA- Zimbabwe Revenue Authority

ZISCOSTEEL- Zimbabwe Iron and Steel Company

1.14 Summary

This chapter covered the introduction, background, statement of the problem, purpose of study, main research question, sub-research questions, research objectives, conceptual/theoretical framework, research methodology, significance of the study, delimitation of the study, limitations, assumptions, definition of key terms acronyms and abbreviations.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter provides a literature review of theoretical and empirical studies conducted by past authors on the subject of national economic policy inconsistencies in order to achieve research objectives. It covers guides of policy development, challenges on policy implementation, causes of national economic policy inconsistencies, effects of national economic policy inconsistencies on ordinary citizens and the economy and ways in which formulation of national economic policy can be improved and summary.

2.1 Guides of Policy Development

The following paragraphs briefly describe the policy development process and unpack its determinants;

2.1.1 Definition of Policy

According to ZEPARU (2012:2), public policy is defined as the purposive and consistent course of action produced as a result of a perceived intervention. Furthermore, OECD (2012) defines a policy as an exogenous intervention with enough power, capacity and credibility to trigger institutional changes so as to remove the causes of economic mal-performance in a sovereign State.

In this study, the definition of policy will follow the (ZEPARU, 2012) public policy interpretation, in that the intention is to ensure that there is a purposeful and consistent intervention to address institutional rigidities identified within the economy of Zimbabwe.

2.1.2 Policy Development Process

According to Mitala (2013), stages in the policy making process are; Policy initiation/identification, policy analysis, decision-making, implementation and monitoring and evaluation. These stages are explained as follows;

Policy Initiation/Identification

It is important to identify and understand the socio-economic and political issues before developing a policy. This ensures that effective strategies are designed to solve real problems instead of symptoms. MaCdonald (2013) iterated that the first stage in the development of policy is the identification of the issues which build in the policy document. Brinkerhoff and Brinkerhoff (2015) alluded that the identification of aspects that fit into public policy should be started as early as possible if the overall policy is to be developed in a consistent and effective way. In Zimbabwe, the various government arms are allowed to identify their requirements and these feed into the overall policy (ZEPARU, 2012). Geyer and Royle (2014) alluded that political, legal and socio-economic issues are key factors which need to be given due consideration in the policy development process. This is because there is need to have priorities set out first before initiation of the whole process. Jennings (2013) also agreed to the conclusion of Geyer and Royle (2014) emphasising the need to priorities practical issues surrounding policy development. The next step after policy identification is policy analysis, whereby policymakers together with other relevant stakeholders decide on the appropriate policy to implement.

Policy Analysis

McConnell (2010) noted that there is need to analyse policies before there are implemented. This is done in order ensure that areas that need to be tackled are addressed in the policy. There is always a danger of just implementing the policy before the analysis is done, leading to policy failure. In Zimbabwe, policies that are to be implemented are analysed at the various thematic groups, like health, economic, agriculture, governance and social welfare...etc. (UN, 2013) depending on which area is being discussed.

Policy analysis is important in that, it determines the value and usefulness of a policy (Meiring, 2014). Furthermore, Collier and Skees (2011) noted that constituent parts of a policy document can be isolated and each critically analysed for consistency and relevance to the gap existing in policy. The isolation of

the constituent parts of the whole policy ensures that all relevant issues relating to the policy and its impact are addressed. Patton and Sawicki (2013) further alluded that there is need to involve stakeholders at this stage as well as the constituencies which will be affected by a policy when implemented.

Implementation

According to Palao (2013), policy implementation relates to the actual use of the policy in addressing the needs of the citizenry. Cerna (2013) alluded that policy design and development are a waste of time and resources if implementation of the policy is not adhered to and expeditiously followed up. This stage focuses on execution of public policy by designated Government officials. DeGroff and Cargo (2009) noted that the ability of a Government to implement policy is the most important aspect of governance. The failure by Government to consistently and effectively implement its plans will lead to incapacity to achieve the desired results and will be regarded as a wasteful expenditure (IMF, 2016). The inconsistencies in policy implementation in Zimbabwe has been in most cases diverting from the agreed plan of action. This has led to the citizenry demanding consistence and congruence of policy (ZEPARU, 2015).

Rahmat (2015) argued that the most important aspect in policy implementation is communication, coordination and public participation. In Zimbabwe the budget consultative hearings have been slated late, when the actual design would have been kick started already. Wenger (2012) opined that the manner in which citizens are involved in the implementation process determines the success or failure of the overall policy intent. Stachowiak et al (2016) further iterated that the link between design, analysis and implementation has to be well coordinated in order to achieve set public policy objectives. In the event that the four activities of identification, analysis, implementation and evaluation are not well executed in order redesign will be needed (IMF, 2016). Barbier (2011) argued that housing of these policy making processes will always be a challenge because no single entity will have expert knowledge in all public policy aspects. The Ministry of Finance and Economic Development has a coordination role in terms of

financial issues and they are confined to that, while health issues are confined to the Ministry of Health and Child Care. Therefore, the analysis and design should be delegated to such expert departments or thematic groups.

2.1.3 Socio-Economic and Political Issues

Tanya (2012) stated that public policy is a course of action to be taken by a political party voted into power in democratic governance systems by a majority of the electorate to form a Government whose responsibility would be to fulfil the needs of the masses in a country. He went on to say that set goals and objectives spell out how the Government will respond to economic related problems affecting the wellbeing of society and national development.

Ikechukwu and Chukwuemeka (2013) also pointed out that formulation of public policy and the mandate to take specific courses of action rest on the legislative arm of Government is derived from constitutionally laid down political processes. Palao (2013) further corroborated with the views of the other authors when he stated that policymaking frameworks are anchored on political hegemony and economic dispensation targeted by the ruling class to ensure alignment of all activities towards agreed goals and objectives. This means that for policy makers to come up with ideal policies they need to be aware of what they really want to address.

2.1.4 Citizens Participation

Within the setup of the 4 stages of the policy development process, there is need for citizen participation, pressure groups, non-State actors and civil society. Mothepu (2013) noted that participation of the public in policy development, creates a high level of ownership. As it maybe, there is need to ensure that the voice of the citizenry is heard and incorporated into public policy. Armstrong (2013) noted that policies developed by a Government are meant to have an impact on the survival of citizens and therefore policymakers must ensure that citizens are often consulted in order to enable them to speak on issues

affecting their socio-economic lives. According to Zysman (2014) in a number of developing countries, like Botswana, Zambia, South Africa, policy dialogue with citizens is paramount and is regarded as a norm. Governments in these SADC countries follow a decentralized bottom-up democratic governance approach whereby as part of policy making Ministers , Members of Parliament and other top public servants obtain cooperation of the citizens through holding regular consultative public meetings (Isaac et al. 2014). Zysman (2014) noted that question and answer sessions and feedback forums with people at district and village levels are necessary in order to obtain a clear overview of problematic social and economic matters. He went on to say that this approach strengthens policy implementation since it inculcates a sense of ownership of public policies by citizens.

Tummers and Bekkers (2014) noted that a number of participants fail to add their voice to the policy dialogue because they believe that their contributions do not make it to the final policy. The citizen participation in Zimbabwe has seen disruptions in a number of dialogue workshops. This has made some citizens shun the process and hence their voice is not heard.

A study by Agrawal (2016) highlighted that development of policies should follow an all-encompassing approach whereby Government creates a platform for dialogue with citizens to explore ideas on how to eradicate social conflict arising from uncontrolled disease outbreaks, lack of poverty mitigation strategies and unequal access to decent shelter. In the absence of citizens' participation, policy design and implementation is certainly bound to run parallel with the real needs of society (McCandless, 2013). Presenting the 2012 budget Statement, the Minister of Finance and Economic Development alluded to the fact that citizens have the knowledge and know what they want and therefore their views should be greatly valued. This highlights that involvement of citizens will bring out buy-in and the much needed support to guarantee successful policy implementation.

2.1.5 Supremacy of Policymakers

Liberia follows an elite type of governance whereby policy making power rests in the hands of the President, elected party officials and minority western educated groups (Herbert, 2014). He further asserted that public policies are formulated using a top-down approach depending on classification of people into categories of social status, social stratification and local culture. The supremacy of policy makers has made it impossible for many Governments to achieve their policy objectives in that the thought process is not challenged and hence imposed on the people. This is against the background of citizens' participation in policy formulation, implementation and monitoring.

Vergara (2013) argued that ruling elites are necessary in public governance because of their high literacy levels and knowledge which qualifies them to be technocrats or think-tanks who possess the ability to formulate policies which govern the masses. He went on to say that, this approach emphasises the importance of social status and social stratification in enabling order and social progress in a country. However this is not the norm in most developing countries where the electoral systems allow even those holding ordinary levels to participate as members of parliament. This scenario is also evident in Zimbabwe which qualifies a member of parliament by age, which is one who is twenty one (21) years and a minimum of forty (40) years for Senators (Majome, 2015). It will be difficult to classify a 21 year old as a technocrat.

2.1.6 Legislative Gaps

In a study carried out in Iran and Mexico by Hernandez et al (2011), it was observed that public policy development is guided by legislative gaps which have the effect of creating social inequalities and negate the welfare of individuals in society. The gaps that exists within legislations can be used to develop policy frameworks in order to plug the holes in administration (Aitken, 2013). This is done as a means of ensuring that policy objectives are achieved and tools for such an achievement be availed. The Government has an

obligation to respond to the ever-changing needs of business, civil society and citizens of a country so as to improve their quality of life, culture and education, where legislature cannot address, then the policy will get into the gap to address. Manitoba (2013) highlighted that feedback that a policy obtains from the consultations give leads into policy gaps existing in each sector of the economy. In Zimbabwe, the budget process identifies meaningful gaps through consultations which are required to be addressed by policy development. This helps in all spheres in Government, because policies are designed for the people who are the general populace.

Iganinga and Asemota (2013) opined that legal reforms by a Government address regulatory inadequacies in the social and business environment emanating from changes in demands for human development in the modern world which may not have been anticipated in current and previous legislation. Kabemba (2013) noted that there is need to ensure that legislative frameworks are reviewed occasionally in order to address the rapid and complex economic development changes. This helps in ensuring that the needs of business environment and general public policy is in sync with the global development. Iganinga and Asemota (2013) also highlighted that policy makers have an obligation to keep abreast with shifts in societal trends and human behaviour in order to enhance policy relevancy.

2.1.7 Government Ideology

Agwu and Emeti (2014) pointed out that political ideology of a Government in power is a strong determinant of whether it pursues socialist or capitalist public policies. Hence, policy development varies from one country to another depending on the strength of the relationship between Government and its citizens (Kim, 2015)

Policies crafted by Government are to a large extent shaped by the ruling party's political system which can be based on either democratic or autocratic principles meaning to say that the ideological approach of the ruling parties will carry the day in Government programmes and hence their policies will inform those

of Government (Mead, 2013). The (ZIMASSET 2013-2018) policy for example is an ideal ideology of the Government which has implication on the nationwide economic performance. This is the trend in all other countries as well. The trump administration, when it came into power the first thing it targeted to do was remove democratic policies of the former Government, like the Obama Care and its foreign policy. This means that elected or democratic Governments retain public office at the will of the electorate and their survival depends on their ability to deliver promises spelt out in political manifestos. Acheampong (2014) noted that the South African Tourism for example is driven by the political ideology of the African National Congress (ANC). Democratic governance systems endeavour to serve interests of the electorate, while autocratic governance gives all the power to the ruling class in the policy making process. The ability of the Government to consult and get the views of the people and/or their thrusts always inform the policy development framework.

2.2 Challenges on Policy Implementation

Below are paragraphs which explore policy implementation challenges encountered by other countries. A number of challenges can be highlighted relating to factors which derail the policy development process and its implementation and these include, regulatory failure, public bureaucracy, pervasive and deep-rooted corruption.

2.2.1 Regulatory Failure

Where legislature fails to reign on errant behaviour, then policy will be wrongly implemented and the set objectives will not be achieved. Kiiza (2011) alluded that a number of developing countries always face challenges of the failure of legislation to address certain aspects on design and implementation matrix of programmes. The reversal of the VAT of general goods and services by the Ministry of Finance and Economic Development in January is a practical example of such regulatory failures. Ikechukwu and Chukwuemeka (2013) alluded that the failure of the regulatory agencies to institute discipline within their sector or areas of sphere have affected policy implementation in the developing countries. This is because,

the set targets will not be achieved and at the same time taxpayers' funds will be embezzled or used for personal gains.

OECD (2016) noted that the quality of the regulatory framework can lead to public policy failure. Furthermore, Lupion et al (2012) alluded that regulations must be stringent enough to ensure that policies will be implemented within the appropriate time framework. This enables bureaucratic issues to be reduced and implementation smoothed.

2.2.2 Public Bureaucracy

Ahmed and Dantata (2016) noted that the greatest challenge of policy implementation and development is a result of unnecessary hierarchical structures within the Government. By the time a policy is implemented, it could have been overtaken by events and becomes unnecessary and ineffective. The case in point for Zimbabwe is the procurement of infrastructural equipment, where Net-One procured some base stations which were later deemed to be outdated as a result of delays in procurement processes in the public sector. Mulyanyuma (2016), in a study of the Mbale District Local Government alluded that the major challenge in the implementation of policy is the length and time it takes for the bureaucratic processes to be completed by the relevant authorities. In many such cases, costs of implementation go up and the project completion timeframe is lost.

Cotter (2012) further argued that delays in having documents, plans and procedures approved by Central Government has a bearing on the ability of the implementers to achieve their set targets. Onyekwelu et al (2016) noted that although bureaucracy is designed to ensure that societal needs are met, there are some levels on it which are unnecessary to the achievement of objectives. Onyekwelu et al (2015) further noted that in many cases public bureaucracy operates below expectations and especially in policy formulation and implementation and therefore breeds corruption. Mulyanyuma (2016) noted that many levels of the bureaucratic channel are never involved in policy implementation and hence they are not in sync with the

happenings at the grassroots levels. This now creates the slow disbursements of resources because they are lost on the challenges and speed at which activities will be taking place.

Ikechukwu and Chukwuemeka (2013) suggested that there is need to streamline public bureaucracy in order to achieve meaningful development and objective financial use in the public sector. Mr Kitabare, former Africa Development Bank (ADB) Chief in one of his presentation to the Board of trustees noted that for each dollar meant for development in Africa, eighty cents of it is lost along the way and only twenty cents gets to the recipient programme. This was attributed to the long chain of bureaucratic hierarchy.

2.2.3 Pervasive and deep rooted Corruption

The European Union Parliament (2016) has singled out corruption as the major challenge in policy administration in the developing countries. They noted that the more corruption goes unabated, the more the countries loses out on financial aid. Corrupt tendencies make it impossible for Governments to achieve their ultimate goals and as such there is need for strict legislation on corruption if Governments are to weed out failure of projects and programmes. Ahmed and Dantata (2016) proffered that corruption is an evil which has a bearing on policies to be implemented. Ahmed and Dantata (2016) further noted that the greatest challenge on corruption is that it is perpetrated by high level leadership in developing countries. The Mozambican scenario is an example where the former President and high ranking public officers were dragged to court for questioning on corruption related charges while in Zambia former Government officials were also taken to court over allegations of financial misappropriation which occurred during their tenure of office.

Ikechukwu and Chukwuemeka (2013) noted that deep rooted corruption among the leadership and ineptitude, affects the quality and impact of the policy when implemented. This has led to the call for strict leadership integrity and probity within the policy making bodies. Kaufmann (2016:83) argued that ethics

and corruption have caused challenges not only in developing countries but also on the developed ones. The issue of corruption as a result has been a topical issues in the world at large because it affects the overall performance of countries. Therefore, intended policies will not be implemented because resources meant for formulation and implementation will be lost in the process by corrupt tendencies.

Boadi (2011), asserted that management of corruption requires that reforms be followed through. Boushey (2014) alluded that corruption has cost China billions of dollars and as such there is need to have strict and robust legislative and financial management mechanisms for combating it. Another study carried out by Onuoha et al (2015) in Nigeria noted that there is failure to reign in top public office bearers and this has fuelled growth and extent of the corruption net. The failure to jail corrupt public officers has led to many people joining the bandwagon of unorthodox practices.

2.3 Causes of National Economic Policy Inconsistencies

The causes of national economic policy inconsistencies will be explored in this area and they include lack of citizens engagement, poor policy coordination, lack of policy clarity, lack of due diligence and reactionary approach to policy making. These issues will be discussed below;

2.3.1 Lack of Citizens Engagement

Siambombe (2015) pointed out that although ward development committees and village development committees still exist in Zimbabwe their role in rural development matters is no longer being taken seriously by Government and hence policies crafted are in most cases unrealistic and irrelevant to the needs of the people. Lupion et al (2016) noted that failure to engage citizens creates a vacuum in terms of the appreciation of policies. When these are now implemented, the citizenry will raise issues and this leads to revision or revokement of the policies. In many cases, an alternative policy altogether will be designed as a result. Abadie et al (2014) also opined that in circumstances where there is limited resources, there is need to engage the citizens, to ensure that priority areas are well funded.

The lack of participation by stakeholders compromises the call for accountability of the Government on issues of policy (EU, 2015). When stakeholders participate, they act as democratic checks of accountability and transparency. Ackerman (2014) further opined that the regulatory framework for stakeholder participation, needs to be constantly monitored and evaluated in order to bring effectiveness in their participation.

Disregard for public sentiment and input in policy generation leads to mutiny among the masses, rivalry between the Government and citizens and threatens social security in the form of violent demonstrations that disturb business operations and the overall economic performance of a country (Asaju and Egberi 2015).

2.3.2 Poor Policy Coordination

Bertola (2015) opined that poor policy coordination, social exclusion and competing interests among decision makers result in unsatisfactory policy outcomes such as alarming poverty levels, high crime rates and social unrest. He went on to say that conflict of interest among parliamentarians also contributes to misinformed policy decisions. Lack of commitment and sincerity by political elites to adhere to Government regulations and condonation of bribery scandals in State Enterprises immensely contribute to a policy crisis which destabilizes business operations due to possible violent public protests which may take place (Sparkman, 2015).

Leite and Buainain (2013) noted that the greatest problem which brings inconsistencies in public policy is the inability to coordinate policy issues. The scenarios are evident where a Ministry makes a policy pronouncement without the knowledge or inputs of other related/affected Ministries. This creates friction and ultimately leads to inconsistency in application. According to Morzillo (2015), the integrative role that coordination plays in the policy dialogue is an important asset, because it sets the tone and agreed principles amongst the policy makers. The Indigenisation and Empowerment legislation in Zimbabwe was

negatively affected by coordination shortcomings leading to discord across the whole Government on how to actually interpret the law. The Ministry of Youth Indigenisation and Economic Empowerment had its own interpretation, while the Office of the President and Cabinet plus the Ministry of Finance and Economic Development had their own thoughts regarding interpretation.

2.3.3 Lack of Policy Clarity

Garba et al (2013) pointed out that policies crafted in Nigeria to drive development of rural areas were not successful due to lack of clear and practical goals, poor information dissemination channels, lack of engagement of citizens affected by the policies and misdirected priorities of policy makers. They went on to say that such policies cannot produce tangible results because lawmakers and citizens will not pursue a common vision resulting in a prioritisation of personal interests ahead of national prosperity. Lack of policy clarity has been an issue regarding the Indigenisation and Empowerment Act in Zimbabwe, with various officials giving diverging conclusion on the policy, until the President clarified it to the nation during the year 2016.

Jeronim and Izurieta (2016) alluded that inconsistencies that arise in policy implementation are a result of lack of clarity on the purpose and intended objectives of the policy at the formulation stage. When there is clarity, there are checks and balances and it is easier to conduct monitoring and evaluation of implementation. Furthermore, Van Ham and Thomassen (2014) noted that clarity brings involvement and appreciation by all concerned, but if there is no such, then buy-in of the stakeholders is not achieved. Acceptance by the citizens hinges on whether they understand the policy and its implications to their future and this determines whether such buy-in will be obtained or not.

2.3.4 Lack of Due Diligence

Maggetti and Gilardi (2016) argued that lack of due diligence in the adoption of policies which may have been successful in other countries creates adaptability bottlenecks given the effect of divergent economic

factors such as levels of inflation, economic growth forecasts and business regulatory frameworks. Granja (2010) noted that failure to carry out proper due diligence on policy implications can lead to policy inconsistency. This is because on implementation, the policy may be contradictory to other existing policies. Furthermore, Davis (2009) argued that when properly executed, due diligence can lead to the identification of duplicity and conflict with other policies and programme objectives. Proper due diligence then will ensure smooth design, analysis, implementation and monitoring and evaluation.

2.3.5 Reactionary Approach to Policy Making

Zimbabwe has launched various policies but most of them have not been able to achieve expected results because of poor planning by responsible authorities (IMF, 2015). This has led to repeated formulation of policies to address weaknesses of earlier policies in a reactionary rather than proactive manner thereby causing policy lags, delayed reviews, low credibility and poor communication with the public (Bonga, 2016). Jungblut (2015) noted that policy needs to be done in a well thought out process. Unlike the reactionary approach to policy pronouncements, the Government needs to properly analyse and get stakeholder input before finalisation. Buisseret and Bernhardt (2015) opined that reactionary policy making creates half-baked policies and leads to early withdrawal or fine tuning when pronouncement has already been done. This leads to low credibility rating among stakeholders. There is therefore need to ensure that policies address all facets of social and economic concern.

2.4 Effects of National Economic Policy Inconsistencies on Ordinary Citizens and the Economy

The objective of effects of national economic policy inconsistencies on ordinary citizens and the economy aims to highlight the extent to which lives of ordinary citizens and economic development in Zimbabwe are negatively impacted on if the policy making process is irrationally conducted: The following items will be covered; human welfare, service delivery, property rights, macro-economic instability, widening of the gap between the rich and poor, unemployment and shortage of residential accommodation.

2.4.1 Human Welfare

Policy pronouncements by Government influence the wellbeing of ordinary citizens through provision of social services, access to means of production, creation of jobs in industry and availability of health facilities (Ikechukwu and Chukwemeka, 2013). Ugo and Ukpere (2011) further highlighted that bureaucratic deficiencies in policy implementation results in unaffordable goods and services leading to heavy dependence on assistance from international cooperating partners.

Financial challenges have weakened the ability of the Government of Zimbabwe to guarantee provision of efficient social assistance to the disabled, aged and widowed people in outlying districts through the Harmonised Social Cash Transfer (HSCT) facility (Siampondo, 2015). Delays were being encountered in the disbursement of cash resources to selected beneficiaries resulting in perpetuation of poverty as the affected people try to survive by way of skipping meals and withdrawing their children from school who later seek early employment as maids and gardeners (ibid).

Economic welfare of households is enhanced through favourable policies set by Government which allow industry to pay breadwinners satisfactory labour market earnings to enable them to fend for their families so as to prevent the problem of destitute and orphaned children (Ogundari and Aromolaran 2013). There is a risk that children may end up being forced to become street kids because of economic hardships which may be experienced by breadwinners emanating from low remuneration (ibid).

The idea of economic welfare focuses on the impact of economic growth on the living standards of households and individual citizens. It touches on the distribution of income and wealth in society and is measured in terms of per capita GDP or income earnings per each household (Jacobs and Slaus, 2010).

2.4.2 Service Delivery

The fundamental role of Government is to direct service of the State towards achieving globally acceptable quality of life for a majority of a country's citizens and hence deteriorating service delivery in public health institutions, local governance and the education sector militates against the desire of citizens to lead decent and respectable lives (Effiong 2013). Bolaji et al (2015) also pointed out that the masses endure continued primitive lifestyles if conducive policies are not developed by policy makers to improve sanitation, education systems, raise literacy levels and impart knowledge on the population.

An analysis of public services rendered by local authorities in Zimbabwe over the period 2009-2015 showed a severe deterioration of standards as Municipalities seem not to be taking action to remedy the situation and alleviate problems faced by residents (Mabika, 2015). Perennial challenges of contaminated water supplies, blocked sewer pipes which take long to be repaired and dilapidated road networks are a common occurrence in a number of high density residential areas (ibid).

Public sector bureaucratic tendencies which are not consistent with the expectations of the citizens cause delayed construction of Government projects earmarked to alleviate the plight of the ordinary citizens (Rasul and Rogger, 2015). People in rural areas end up travelling long distances in order to access clean water and schools and hospitals under construction take ages to be completed thereby disadvantaging the communities (ibid).

2.4.3 Property Rights

Inadequate policy frameworks create social conflict when there are loopholes in recognition of property rights for citizens, weak land tenure rights and insecurity of local inhabitants who use communal land as a source of livelihood (Magsi and Torre, 2013). The disputes can easily transform societies into warzones where each family would have to fight for access to land for growing food crops to ensure sustenance (ibid).

The Constitution of Zimbabwe Amendment (No.20) stipulates that all agricultural land is vested in the State, however there has been an unresolved debate over the years between bankers and Ministry of Lands and Rural Resettlement on the bankability of 99 year lease agreements issued by the Government to A2 commercial farms (Tsabora, 2013). He went on to say that this has affected sources of funding for farmers as they cannot access loans from banks at favourable interest rates to enhance the much needed productivity on farms and restore the country's breadbasket status in Southern Africa.

Bomuhangi (2012) noted that gender inequalities on land ownership need to be addressed by gender sensitive policies to avert starvation of children as cited in a case of Uganda, where it was proved that although women were more productive than men when it comes to agricultural production they suffered from less access to land due to lack of equality before the law. He went on to say that empirical evidence revealed incidences of children who suffered from malnutrition as a result of land deprivation of their mothers.

2.4.4 Macroeconomic Instability

Agu etal (2015) observed that fiscal and monetary policies determine the level of aggregate Government expenditure and money supply in an economy and in situations of ineffective policy management there is bound to occur increased inflationary or deflationary pressures, which erode real income of households and corporate entities. Zimbabwe revised downwards its real economic growth target from 2.7% to 1.2% during the year 2016 due to a continuous fiscal deficit, liquidity constraints in the financial system and weak domestic demand from a majority of families whose breadwinners were victims of a supreme court judgement which sanctioned a three (3) months' notice termination of employment contracts (Mid-year fiscal policy review statement, 2016)

Lack of proactive policy planning by responsible authorities contribute to excessive Government borrowing as responsible authorities incur public debt during periods of economic and financial crises

through contracting out loans from IMF and World Bank at prohibitive interest rates (Checherita and Rother, 2010). High levels of national debt retard economic growth and mortgages the country's wealth to the detriment of future generations (ibid). The national external debt overhang in Zimbabwe currently stands at around USD 10.7 billion and this has diminished the country's prospects for a favourable creditworthiness rating among foreign Multilateral Financial Institutions (MFIs) such as World Bank and International Monetary Fund (IMF) when seeking new loans for infrastructural development (Bonga et al, 2015).

Cardoso and Domencho (2010) noted that economic growth of nations depends on cohesive policy mix, moderate public spending and setting of feasible policy targets. They went on to say that excessive public investment has an adverse bearing on national output since it mops out all liquid securities available on the money and stock markets and crowds out private sector participation from a country's economic activities.

2.4.5 Widening of the Gap between the Rich and the Poor

Regressive fiscal policies tax all classes of people at the same tax rate thereby taking away in real terms a large portion of income from low income earners than from high income earners, which then translate into income inequalities among the lower social classes of people in society such as the blind, physically handicapped and terminally ill persons (Snowdon, 2010). It has been further observed that socially disadvantaged people endure economic hardships because of lack of Government policies to provide social welfare feeding schemes and healthcare subsidies (ibid). A reduction in life expectancy is experienced by people in lower class due to high infant mortality rates, incurable mental diseases and alarming poverty levels (Rowlingson, 2011). Consequently, social indicators like high crime rates, prostitution and child labour arise as people resort to immoral means of eking out a living (ibid).

Informal traders in Zimbabwe pay specific amounts of presumptive taxes regardless of their income levels as prescribed by ZIMRA depending on their business categories such as bottle stores and transport

operators (Dube, 2014). This tax appears to be regressive in nature since informal business operators earning higher income pay lower share of tax as a percentage of income generated, when compared with low income informal traders in the same business category whose tax contribution would consume a large proportion of income earned (ibid).

Skewed education policies can promote a more unequal and economically polarised society, if the Government does not put in place regulations to control education standards in both private and public schools (Duncan, 2012). Expensive and high quality private schools become a privilege of children from affluent families given that their parents have adequate disposable income whereas low income parents have no choice but to enrol their children at Government run schools which have unacceptably high teacher to pupil ratios and lack basic reading materials, resulting in wide academic achievement gaps and future success in life after college between children from rich and poor families (Reardon, 2012).

In Zimbabwe low quality education in rural areas has been brought about by insufficient textbooks, shortage of teaching equipment and obsolete infrastructure thereby creating an inferiority complex among rural school children (Mapolisa and Tshabalala, 2014). A comparison of rural pupils with their counterparts in Group A schools shows that Group A pupils seem to prosper not that because they are intellectually better but because they have adequate learning resources such as libraries and access to the internet (ibid).

2.4.6 Unemployment

According to the International Labour Organisation (ILO), unemployment rate is measured on persons aged 15-64 years who actively search for jobs but cannot secure them during a particular reference period (National Bureau of Statistics, 2016). The absence of vibrant Government policies to stimulate production capacity in a country's industry lead to retrenchment, redundancy of existing employees and incapability to absorb new graduates from higher learning institutions resulting in social malice, hunger, public

frustration and a sharp decline in the quality of life of both rural and urban residents (Uddin and Osemengbe, 2013). Rusvingo (2014) pointed out that unemployment was a social threat to the continued existence of the extended family unit in Zimbabwe given a rate of 85% attributable to factories closing down, retrenching and throwing workers empty-handed on the streets because of viability concerns and this was also corroborated by the Bertelmann Stiftung's Transformation Index (BTI) 2016 which asserted our country's unemployment rate to be 80%.

Involuntary job losses destroy the social fabric as families of retrenched workers are suddenly disintegrated and displaced due to unplanned drying up of reliable sources of income leading to eviction from rented accommodation, breaking up of marriages, relocation from urban to rural areas and the inability of parents or guardians to pay school fees for minor children (Brand, 2014).

Recessions and sluggish recovery of national economies normally lead to forced lay-off of trained, skilled and experienced workforce whose skills depreciate and eventually go to waste if the redundancy persists for prolonged periods of time, as these workers gradually lose their acquired knowledge and become less competitive on the job market (Cooper, 2014).

2.4.7 Shortage of Residential Accommodation

Huge housing backlogs emanate from weak policy direction as nations witness the setting up of slums in urban areas which do not have basic infrastructure like piped water and sewerage facilities (Adhikari, 2014). If the housing need remains unresolved, the trend towards shared accommodation and overcrowded housing develops which is also strongly linked to respiratory diseases such as asthma, pneumonia, meningitis and slow growth of infants due to sleep disturbance by adult noise (ibid). According to Zimbabwe's economic blue print (ZIMASSET 2013-2018:21), the country has a housing backlog of 1.25 million units mainly attributed to growing housing demand in urban and resettled areas and lack of low cost stands and houses which can be afforded by a majority of people earning meagre salaries.

Defective housing policies cause homelessness of families and children giving rise to proliferation of various squatter camps in urban areas and young children living on the streets and getting exposed to physical harassment (Tobin and Murphy, 2013). The children also risk contracting diseases, emotional harm and their learning goals suffer stillbirth since the prevailing environment would not allow them to continue attending school (ibid).

Limited access to decent shelter by a majority of citizens negatively affect human dignity and privacy, compromises family health and makes people vulnerable to unfavourable effects of harsh weather patterns such as floods and chilly temperatures and this violates the United Nations international declaration of human rights (Potangaroa, 2015).

2.5 Best Practice in Policy Management

Below is an analysis of contributions made by past researchers on strategies that can be implemented to improve the national economic policy formulation process: These include engagement of ordinary citizens, removal of political connotations, policy coordination and harmonisation and executive commitment.

2.5.1 Engagement of Ordinary Citizens

Governments should transparently engage ordinary citizens and other stakeholders at the policy planning stage in a holistic manner and provide an enabling environment for frank and exhaustive dialogue in order to enhance consistency of national policy (Iwuchukwu and Igbokwe, 2012).

Policy makers should engage rural communities in the policy formulation exercise in a language they can understand and guarantee all citizens' uninterrupted access to Government policy documents, so as to promote public support of national policies and their implementation (Siambombe, 2015).

Chandra (2015) argued that policies can only be effectively implemented if Governments adopt a cooperative approach with industry, households and Non-Governmental Organisations (NGOs) to remove

stakeholder resistance thereby making the policies relevant and acceptable to the generality of the population.

Public authority should be decentralised to permit a bottom-up approach when handling national governance issues through favourable rules which embrace and promote equal participation of civil society groups (United Nations, 2015). Such an approach improves bargaining power of socially disadvantaged people in decisions that affect their welfare (ibid).

2.5.2 Removal of Political Connotations

Cronin and Sadan (2015) recommended that Governments should make an effort to isolate political connotations from the policy making process through appointment of neutral public officials. These public officers should embark on public awareness campaigns to underscore the importance of citizen participation in policy formulation, so as to avert unfavourable policy outcomes and poor implementation (ibid). Furthermore Cerna (2012) alluded that removal of political connotations on policy development will ensure an effective policy formulation and implementation process. The essence here is to reduce political interference in the policy development process.

According to Haider et al (2010), the separation of the political level and the administrative level brings about checks and balances in policy issues. The moment the political level becomes concentrated on the policy administration level, there is no separation of control and segregation of duties. Stiglitz (2013) further alluded that separation of involvement will lead to an improved monitoring of the implementers of a policy.

2.5.3 Policy Coordination and Harmonisation

Policies should be centrally coordinated and harmonized in order to guarantee achievement of set government targets, outcomes and outputs (Bertola 2015). Defilippis (2013) underscored the importance for Governments to set up policy research units which will play an advisory role to lawmakers through conducting regular studies on dynamic changes to social problems and gather evidence on the relevance and suitability of proposed public policies before they are adopted and implemented.

Government Ministries, departments and other institutions should work closely together in order to achieve greater coordination (Verhoest and Buttiens, 2013). Cejudo and Michel (2015) noted that fragmentation of decision making bodies within Governments has a bearing on results and outcomes of the policies. Therefore discord in policy development should be addressed at the insertion level in order to achieve goal congruence.

2.5.4 Executive Commitment

Bonga (2016) recommended that Government officials should display high levels of commitment to national policy goals and objectives, create public trust, improve timing of policies and eliminate corrupt related practices among policy makers. He went on to say that authorities need to practice what they say in the eyes of the public so as inculcate a culture of transparency in the way of doing Government business.

The plight of consumers in Madagascar as a result of incessant price volatility was resolved by a holistic timely intervention strategy taken by the Government, whereby Ministers convened countrywide mass consultations with citizens and multi-stakeholders to find solutions to public predicament (Hotel et al, 2013). They went on to say that this approach was instrumental in creating a transparent atmosphere for dialogue among ordinary citizens, various arms of the State and food manufacturing companies over feasibility of future policy options.

2.6 Summary

This chapter looked at guides of policy development, challenges on policy implementation, causes of national economic policy inconsistencies, effects of national economic policy inconsistencies on ordinary citizens and the economy, best practice in policy management and summary.

CHAPTER THREE

RESEARCH METHODOLOGY

3.0 Introduction

This chapter focused on methods and procedures used to collect data in order to find solutions to the statement of the problem. Primary data was gathered through interviews and questionnaires to gain an understanding of the effect of national economic policy inconsistencies on the citizens and the economy of Zimbabwe. The chapter covered introduction, philosophical framework, research design, target population, sample size and design, types of data, research instruments, data validity, data reliability, data analysis, data presentation, ethical considerations and summary.

3.1 Philosophical Framework

According to Hogue (2011), pragmatic philosophical worldview is centred on identification of socio-economic problems which inhibit human development through a combination of qualitative and quantitative research approaches and design practical solutions which improve living standards. Greener (2013) opined that the pragmatic philosophy produces better results when used with a deductive approach. He further explained that the deductive approach firstly begins with conducting a theoretical analysis, thereafter research questions or hypotheses related to the research problem are formulated and finally the theory is tested for applicability in the area of study.

Therefore, the researcher shall use a pragmatic research philosophy and deductive approach to; identify factors which guide policy development, ascertain challenges on policy implementation, establish causes of national economic policy inconsistencies, effect of national policy inconsistencies on ordinary citizens and economic activities of a country and come up with recommendations to improve formulation of national economic policies so as to uplift the day to day lives of ordinary citizens and improve the economy of Zimbabwe.

3.2 Research Design

According to Davies (2006), research design is a strategy that articulates the way in which a study shall be carried out so that answers to research questions or hypothesis could be ascertained with a view of addressing a research problem.

3.2.1 Mixed Methods Approach

Cresswell (2014) pointed out that the mixed methods approach is based on the concept that collection of quantitative and qualitative various types of data provides a holistic dissection of a research problem which cannot be attained by use of quantitative and qualitative data in isolation of each other.

Williams (2010) noted that the first phase of the mixed methods approach starts with a general survey of the population while the second phase of the process carries out qualitative and open-ended interviews on the selected sample to gain a deeper understanding of the findings gathered in the initial survey.

The researcher used a mixed methods data collection approach through use of questionnaires and interviews which integrated properties of both quantitative and qualitative approaches because of the divergent nature of the research topic. This assisted the researcher to obtain a balanced view of factors which guide policy development, challenges encountered on policy implementation, causes of national economic policy inconsistencies and their bearing on the lives of ordinary citizens and the Zimbabwean economy.

3.2.2 Descriptive Research Design

This research design provides an overview of qualitative methods and design using examples of research. According to Kowalczyk (2014), the design is meant to depict the behaviour of the participants in a more accurate manner. Descriptive research designs help provide answers to the questions of who, what, when, where, and how associated with a particular research problem; a descriptive study cannot conclusively

ascertain answers to why. Boyd (2014) alluded that descriptive research is used to obtain information concerning the current status of the phenomena and to describe "what exists" with respect to variables or conditions in a situation.

The research, in this study used a combination of the qualitative research design-using the interviews and a quantitative research design in which data was gathered using the closed ended questions. The reason of using a mixed approach was to enable gathering of all the qualitative and quantitative reasoning of the respondents during the study.

3.3 Target Population

Target population, according to Vonk (2013) is the group of people to which we want our study results to apply. Agadjanian and Zotoya (2012), however noted that the population is divided into the accessible population and the hidden population, noting that, the population cannot be totally accessible to the study. The target population of the study were ordinary citizens and policy makers in the public sector based on their integral roles in national economic policy formulation in Zimbabwe.

The population in the first group comprised of ordinary citizens of Zimbabwe identified from Harare Central Business District which has a literacy level of 99% according to (ZIMDAT 2012 census report). The second group was made up of Directors responsible for policymaking in the Ministries of Finance and Economic Development, Industry and Commerce and Macro-Economic Planning and Investment Promotion. Directors were chosen on the basis of the critical role they play in assisting the Minister to initiate policies in the public sector.

3.4 Sample Size and Design

Fridah (2013) defined a sample as "the finite part of a population, whose properties are studied in order to obtain information based on the whole". According to Vonk (2013), a sample is part of the member of the study population, which can be reflective of the population at large.

Andale (2015) stated that purposive sampling is applied in a study area with a wide population where a researcher can exercise his/her discretion to handpick individuals from a target population based on the researcher's experience and judgement in order to produce credible results than by using other probability sampling techniques.

Sample Table: Table 3.1

	Participants	Population	Sampling method	Sample size
First Group	Directors	30	Purposive	15 The researcher found it impossible to study the whole population.
Second Group	Ordinary Citizens	1 470 379 Based on 99% literacy level of the population of 1 485 231 citizens in Harare (ZIMDAT 2012).	Convenience	100 Cresswell (2014) asserted that in a mixed research design, collection of both quantitative and qualitative data reduces the weaknesses of each form of data. Hence, the nature of the study area required the researcher to use a combination of open-ended and closed-ended questions to gather public perceptions and opinions not concerned much with number of

				participants involved.
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Criteria for selecting Directors and Citizens

Convenience sampling criteria of ordinary citizens focused on the following phenomena; literacy level and willingness to take part in the study. 25 citizens were selected each day over a period of 4 days. Interviews were held with Directors employed by the Ministries of Finance and Economic Development, Industry and Commerce and Macro-Economic Planning and Investment Promotion. Interviews of Directors were held over a period of 5 days and 3 interviews were scheduled each day. The selection of Directors was based on experience, expertise in the policymaking process in Zimbabwe and flexibility.

3. 5 Types of Data

Research data is categorized as primary or secondary based on the time it has been collected and its characteristics.

3. 5.1 Primary Data

Galvan (2013) defined primary data sources as original information gathered through interviews, surveys and internet communication. He also indicated that primary data enhances the research process in the sense that targeted issues are expeditiously addressed, data interpretation is maximized and proprietary rights enable the collector of information to have ownership of the knowledge gathered.

Sindhu (2012) also asserted that primary data is more accurate, reliable and gives a realistic view of the study area because it contains current information collected across borders by way of telephone and electronic mail by the concerned researcher without entirely going through third parties.

3. 5.2 Secondary Sources of Data

According to Sindhu (2012), secondary data is collected from textbooks, government gazettes and journals as it is convenient and less costly to collect huge quantities of information which could be reviewed within a short period of time. Furthermore, Concordia University (2013) noted that the secondary data is information created at an earlier date than the time of the research from which the researcher needs not obtain new information.

3. 6 Research Instruments

The questionnaire was used to gather information from ordinary citizens regarding the qualitative aspects of the research. In an endeavour to solicit highly privileged information interviews were held with Directors in the afore-mentioned Ministries. Application of these two instruments ensures that checks and balances exist (Creswell 2013).

3. 6. 1 Questionnaire

According to Milne (2012), a questionnaire is a list of written questions that can be completed in one of two basic ways. Firstly, respondents could be asked to complete the questionnaire with the researcher not present. This is a postal questionnaire and loosely refers to any questionnaire that a respondent completes without the aid of the researcher. Secondly, respondents could be asked to complete the questionnaire by verbally responding to questions in the presence of the researcher. This variation is called a structured interview. Hancock et al (2013) noted that although the two variations are similar (a postal questionnaire and a structured interview could contain exactly the same questions), the difference between them is very minimal.

Type of Questions

According to Phellas et al (2011), questionnaires are restricted to two basic types of question: Closed-ended (or “closed question”) is a question for which a researcher provides a suitable list of responses (e.g.

Yes / No). This produces mainly quantitative data. Open-ended (or “open question”) is a question where the researcher doesn’t provide the respondent with a set answer from which to choose. Rather, the respondent is asked to answer "in their own words". This produces mainly qualitative data. Hence the use of the mixed research design by the researcher for this study.

In order to ensure that the questionnaire achieved its objective pilot questionnaires for pre-testing were designed and sent out by e-mail and hand delivered to colleagues within the respondents group. After taking into consideration their recommendations a series of structured, closed ended questions were set for easy quantification of results whilst open ended questions allowed the participants to give honesty responses. The advantage of using the questionnaire was that it removed the bias of the researcher since respondents answered questions at their own convenience and a large number of respondents were reached.

The Likert Scale

A Likert scale is an ordered scale from which respondents choose one option that best aligns with their view. It is often used to measure respondents' attitudes by asking the extent to which they agree or disagree with a particular question or statement. A typical scale might be “Strongly disagree, Disagree, Neutral, Agree, Strongly agree.”

Table: Likert Scale

Strongly Agree(SA)	Agree (A)	Neutral (N)	Disagree (D)	Strongly Disagree(SD)
5	4	3	2	1

Source: Venek (2012)

According to Venek (2012:1) a Likert scale is a psychometric response scale primarily used in questionnaires to answer closed ended questions and gauge degree of agreement. This enables the

researcher to have a balanced assessment and be in a position to know the degree of how respondents disagree or agree with research questions.

3.6.2 Interviews

Walliman (2010) defined interviews as an in depth discussion of certain issues especially those that could not be obtained objectively by the questionnaire. The researcher held interviews with Directors from the afore-mentioned Ministries. The interviews provided a platform for discussing issues that could be deemed classified or confidential and interpersonal communication skills used made the subject “be willing to go an extra mile”.

Interviews expedite the data gathering process because immediate responses to questions asked are obtained and respondents give clear and concise answers to questions asked as there is room for clarification of any ambiguities that arise during the discussion (Cresswell, 2014). The researcher also benefited from nonverbal communication traits which complemented information gathered from questionnaires.

3.7 Data Validity

According to Annum (2015) reliability is concerned with the question of whether the results of a study are repeatable. It is an indication of the ability of a system to perform and maintain its functions consistently in routine circumstances as well as hostile or unexpected circumstances. The researcher conducted follow-up interviews with Directors to give them an opportunity to comment and confirm accuracy of the major research findings.

3.8 Data Reliability

Bryman and Bell (2011) defined reliability as the capability of a research instrument to reproduce similar results if repeatedly used over a period of time. The use of interviews on Directors in the public sector and

questionnaires to ordinary citizens of Zimbabwe facilitated the achievement of a reasonable level of data reliability. Hence, the researcher was able to obtain consistent results throughout the study.

The researcher also conducted a pilot study of questionnaires and interview questions to a group of selected few participants to eliminate possibilities of ambiguity, inconsistent results and misconceptions.

3.9 Data Analysis

According to Urquhart (2013) data analysis involves the systematic process of application of reasoning to understand collected data and arrive at a conclusion. Cresswell (2014) noted that a research process can be expedited through using the Statistical Package for Social Sciences (SPSS) computer software to check consistency of data objects, sort, organise and analyse raw data collected so as to validate the accuracy of the anticipated huge volumes of data.

Therefore, the researcher used SPSS software to sort, code and arrange the collected data into three categories of ordinary citizens affected by national policy inconsistencies, those not affected and responses from interviews held with Directors.

3.10 Data Presentation

The data gathered was presented in the form of tables and graphs which facilitated a deeper understanding of respondents' and interviewees' views on how national economic policy inconsistencies affected their living standards and as well as the overall Zimbabwean economy.

3.11 Ethical Considerations

According to Greener (2013), ethics relate to decisions affecting moral standards and upright behaviour. In carrying out the research, the researcher strictly adhered to research ethics through maintaining objectivity during the study and safeguarded the confidentiality of information collected from Ministries and participants. The researcher also sought informed consent of participants to take part in the study

(Reference is made to Appendix A) and respected reservations expressed by some potential participants who were unwilling to take part in the study.

3. 12 Summary

The chapter covered the introduction, philosophical framework, research design, target population, sample size and design, types of data, research instruments, data validity, data reliability, data analysis, data presentation, ethical considerations and summary.

CHAPTER FOUR
DATA PRESENTATION AND ANALYSIS

4.0 Introduction

This chapter presents a detailed analysis of the findings of the study. Presentation was done with the aid of tables and graphs. The findings are based on the results from questionnaires and interviews.

4.1 Data Analysis on Questionnaires

Data gathered through questionnaires will be presented and analysed in this section.

4.1.1 Questionnaire Response Rate

University of Texas (2011) report highlighted that a response of 50% on questionnaires is deemed to be adequate for decision making purposes, 60% was seen to be good while 70% and above was determined to be very good.

The researcher distributed 100 questionnaires and 83 responses representing 83% were successfully completed and returned. The remaining 17 participants could not complete and return questionnaires due to political suspicions despite the researcher making numerous follow-ups.

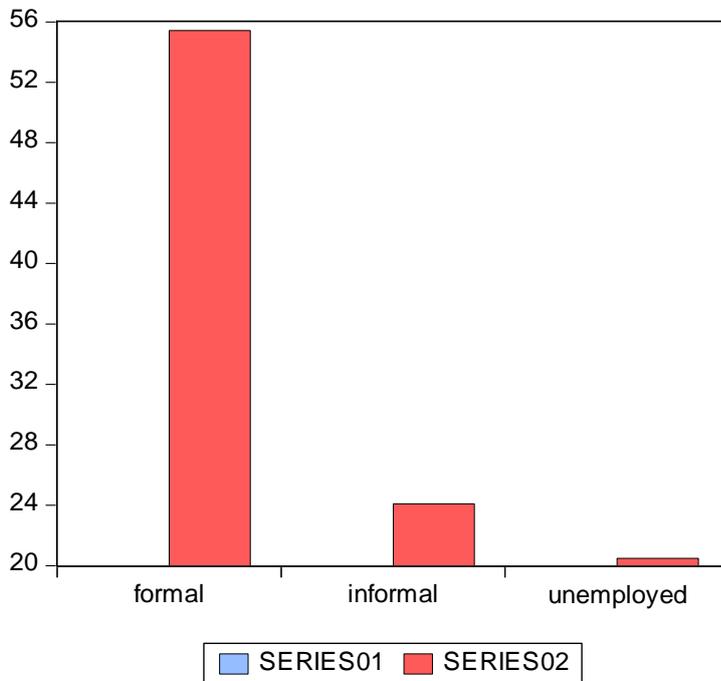
	Questionnaires Sent	Responses Received	Response Rate (%)
Total	100	83	83%

Table 4.1: Questionnaire Response Rate

4.1.2 Questionnaire Analysis

Question 1: What is your employment status?

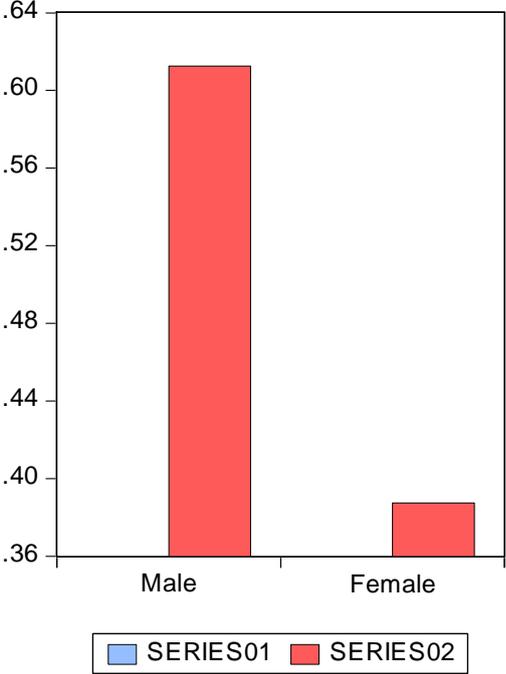
Figure 4.1: Employment Status



The International Labour Organisation (ILO) defines a person's employment status as a contractual arrangement the person (employee) enters with the employer whereby an agreed remuneration is provided for a fixed amount of work done on a regular basis. Figure 4.1 above shows that out of a total of 83 respondents, the bulk number of 46 people constituting 55% were formally employed, 20 people (24%) were informal traders while 17 people (21%) represented unemployed people. This enabled the researcher to reach out to people with various backgrounds and life experiences which enhance the quality of research findings as the researcher gained exposure to different sectors of the economy which are affected by inconsistent national economic policy.

Question 2: What is your gender?

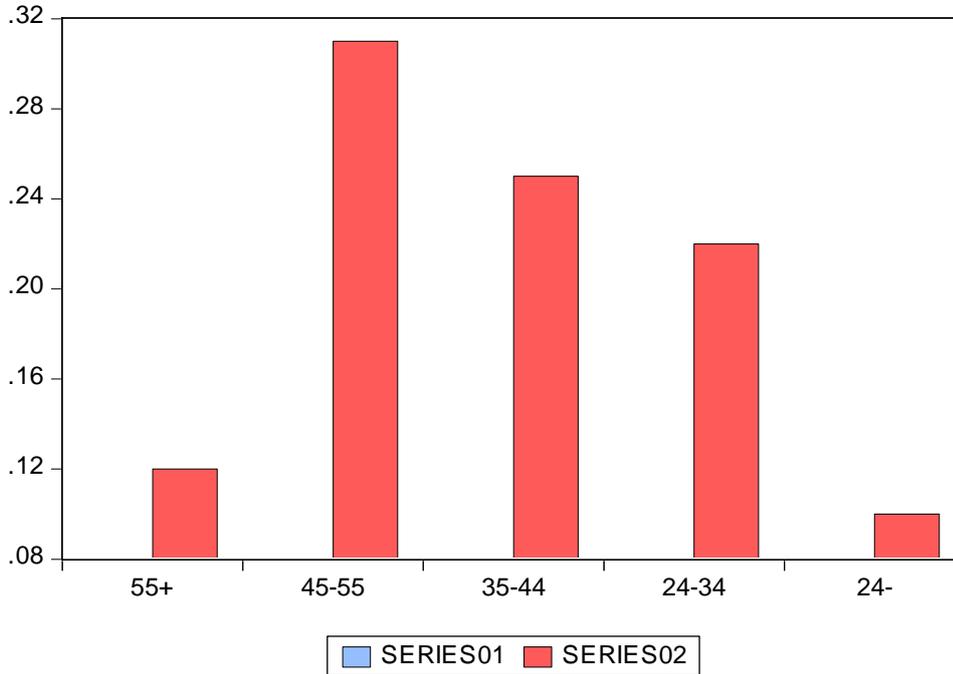
Figure 4.2: Gender Mix



The term gender refers to the biological nature of a human being according to Collins Oxford dictionary. Figure 4.2 above reflects the gender composition of the respondents. 52 males (63%) responded and 31 females (37%) also participated in this study. The researcher observed that a number of females approached were not very keen to participate in this study area and this explains why their participation was comparatively lower than their male counterparts.

Question3: What is your age?

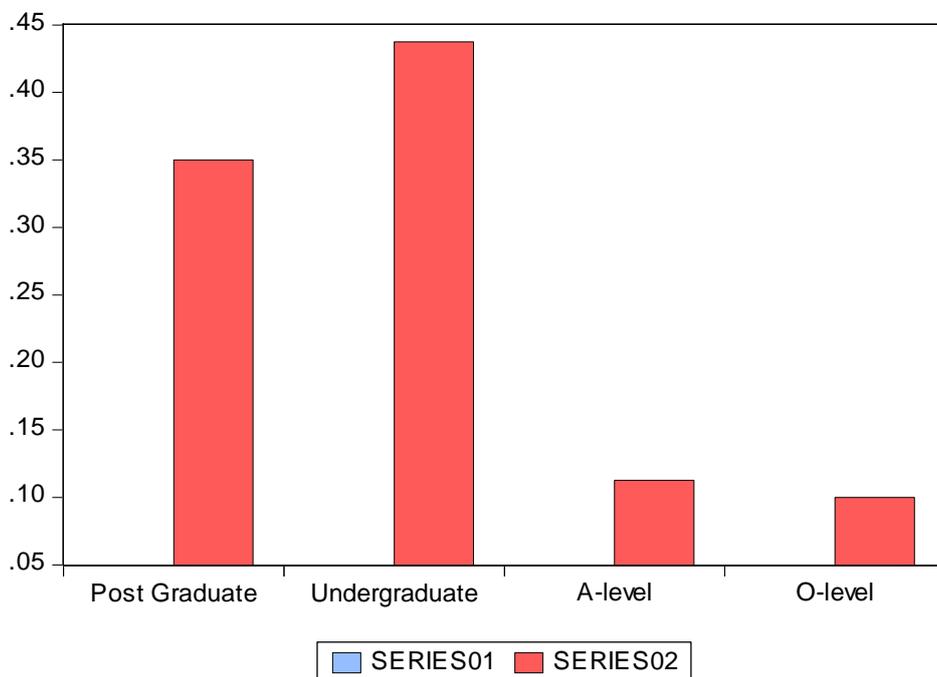
Figure 4.3: Age



ZIMSTATS census publication (2012) cites that population demographics help to identify the economically active generations who still possess energy to participate in nation building. Figure 4.3 above gives a depiction of the various age groups who took part in the research. The majority of the respondents comprising 26 people (31%) came from the 45-55 years age bracket followed by 21 people (25%) who represented the 35-44 years age group, 18 people (22%) represented the 24-34 years age group while the older than 55 years and less than 24 years age groups were 18 people representing an aggregate minority of 22%.

Question 4: What level of education have you attained?

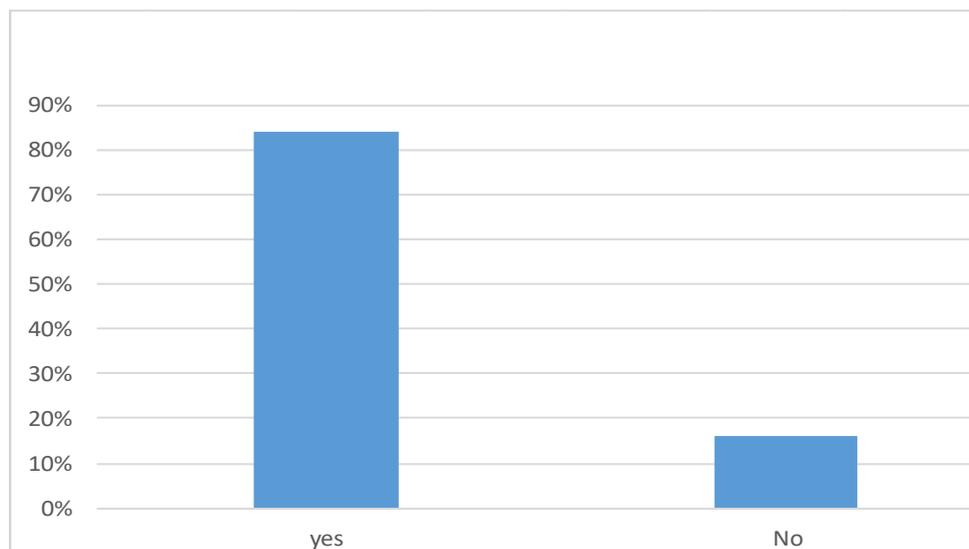
Figure 4.4: Education Levels



Harare central district has a population of 1 485 231 and a 99% literacy rate as indicated by statistical information on the ZIMDAT (2012) online report. Literacy rate is a measure of the ability of the country's citizens to read, write and understand concepts. Figure 4.4 shows the literacy levels of the respondents. A record 37 undergraduates (44%), 28 post-graduates (34%), 9 advanced level students (12%) and 8 ordinary level students (10%) participated in the study. This simplified the task of the researcher as these people portrayed a reasonable understanding of national economic policy inconsistencies taking place in Zimbabwe.

Question 5: Are you affected by national economic policy inconsistencies?

Figure 4.5: People affected by national economic policy inconsistencies



Imurana et al (2014) observed that decisions taken by Government in the form of national policy define the ways in which citizens behave and how they interact with one another. Figure 4.5 highlights that 84% of the respondents made up of 70 people were of the view that their day to day lives are affected by national economic policy inconsistencies whereas 16% of the respondents comprising 13 were of the view that issues of national economic policy inconsistencies in Zimbabwe was only a prerogative of Parliamentarians who are voted into power by constituencies to decide how the country should be governed.

Question 6: How do national economic policy inconsistencies affect your standard of life?

70 respondents asserted that national economic policy inconsistencies cause various economic and social hardships in their individual and family capacities as follows; future planning is difficult, housing shortages, high unemployment, alarming poverty levels, expensive locally manufactured goods following the Government ban on importation of basis commodities (Statutory Instrument 64 of 2016), long winding queues at banks, food shortages, retrenchments due to closure of companies, low remuneration,

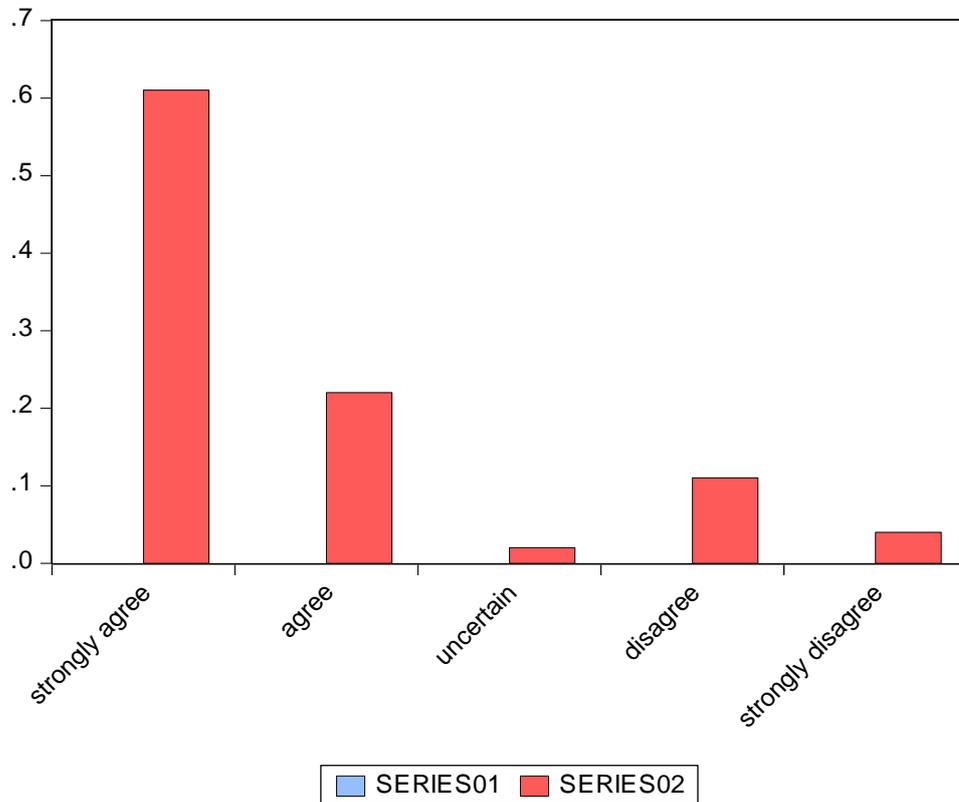
incapacity of parents to settle hospital bills, electricity charges, rentals and water charges when they fall due, continuous price increases and three-tier pricing in retail shops.

On the other hand, 13 respondents indicated that national economic policy inconsistencies have benefited them in the sense that loopholes in legislation emanating from a desire to gain political mileage by policymakers have enabled them to engage in black market activities, evade paying customs duty at border points, and smuggling of dangerous prohibited drugs. This assertion can be supported by Statutory Instrument 20 of 2017 on Value Added Tax which was introduced and reversed overnight because of lack of adequate consultations. The highlighted illegal activities have gone on unchecked for a long time because of either weak enforcement of current laws or lack of specifically crafted legislation to deal with the issues raised by participants. The AFRODAD (2010) report on taxation system in Zimbabwe also noted that the Government of Zimbabwe has been losing potential revenue due to bribery and corruption at the country's ports of entry.

The above-mentioned effects of national economic policy inconsistencies on ordinary citizens and the economy in Zimbabwe also concur with the views of Ugo and Ukpere (2011) who asserted that the ability of ordinary citizens to lead decent lives highly depend on the policy landscape set by the Government of the day. Bolaji et al (2015) further cemented the views of Ugo and Ukpere when they underscored that lack of favourable policies contribute to underdevelopment of a majority of the general populace in communities.

Question 7: To what extent are the following effects linked to national economic policy inconsistencies in Zimbabwe?

Figure 4.6: Widening of the gap between the rich and poor people

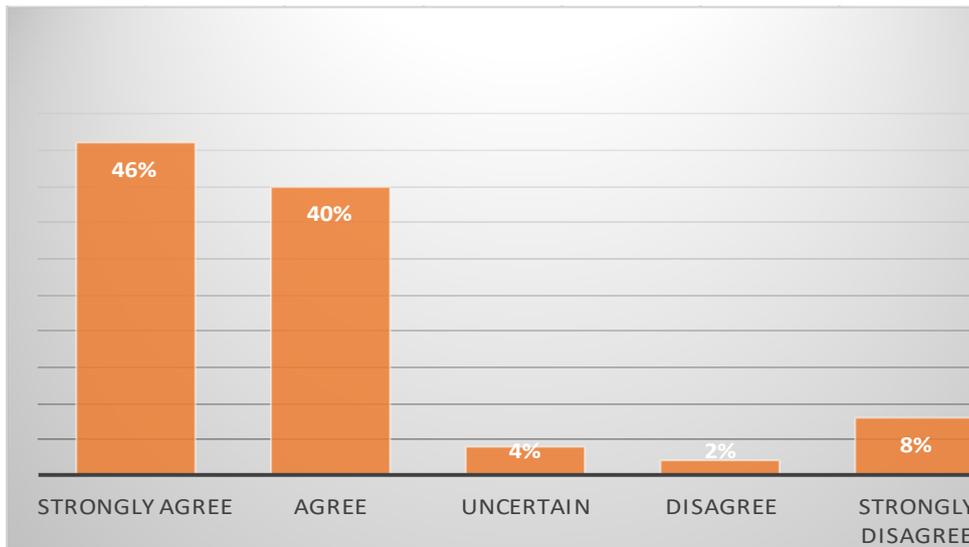


Pakulski (2012) opined that elitism in society creates social division as the ruling class of people enjoy preferential treatment in all sectors of the economy to the extent of preventing poor people from gaining access to minimal resources essential to ensure human survival. Figure 4.6 reflects that 61% of the respondents strongly agreed and 22% agreed that national economic policy inconsistencies widen the gap between rich and poor people in Zimbabwe giving a total of 83% while the uncertain, disagreed and strongly disagreed categories constituted a minority of 17%.

The decade of a hyperinflation in the Zimbabwe dollar era worsened the plight of poor people as scarce basis commodities disappeared from supermarkets and were trading on the black market at exorbitant prices. This had a negative bearing on lower class citizens who lacked buying power whereas affluent

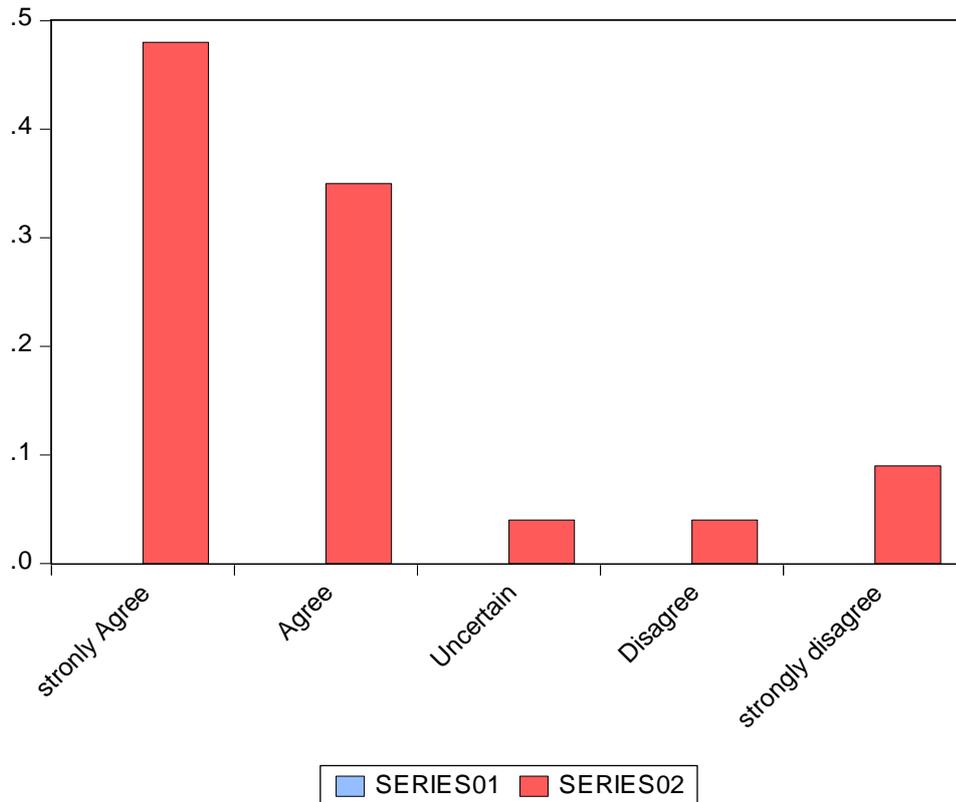
families could afford to go shopping in nearby South Africa because they had access to foreign currency. Snowden (2010) pointed out the issue of inequitable income distribution in a country perpetuates the gap between the rich and poor people since economically marginalized lower class citizens will remain entrenched in irreversible poverty traps.

Figure 4.7: Macroeconomic instability



The mid-year 2013 fiscal policy statement highlighted that economic slowdown and stagnation in the key sectors of agriculture, mining tourism and manufacturing has largely contributed to the underperformance of the overall economy. This means that vibrant intervention policies are required to revitalise the fortunes of our country’s economy. Figure 4.7 above shows that 38 people (46%) strongly agreed and 33 people (40%) agreed that national economic policy inconsistencies lead to macro-economic instability thereby giving an aggregate of 86% while the minority 14% represented those who were uncertain, disagreed and strongly disagreed. This resonates with Agu et al (2015) who observed that a Government’s fiscal and monetary policies give rise to inflationary pressures which may then trigger a continuous increase in price levels of basic commodities necessary for human survival.

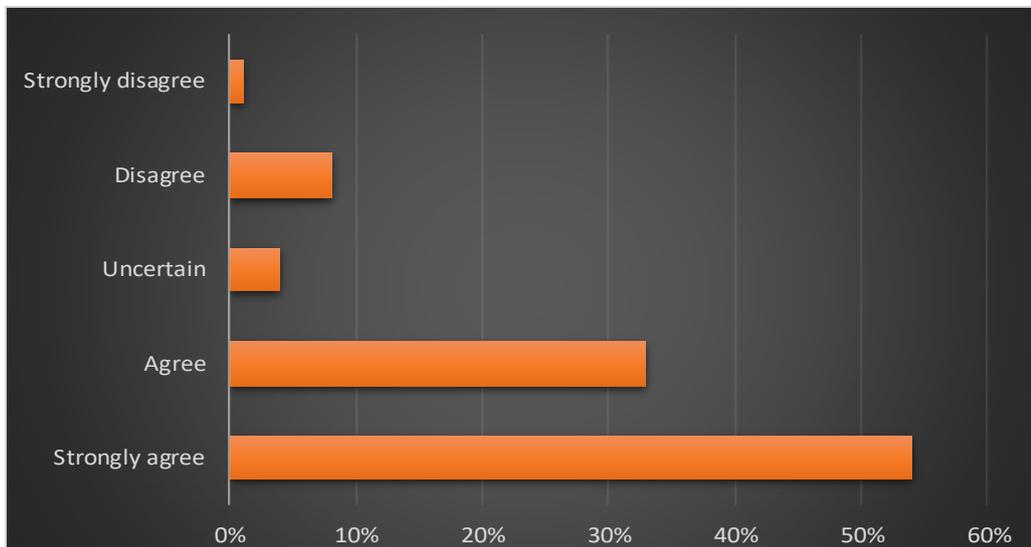
Figure 4.8: Unemployment



The Bertelmann Stiftung’s Transformation Index (BTI) (2016) measured Zimbabwe’s unemployment rate to be 80% and this compares well with 84% of people who participated in this study that are affected by national policies inconsistencies (**Reference is made to figure 4.5**). This is evidenced by many graduates who have not been able to secure formal jobs and do not have start-up capital to set up small to medium sized businesses. Figure 4.8 above shows that 40 respondents (48%) strongly agreed and 29 respondents (35%) agreed that the current high unemployment level in Zimbabwe was partly attributable to national economic policy inconsistencies giving a total of 83%. The remainder of 17% were either uncertain, disagreed or strongly disagreed. Uddin and Osemengbe (2013) noted that weak industrial policies create capacity constraints in industry and commerce as companies will not be able create sufficient job opportunities for the multitude of college graduates churned out every year on the job market by tertiary institutions.

Question 8: Are the following human needs affected by national economic policy inconsistencies in Zimbabwe?

Figure 4.9: Human welfare



Human welfare focuses on provision of needs and wants for human habitation and Abraham Maslow mentioned food, shelter, jobs and health. According to United Nations survey report (2011), infant mortality rate in urban areas in Zimbabwe is 57 deaths per 1 000 live births. The UN report further states that rural children face a higher risk of death due to shortages of medicine in district hospitals, skills flight of experienced doctors and rural clinics located long distances away from the people. Figure 4.9 illustrates that 45 respondents (54%) strongly agreed and 27 respondents (33%) agreed that human welfare is affected by national economic policy inconsistencies giving a total of 87% while 13% were either uncertain, disagreed or strongly disagreed. Ikechukwu and Chukwemeka (2013) concurred that social services access and public access to affordable and high quality health facilities in Government prolongs the lives of ordinary citizens.

Figure 4.10: Service delivery

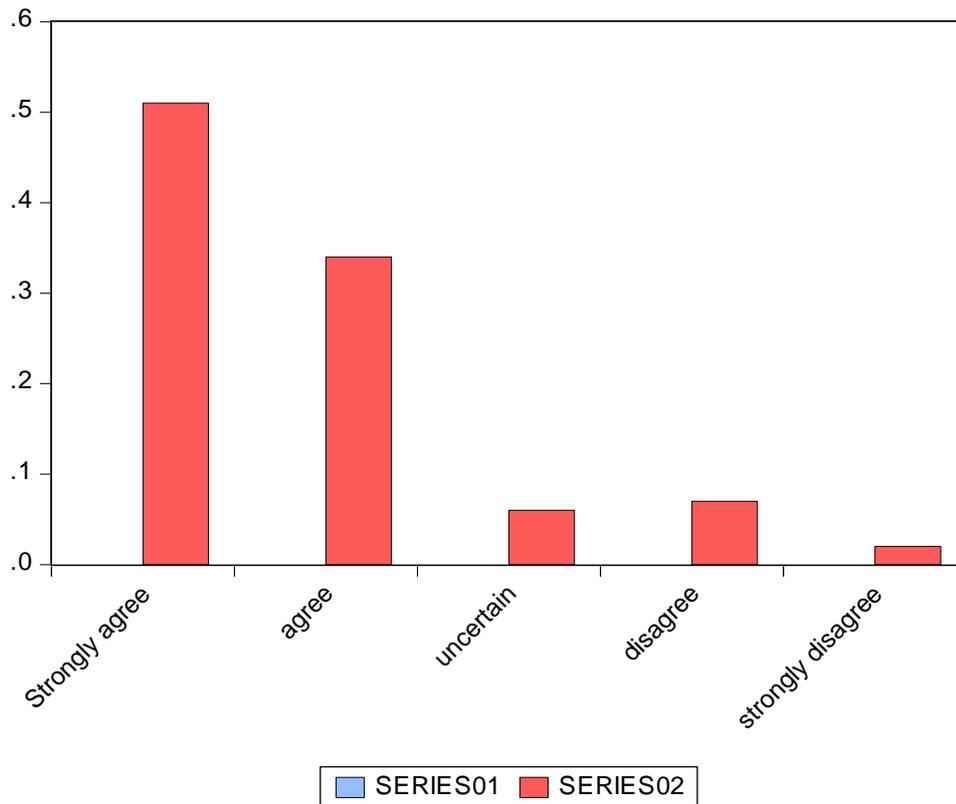
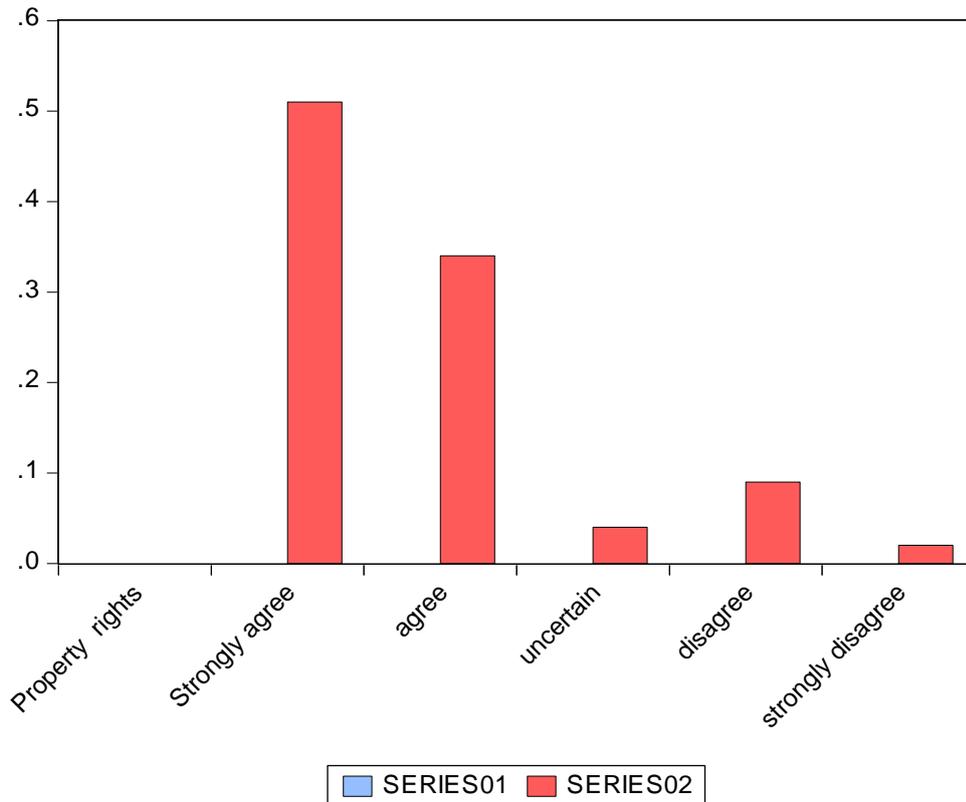


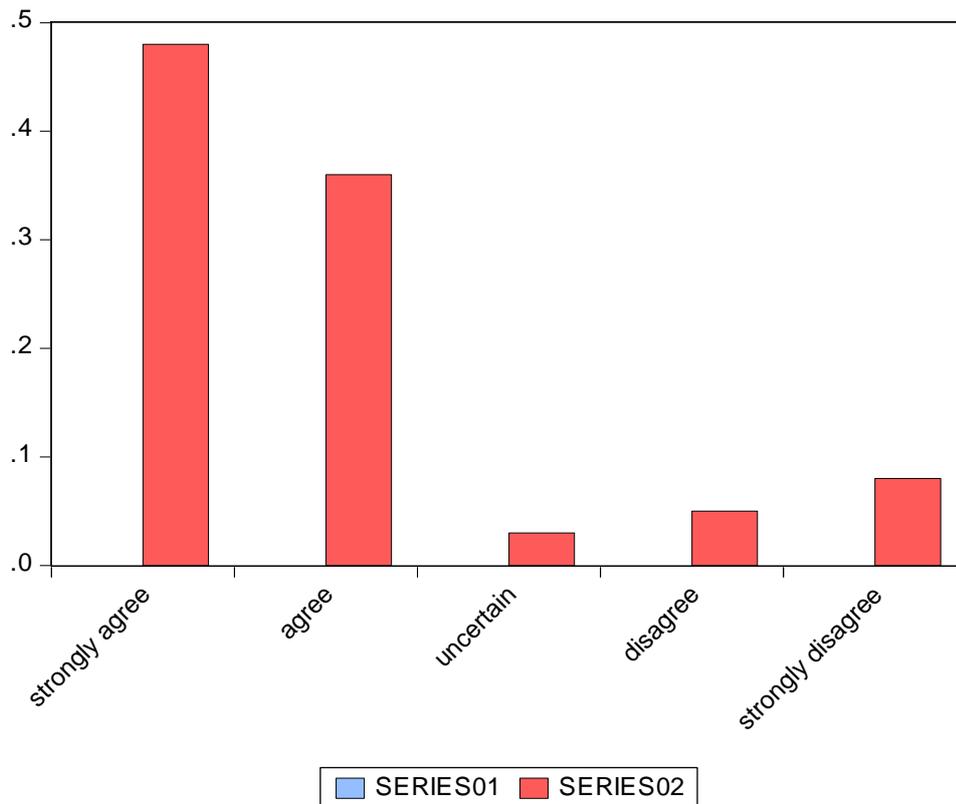
Figure 4.10 depicts that 42 respondents (51%) strongly agreed and 28 respondents (34%) agreed that service delivery in central and local Government is affected by national policy inconsistencies whereas 13 respondents (15%) were either uncertain, disagreed or strongly disagreed. Effiong (2013) pointed out that if citizens regularly pay their rates and taxes, they are entitled to efficient services in central and local Government systems. The researcher gathered that poor service delivery in public institutions is also a negative attribute of the widening gap between rich and poor people and shortage of residential accommodation in the sense that some of the low income public workers perform their duties badly because of low remuneration which cause hunger and a drive to live in low cost inhabitable structures.

Figure 4 .11: Property rights



The declaration of human rights prescribes that people are entitled to property rights upon full settlement of purchase prices. However, in Zimbabwe the Herald often reports cases of the same house being sold to more than one buyer and municipalities have not taken a stern stance on such culprits. Figure 4.11 shows that 42 respondents (51%) strongly agreed and 28 respondents (34%) agreed that property rights of citizens have a linkage with national economic policy inconsistencies. The remainder of 15% were either uncertain, disagreed or strongly disagreed. Magsi and Torre (2013) noted that ambiguity in the definition of land tenure rights is a recipe for social conflict among citizens in a country as they scramble and fight for scarce resources to earn a living.

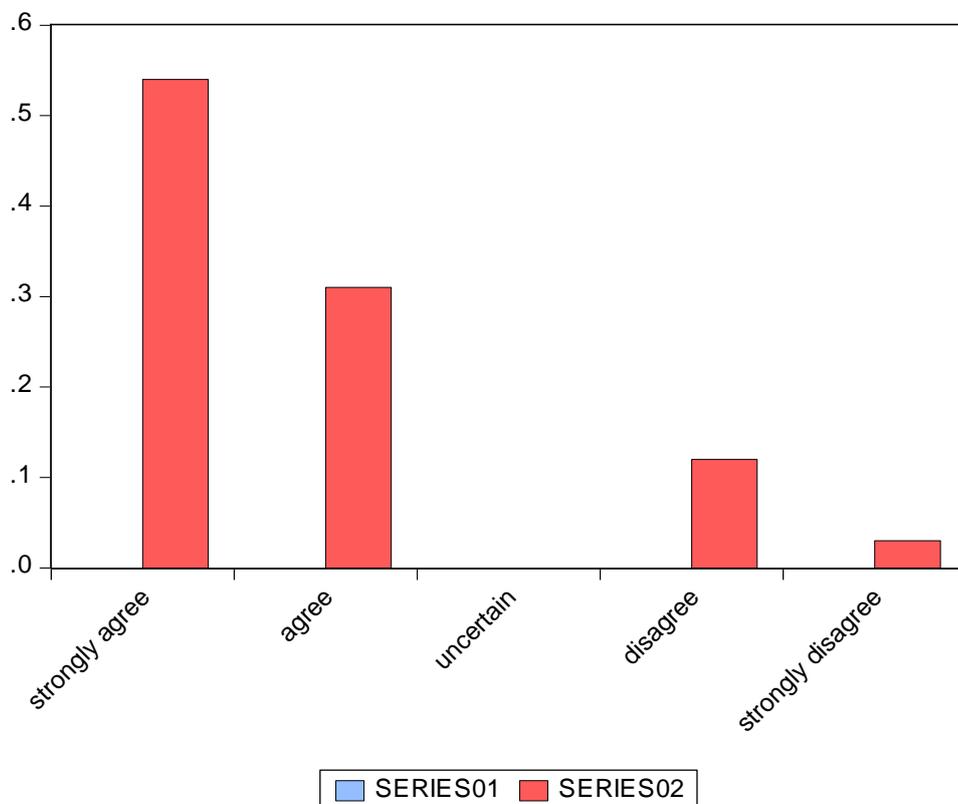
Figure 4.12: Residential accommodation



The United Nations Declaration of rights requires member countries to ensure that all citizens get access to decent shelter. Zimbabwe has a housing backlog of 1.25 million units as stated in the ZIMASSET (2013-2018) blue print. Figure 4.12 highlights that 40 respondents (48%) strongly agreed and 30 respondents (36%) agreed that adequacy of residential accommodation is affected by national economic policy inconsistencies while a total of 16% of respondents were either uncertain, disagreed or strongly disagreed. Adhikari (2014) highlighted that deficient housing policies create backlogs in provision of public shelter which result into the proliferation of squatter camps in urban areas as a result of rural to urban migration of job-seekers.

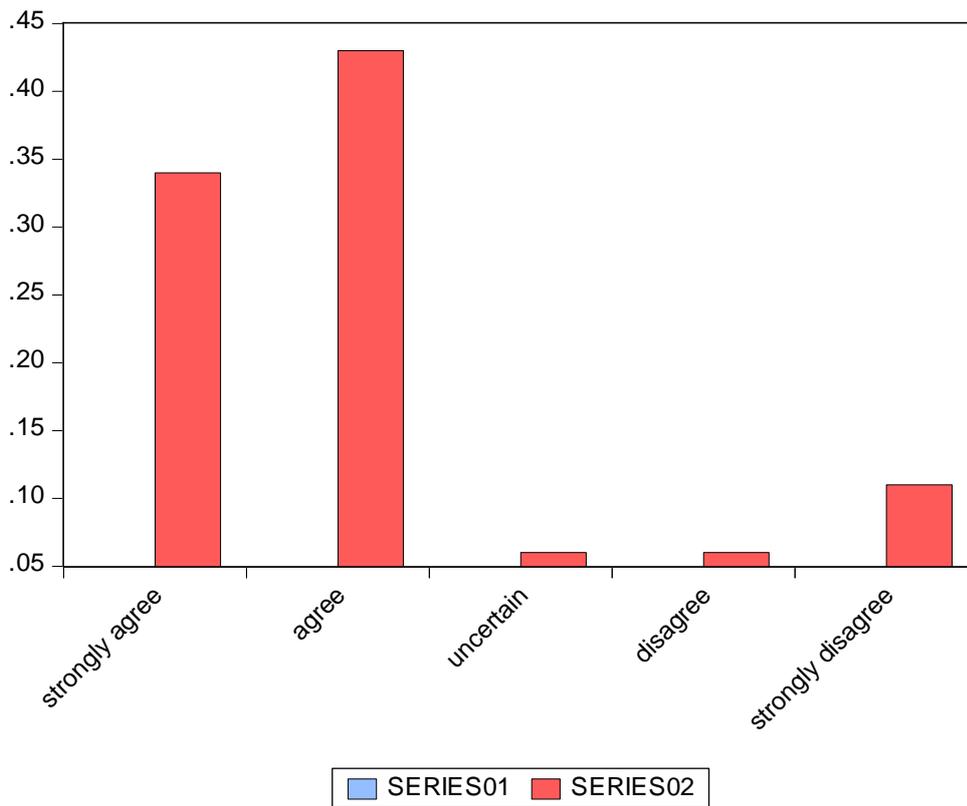
Question 9: In your view do the following factors guide policy development?

Figure 4.13: Socio-economic and political issues



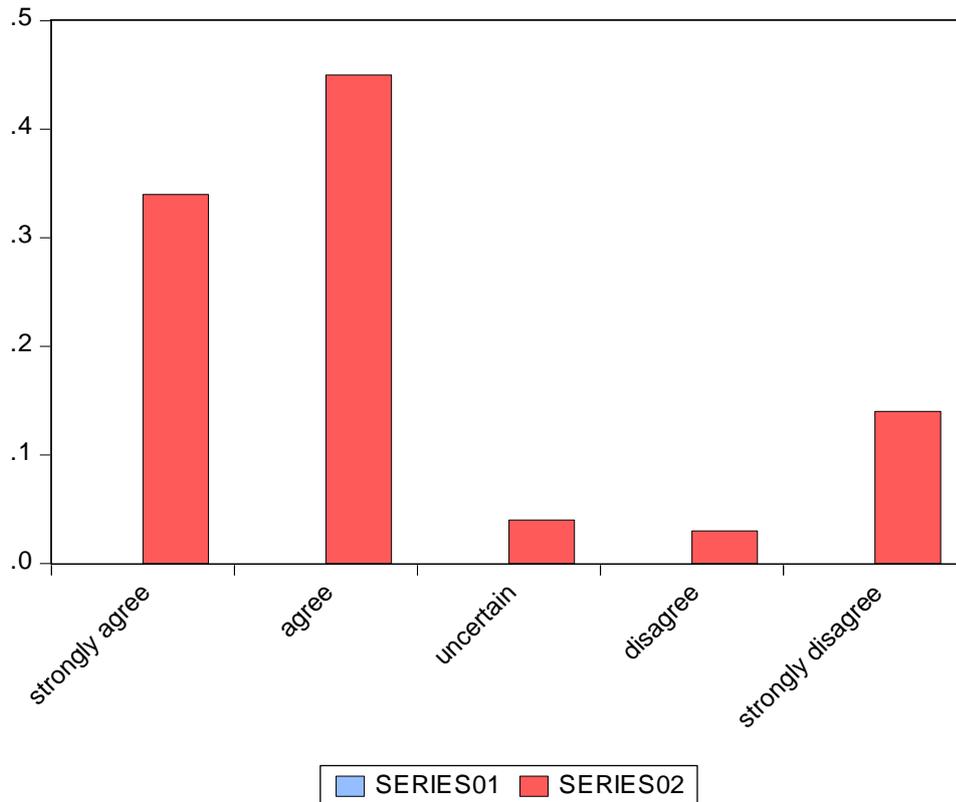
Social, political and economic factors encompass indicators such as poverty levels, unemployment levels, political hegemony, level of inflation/deflation and Gross Domestic Product (GDP) growth forecasts give direction on the nature of policies to be formulated (Tanya 2012). Although the current economic shocks in Zimbabwe can be attributed to suspension of the country’s access to lines of credit by the Zimbabwe Democracy and Economic Recovery Act (ZIDERA) of 2001 enacted in America, it can still be argued that policymakers have not been capable of crafting good enough policies to counter the negative effects brought about by ZIDERA. Figure 4.13 portrays that 45 respondents (54%) strongly agreed and 26 respondents (31%) agreed that socio-economic and political issues guide policy development. A total of 15% of the remaining respondents either disagreed or strongly disagreed. Palao (2013) observed that national policies are shaped by the social and political environment obtaining in the country.

Figure 4.14: Citizens participation



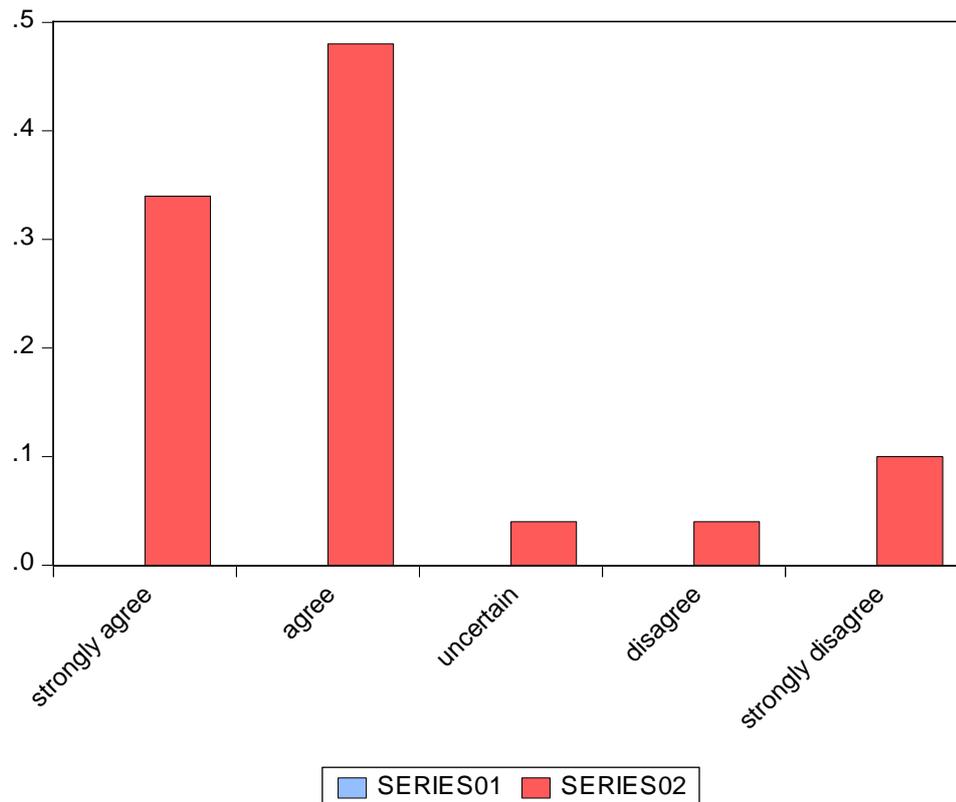
The involvement of citizens in policy formulation enables policymakers to craft tailor-made and useful policies which tackle the real problems bedevilling communities (Isaac et al, 2014). In Zimbabwe some policies like Statutory Instrument 64 of 2016 which removed a number of basic goods from the open general import licence were formulated and implemented without adequate consultation of citizens. However, from interviews held with Directors, it was indicated that the policy process in Zimbabwe follows a plural approach whereby wide consultations are done with all stakeholders who include citizens as well but at times shortage of resources restricts them from reaching out to citizens in all the country's district levels. Figure 4.14 above shows that 28 respondents (34%) strongly agreed and 36 respondents (43%) agreed that the participation of citizens guide policy development. This gives a total of 77% and the remainder of 23% were either uncertain, disagreed or strongly disagreed. Mothepe (2013) noted that the voice of the public should be accorded serious consideration to promote a culture of law abiding citizens.

Figure 4.15: Supremacy of policymakers



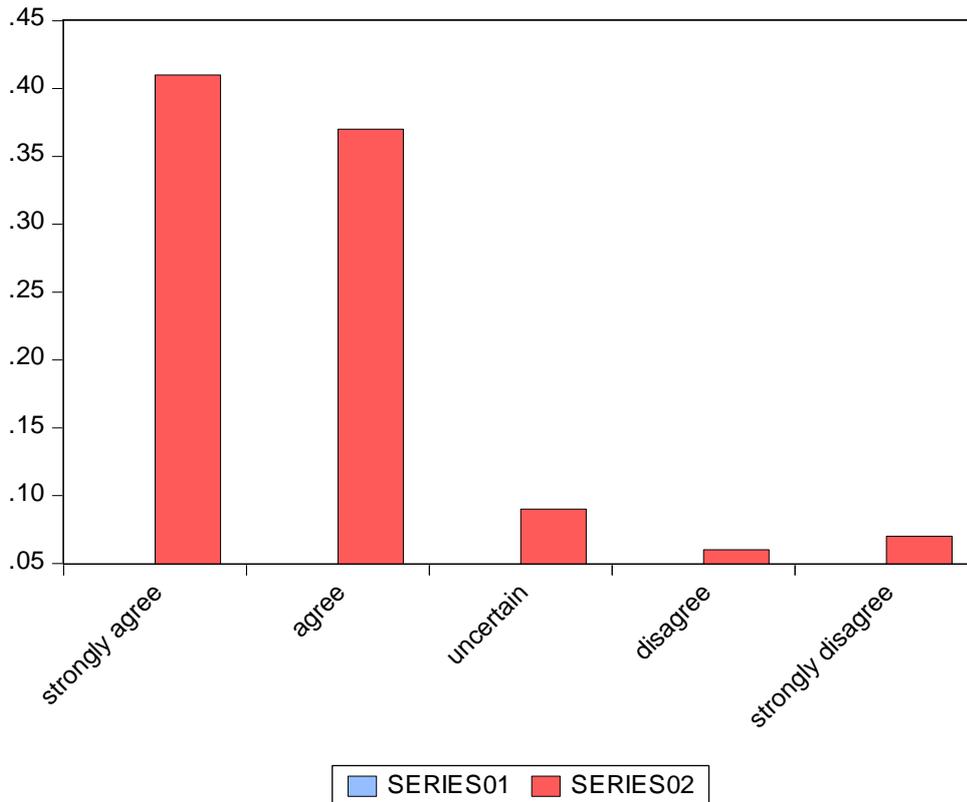
The elite theory takes into cognisance the authority of a minority ruling class to make laws on behalf of a majority of citizens. The supreme law making bodies in Zimbabwe are cabinet, parliament and judiciary. Figure 4.15 above shows that 29 respondents (34%) strongly agreed and 37 respondents (45%) agreed that supremacy of policy makers guide policy development. The remaining 21% were either uncertain, disagreed or strongly disagreed. Herbert (2014) opined that in elite governance systems supreme power to make decisions which bind a majority of citizens rests in the hands of a few elected party officials.

Figure 4.16: Legislative gaps



Legislative gaps represent unregulated spheres of activities in a country which if not addressed may lead to social conflict (Aitken, 2013). Zimbabwe has not come up with legislation which imposes punitive measures on banks that fail to fully honour demands for depositors' funds resulting in many production hours being lost daily in city centres as people spend a lot of time waiting in long queues to withdraw their hard-earned salaries and wages. Figure 4.16 above illustrates that 28 respondents (34%) strongly agreed and 40 respondents (48%) agreed that legislative gaps guide policy development. The remaining 18% were either uncertain, disagreed or strongly disagreed. Hernandez at al (2011) stated that legislative gaps generates a need for new policies to regulate the identified loophole.

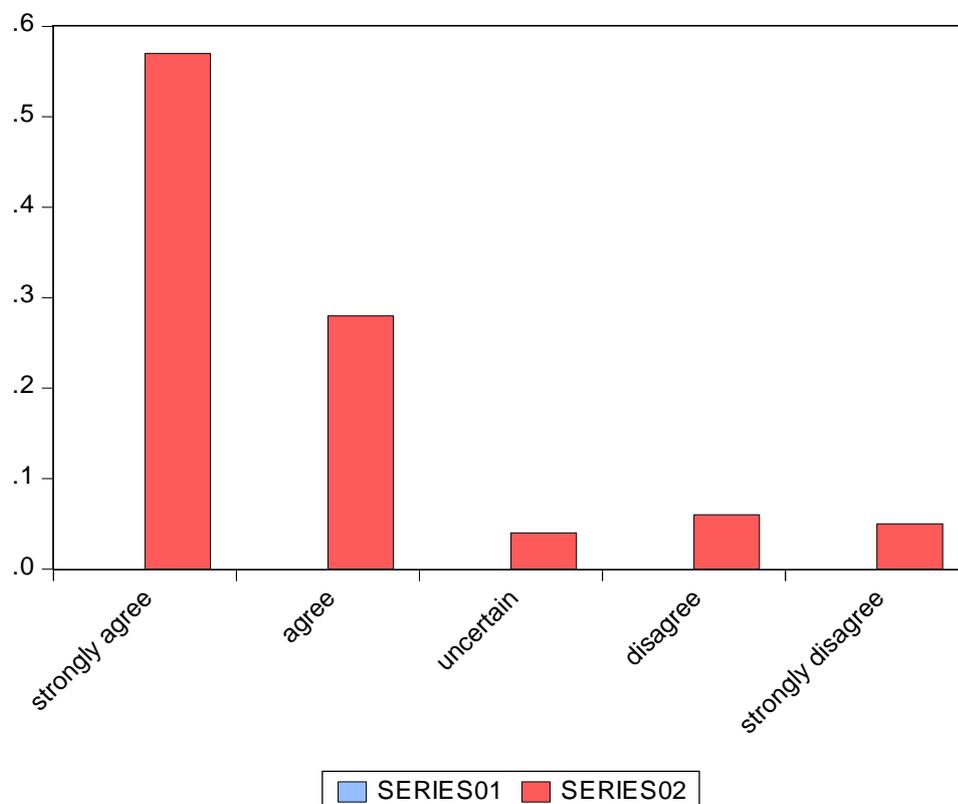
Figure 4.17: Government ideology



Government ideology depends on whether the major focus of public officials is to eradicate poverty among the masses through socialist policies or serve the interests of a few affluent individuals by means of capitalist approaches (Mead, 2013). Zimbabwean policies are designed to empower the people but implementation of those policies has not been adequately monitored over the years leading to public outcry. Figure 4.17 above highlights that 34 respondents (41%) strongly agreed and 31 respondents (37%) agreed that Government ideology guides policy development while 22% were either uncertain, disagreed or strongly disagreed. Agwu and Emeti (2014) asserted that policies vary from one country to another depending on whether a ruling Government follows either a socialist or capitalist approach.

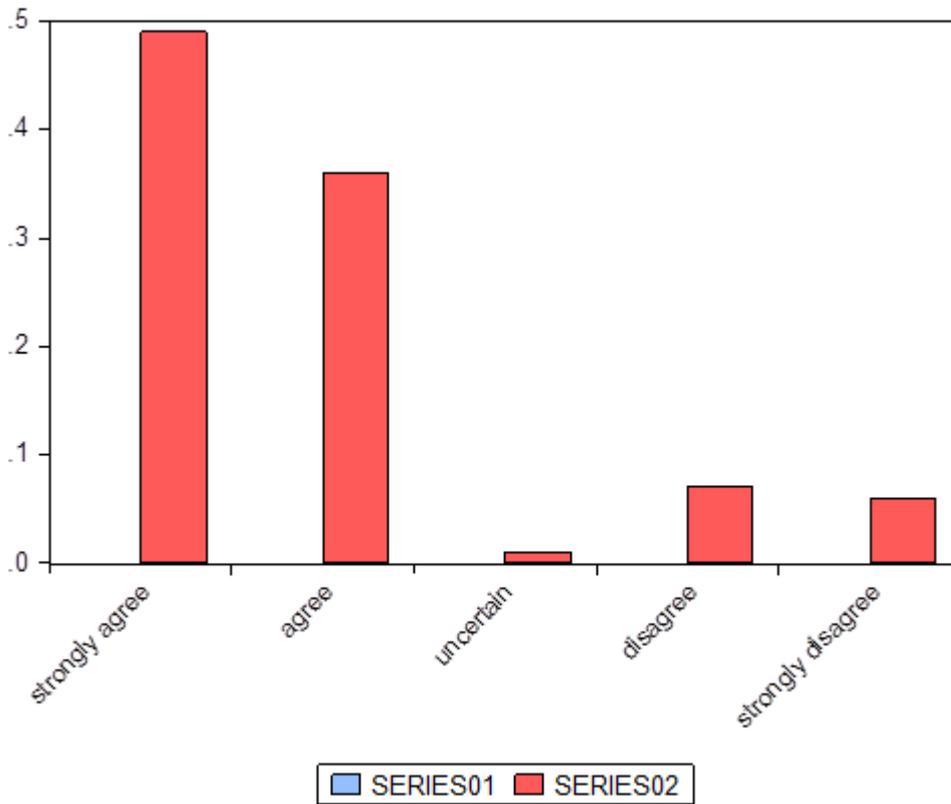
Question 10: Is ineffective policy implementation an outcome of the following challenges?

Figure 4.18: Regulatory failure



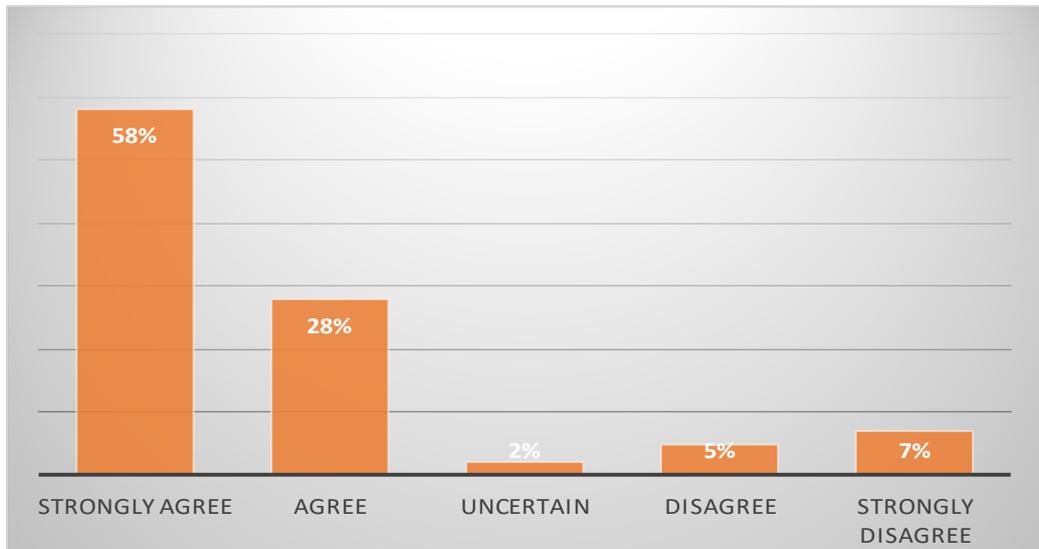
Regulatory failure occurs when a country allows selective application of the law on illegal acts perpetrated by some politically powerful individuals (Kiiza, 2011). The one person one farm policy has not been enforced in Zimbabwe despite a land audit having taken place some years ago. Figure 4.18 shows that 47 respondents (57%) strongly agreed and 23 respondents (28%) agreed that regulatory failure result in ineffective policy implementation. However, the remaining 15% were uncertain, disagreed or strongly disagreed.

Figure 4.19: Public bureaucracy



Public bureaucracy makes reference to unwarranted delays in approving and implementing Government programmes (Mulyanyuma, 2016). The expansion and maintenance of the Harare-Beitbridge road has not taken off the ground for a long time. A huge volume of foreign haulage trucks ply this route bringing international business from South Africa. However, the road has become so dilapidated and dangerous thereby causing frequent loss of human lives through road carnage. Figure 4.19 illustrates that 41 respondents (49%) strongly agreed and 30 respondents (36%) agreed that public bureaucracy result in ineffective policy implementation. The remaining 15% were either uncertain, disagreed or strongly disagreed.

Figure 4.20: Corruption



Corruption is the use of unethical practices to gain an unfair advantage (Boadi, 2011). Zimbabwe is ranked poorly in the ease of doing business global ratings because of bribery and corrupt related activities implicating Government officials. This has chased away potential foreign investors. Figure 4.20 illustrates that 48 respondents (58%) strongly agreed and 23 respondents (28%) agreed that corruption leads to ineffective policy implementation. The remaining 14% represents respondents who were either uncertain, disagreed or strongly disagreed. Ahmed and Dantata (2016) observed that corruption perpetrated by people in high level leadership positions is difficult to eradicate since law enforcement agencies are powerless over those people.

Question 11: Do the following factors cause national economic policy inconsistencies?

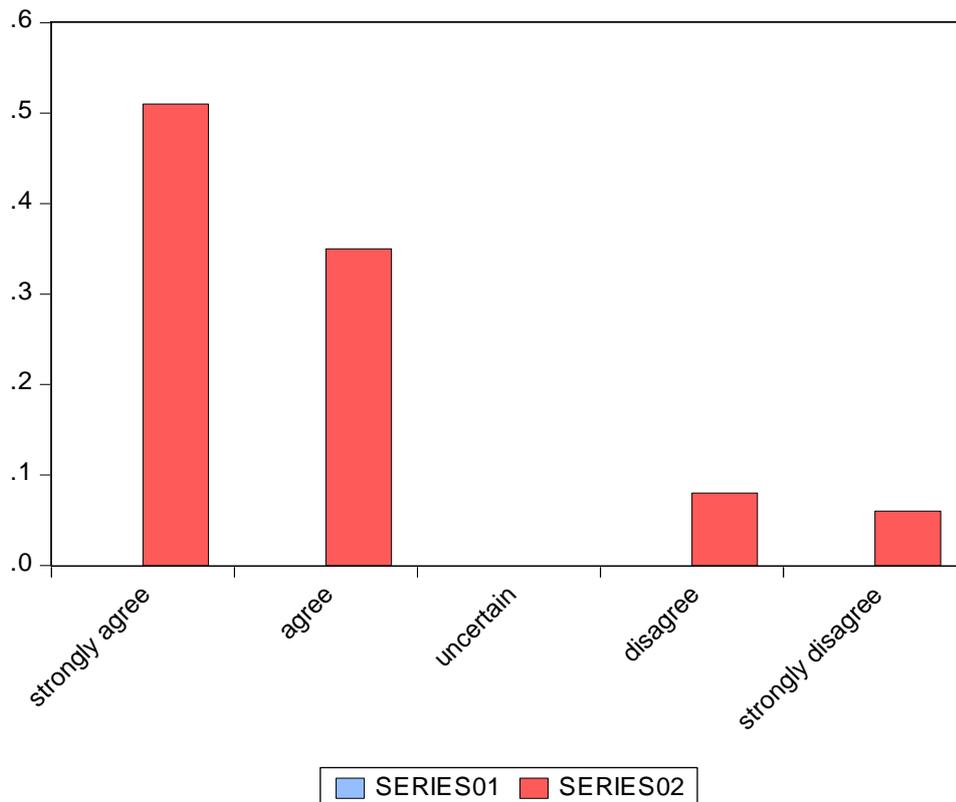
a) Lack of citizens engagement

	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree	Total
Responses	41	29	2	7	4	83
Percentage	49%	35%	3%	8%	5%	100%

Table 4.2: Lack of citizens engagement

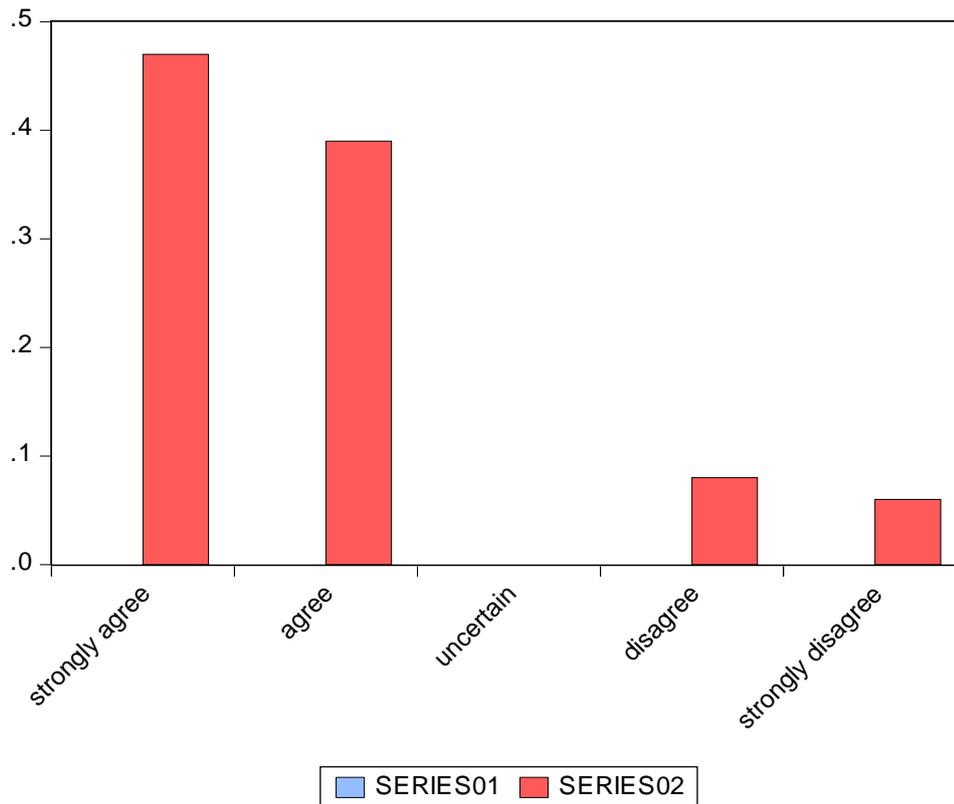
Lack of citizens engagement results in unrealistic and temporary policies which create confusion and misinterpretation among ordinary citizens and business persons (Siambombe, 2015). Table 3 above shows that 41 respondents (49%) strongly agreed and 29 respondents (35%) agreed that lack of citizens’ engagement causes national economic policy inconsistencies whereas the remaining 16% were uncertain, disagreed or strongly disagreed.

Figure 4.21: Policy coordination



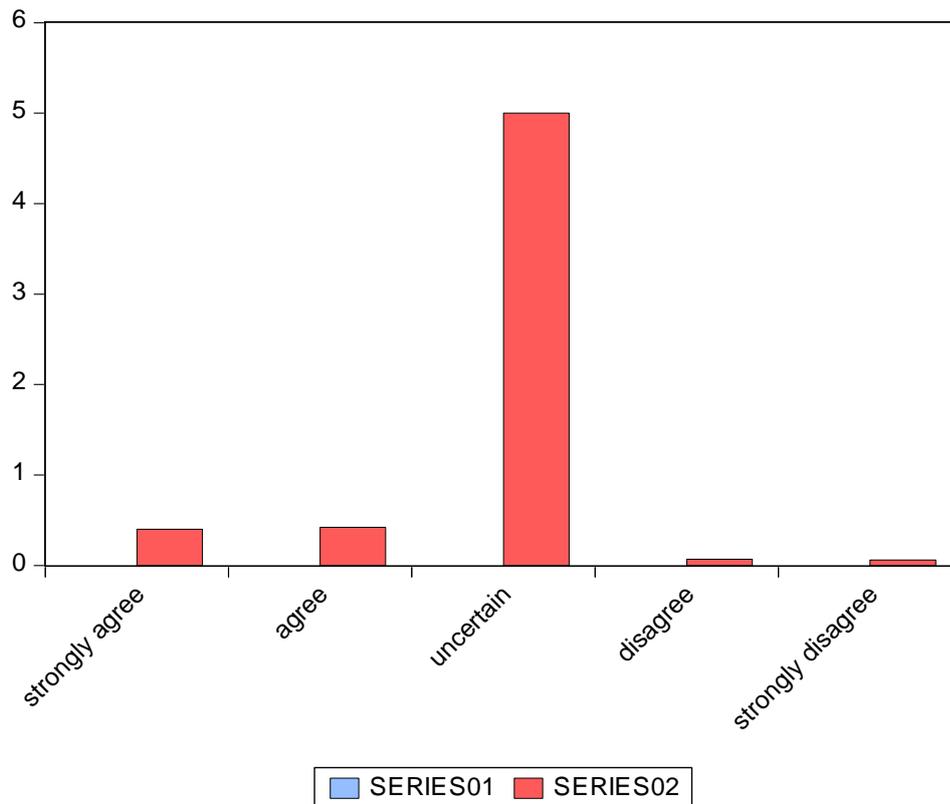
Policy coordination is the central synchronisation of policies in a country to permit a high level of alignment across all sectors of the economy (Bertola, 2015). The issue of fragmented policies is prevalent in Zimbabwe as each Minister has the prerogative to initiate a policy and these policies are not centrally harmonised to guard against discord with the national vision. Figure 4.21 shows that 42 respondents (51%) strongly agreed and 29 respondents (35%) agreed that poor policy coordination causes national economic policy inconsistencies. However, the remaining 16% disagreed or strongly disagreed.

Figure 4.22: Lack of policy clarity



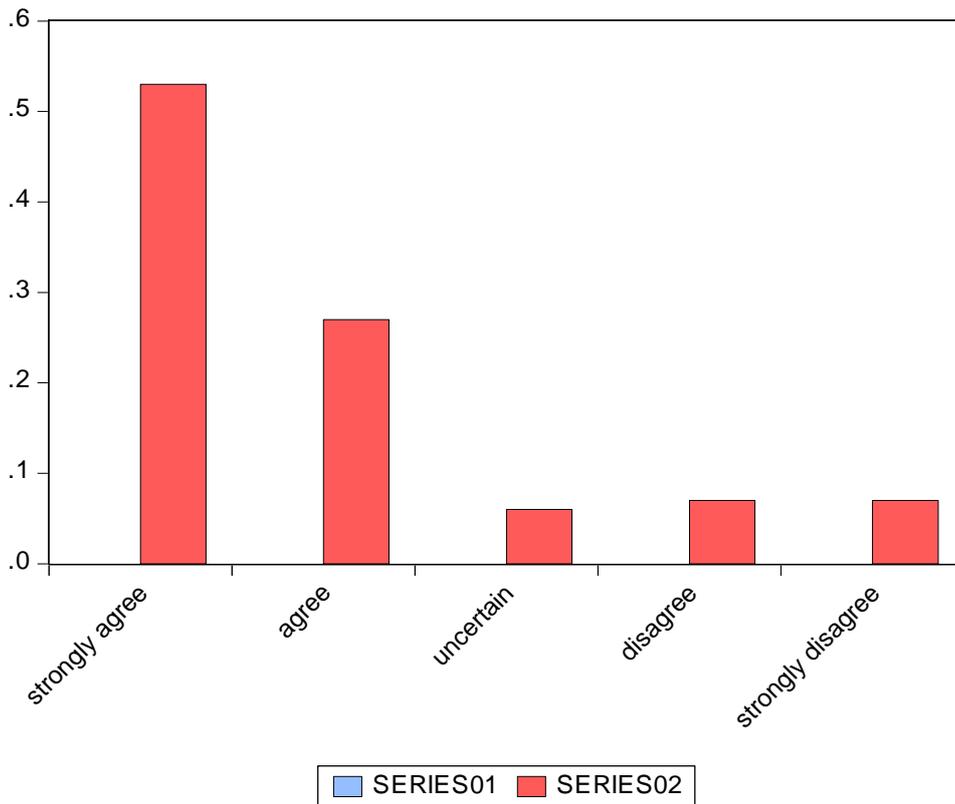
Policy clarity relates to a situation where there is inadequate information dissemination to the citizens regarding the purpose, interests to be served and targeted objectives of a formulated policy (Garba et al, 2013). The researcher observed that the Ministry of Macro-Economic Planning and Investment Promotion is drafting a diaspora policy but not much awareness has been made to the concerned Zimbabwean people residing overseas. Figure 4.22 portrays that 39 respondents (47%) strongly agreed and 32 respondents (39%) agreed that lack of policy clarity causes national economic policy inconsistencies while the remaining 14% disagreed or strongly disagreed.

Figure 4.23: Lack of due diligence



Due diligence requires policymakers to do a thorough groundwork on the adaptability, suitability and sustainability of policies borrowed from other countries prior to adoption (Maggetti and Gilhardi, 2016). Zimbabwe adopted ESAP, a foreign policy recommended by IMF during the period 1990-1995 but the policy failed to bring economic prosperity to the country due to lack of adaptability to our local business environment. Figure 4.23 illustrates that 33 respondents (40%) strongly agreed and 35 respondents (42%) agreed that lack of due diligence causes national economic policy inconsistencies. The remainder of 18% were uncertain, disagreed or strongly disagreed.

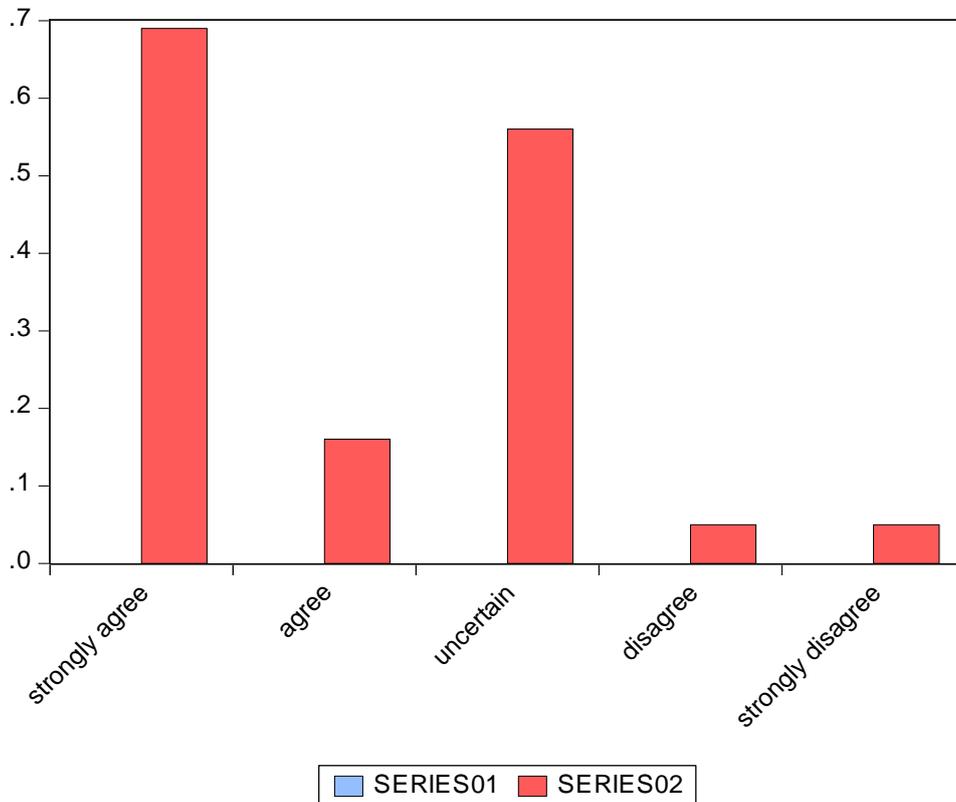
Figure 4.24: Reactionary approach to policy making



Reactionary approach to policymaking arises when authorities lack foresight and fail to plan in advance leading to a fire-fighting approach when handling issues of national concern (Jungblut, 2015). Hastily formulated policies like Indigenisation an Empowerment Act had benefitted some Zimbabweans but led to redundancy of labour as a result of closure of foreign owned companies. Figure 4.24 illustrates that 44 respondents (53%) strongly agreed and 22 respondents (27%) agreed that reactionary approach to policy making causes national economic policy inconsistencies. The remaining 20% were uncertain, disagreed or strongly disagreed.

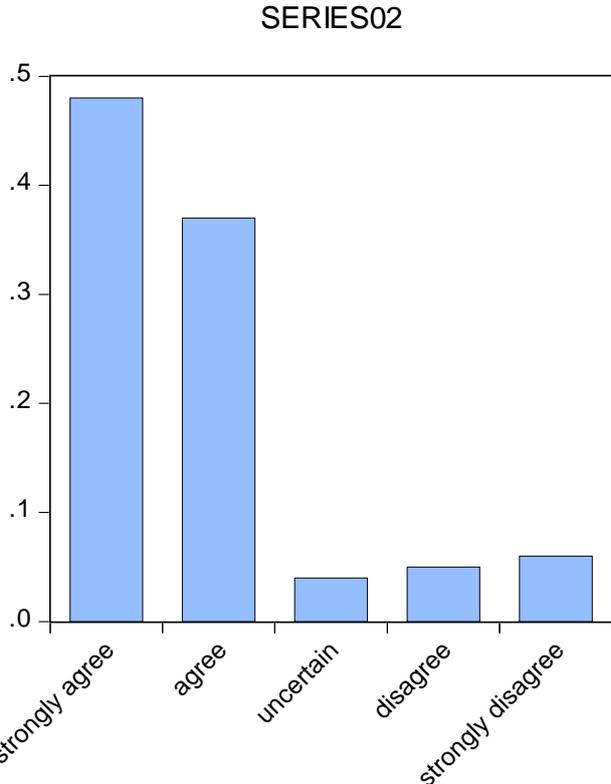
Question 12: In your own opinion, how can formulation of national economic policy be improved in Zimbabwe?

Figure 4.25: Engagement of ordinary citizens



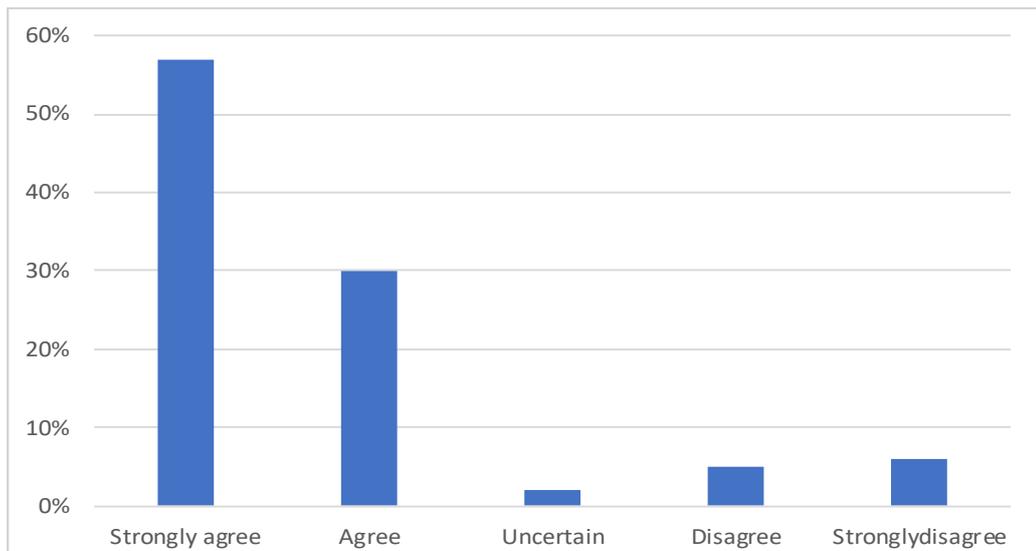
Engagement of ordinary citizens means that a Government must strive to ensure policy success and gain public trust and respect through open and balanced dialogue with citizens at the formulation stage of policies which affect their welfare (Chandra, 2015). Zimbabwe needs to adequate and transparent policy consultations with citizens to avoid chaotic scenes like what happened in Beitbridge during the year 2016 following a sudden implementation of Statutory Instrument 64 of 2016. Figure 4.25 shows that 57 respondents (69%) strongly agreed and 13 respondents (16%) agreed that policy formulation can be improved through engagement of citizens. However, the remaining 15% were either uncertain, disagreed or strongly disagreed.

Figure 4.26: Removal of political connotations



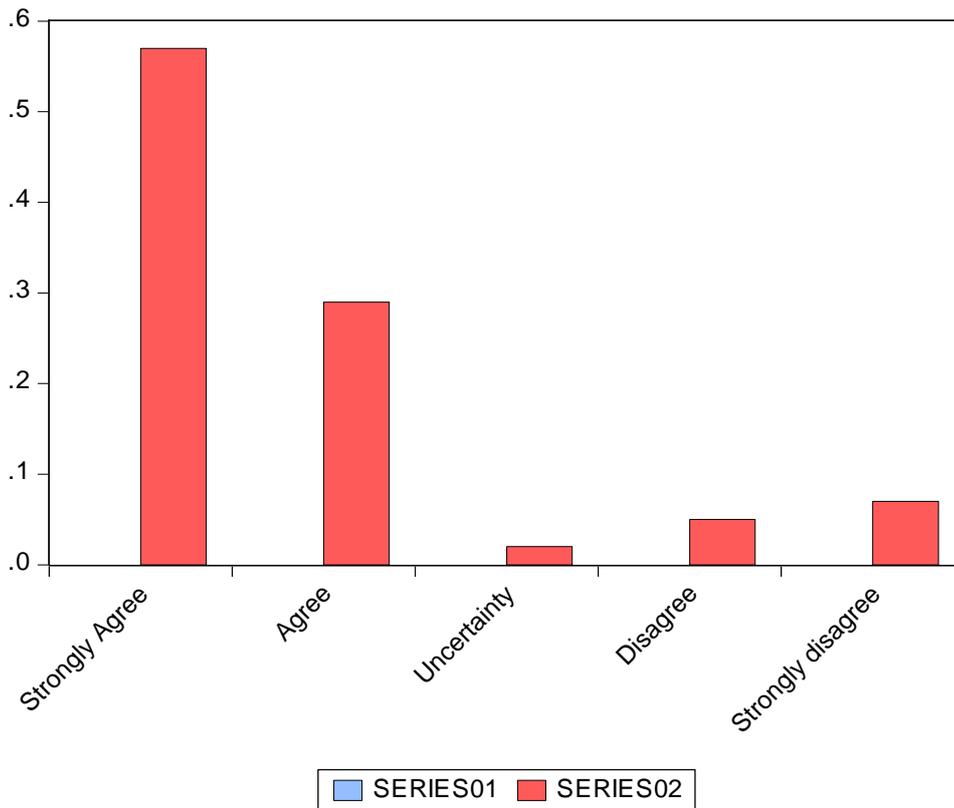
Political connotations refer to national policy advertisements which appear to bear slogans and logos of a specific political party. The (ZIMASSET 2013-2018) blue print owes its origin to the election manifesto of the ruling party. Figure 4.26 shows 40 respondents (48%) strongly agreed and 31 respondents (37%) agreed that removal of political connotations improves policy formulation whereas the remaining 15% were either uncertain, disagreed or strongly disagreed. Cronin and Sadan (2015) noted that public officials should be politically neutral in order to ensure sound policy making.

Figure 4.27: Policy coordination and harmonisation



Policy coordination and harmonisation advocates for integration of various sector policies in Government to enhance goal congruence and achievement of targeted outputs and outcomes (Defillips, 2013). The Ministry of Macro-Economic Planning which is responsible for crafting the national vision in Zimbabwe has not been entirely involved in the formulation of sector policies. Hence, some of the policies have an effect of running counter to the national goals. Figure 4.27 shows that 47 respondents (57%) strongly agreed and 25 respondents (30%) agreed that policy formulation could be improved by way of policy coordination and harmonization while the remaining 13% were uncertain, disagreed or strongly disagreed. Bertola (2015) pointed out that competing interests of policy makers lead to fragmented policy formulation.

Figure 4.28: Executive commitment



Executive commitment calls for greater credibility and accountability from public officers in leadership positions so as to gain the confidence of citizens and guarantee policy success (Hotel et al, 2013). The researcher noted articles have appeared in the media whereby people in Ministerial positions have issued contradictory pronouncements with regard to the same piece of legislation. Figure 4.28 illustrates that 47 respondents (57%) strongly agreed and 24 respondents (29%) agreed that executive commitment improves policy formulation. However, the 14% were uncertain, disagreed or strongly disagreed. Bonga (2016) noted that good exemplary behaviour of high ranking Government officials assist nations in the fight against corruption.

4.2 Data Analysis on Interviews

Raw data collected using the interview guide will be presented and analysed in this section.

4.2.1 Interviews Response Rate

A total of 15 interviews were scheduled with Directors in the Ministries of Finance and Economic Development, Industry and Commerce and Macro-Economic Planning and Investment Promotion. However, 12 interviews were successfully convened representing 80% and 3 interviews constituting 20% could not be conducted due to various key Government programmes involving the targeted public officials which coincided with the times and dates scheduled for the study interviews.

	Scheduled Interviews	Interviews Successfully Carried Out	Response Rate
Total	15	12	80%

Table 4.3: Interviews response rate

Question 1

What do you think are the factors which cause national economic policy inconsistencies?

The responses from interviewees indicated that the Government of Zimbabwe has 32 Ministries (National Budget Estimates, 2016) and each is headed by a Minister who has power to initiate policies thereby resulting in fragmented policy formulation. 9 (75%) interviewees highlighted that red tape, duplication of activities, silo mentality among Ministries, lack of policy synchronisation and misalignment of sector policies to the national vision are the causal factors while 3 (25%) interviewees cited omission of the planning Ministry on formulation of policies by line Ministries, lack of clarity on the lifespan of temporary Statutory Instruments (SI).

According to Leite and Buainain (2013), poor policy coordination is one of the factors which cause national policy inconsistencies. Ahmed and Dantata (2016) cited public bureaucracy as a challenge on policy implementation whereas Garba et al (2013) highlighted that lack of policy clarity by Lawmakers results in lost vision and misdirected priorities of implementing agencies.

Question 2

Who are the parties involved in the policy making process?

10 (83%) of the interviewees identified the Office of the President and Cabinet, line Ministries, Parliament, Attorney General's office, Ordinary citizens and Intermediate beneficiaries, and Confederation of Zimbabwe Industries (CZI). On the other hand, 2 (17%) interviewees mentioned Zimbabwe National Chamber of Commerce (ZNCC), Bankers, Foreign embassies and Labour representative bodies. Zinyama and Takavarasha (2014) pointed out that legislation in Zimbabwe places the responsibilities to make laws on cabinet, legislature and judiciary. Zinyama and Takavarasha's observation was corroborated by responses obtained from interviewees although other stakeholders not specifically provided in legislation were also mentioned by interviewees.

Question 3

How is national policy formulated in Zimbabwe?

The Zimbabwean process follows the same approach as explained by 10 (83%) interviewees who had a consensus that policy formulation process is initiated by a lead Agency /Ministry which establishes whether there is a policy gap within a particular sector to prompt a policy need, notification is made to the Office of the President and Cabinet, identification of relevant stakeholders takes place, wide consultation of stakeholders and their recommendations are taken on board, a draft document is taken by the responsible Minister to Parliament, debate takes place in the National Assembly and Senate, if consensus

is reached by both houses the bill is then forwarded for Presidential assent. Once the bill is assented to by the President, it is gazetted, implemented and monitored by the responsible Ministry. 2 (17%) interviewees agreed with the process but went on to say that the Office of the President and Cabinet is represented throughout the whole process as it allocates personnel to take part in the policy development process across all Ministries once notified of each Ministry's intentions. Mitala (2013) underscored that the policy development process goes through the following 4 stages; policy initiation/identification, policy analysis, decision-making, implementation and monitoring and evaluation.

Question 4

What guides policy development in Zimbabwe?

8 (67%) interviewees asserted that policy development in Zimbabwe is to a large extent guided by issues of national importance, policy gaps, Government ideology, participation of citizens and socio-economic and political issues. 4 (33%) interviewees indicated legislative gaps and supremacy of policy makers.

The researcher observed disparities on the aspect of citizens participation as Directors indicated that consultation of citizens is done while on the other hand citizens were of the view that they are not invited to participate in the policy development process.

Literature by Tanya (2012) and Mothepu (2013) supports the findings of the research.

Question 5

What is your assessment of policy success in Zimbabwe?

7 (58%) of the interviewees spoke of a high degree of achievement of policies in Zimbabwe due to the plural approach. They talked of the success of Education policies since 1980 that have improved the country's literacy levels to compete favourably with other countries across the world. Indigenisation and Economic Empowerment Act has transferred the major means of production into the hands of black

Zimbabweans. Indications were also that (ZIMASSET 2013-2018) has registered some success as housing stands have been availed to youths and civil servants in order to alleviate the housing backlog in the country. Command agriculture and the Presidential input scheme introduced in the year 2016 are expected to result in bumper harvests to eradicate hunger. However, 5 (42%) of the interviewees felt that lack of proactive policies had contributed to capital flight, externalisation of foreign currency and financial illicit outflows by former white settlers resulting in depressed industrial growth. Defillips (2013) highlighted that best practice measures national policy success in terms of its ability to deliver benefits to a multitude of a country's citizens.

The researcher concurs with different views expressed by interviewees as all the positives and negatives raised are clearly supported by literature and it cannot be denied that most national policies crafted in Zimbabwe promote national development, however it remains a concern that involvement of citizens is not clearly visible in the policy formulation process. Hence, the reason why some of the policies have been rejected by the people, for example Statutory Instrument 64 of 2016 and Statutory Instrument 20 of 2017.

Question 6

What are the challenges on policy implementation?

Responses from 8 (67%) of the interviewees highlighted shortage of resources to carry out the oversight role by the responsible Ministry, corruption and public bureaucracy from bicameral legislature among other contributory factors are the main reasons behind the collapse of the new ZIMSTEEL deal. They also explained that funding constraints derailed the completion timelines of Zambezi Matabeleland Water Project and Tokwe-Mukosi dam while 4 (33%) interviewees mentioned lack of commitment and ineptitude of duty by law enforcement agencies as the causal factors.

Zambezi Matabeleland Water project is an example of a long shelved uncompleted national project which will eventually become costly to complete for the Government, while media reports indicate that Tokwe-

Mukosi dam has finally been completed, bureaucratic delays were also experienced and at one time the Italian company contracted to do the job had to stop construction activities amid issues of late payments by the Government. The new ZIMSTEEL Company which was supposed to be resuscitated from the ashes of the now defunct ZISCOSTEEL has to date not been operational due the pull-out of a foreign partner, an Indian company called ESSAR Holdings.

The main reasons behind the collapsed new ZIMSTEEL deal according to media reports are corruption related allegations raised by shareholders of ESSAR Holdings. The researcher observed with concern that cases of corruption are on the rise despite the existence of Zimbabwe Anti-Corruption Commission (ZACC) and Zimbabwe Republic Police (ZRP). Literature by Kiiza (2011), Mulyanyuma (2016) and Shambaugh (2014) concur with research findings.

Question 7

What are the effects of national economic policy inconsistencies on the general citizens and the economy of Zimbabwe?

The findings of the study indicated that interviewees' responses concurred with main issue covered under literature review. 11 (92%) interviewees pointed out service delivery in City Councils has deteriorated due to misdirected priorities and lack of proper planning by those charged with governance of these public institutions. The illegal sale of stands in residential areas is due to override of internal controls by elected councillors who possess power which enables them to sell stands even in areas not designated for residential accommodation. 1(8%) person cited acts of financial indiscipline by city and town councils as most of them are yet to comply with the Ministerial directive issued during the year 2010 which stipulates that salaries and wages should not exceed 30% of council budgets and the remaining 70% must be channelled towards service delivery.

The researcher observed numerous potholes and blocked sewer drainage pipes which had taken more than four (4) months to be attended to in Budiro, Kuwadzana, Zengeza and Epworth suburbs within the jurisdiction of City Councils. Perennial water shortages were also frequent in Chitungwiza, Mabvuku and Tafara residential areas. The researcher further noted that the issue of property rights in Zimbabwe has not been addressed by Municipalities amid public outcry as no watertight controls have been put in place by Municipalities to guard against fraudulent sale of residential stands.

Literature by Bonga et al (2015) and Adhikari (2014) concur with research observations.

Question 8

Which approaches can be adopted to solve the issue of national economic policy inconsistencies?

9 (75%) interviewees called for closer collaboration among Ministries, crafting of favourable policies to attract FDI, engagement of citizens, political neutrality, policy coordination and harmonisation, increasing exports through forming joint ventures with reputable foreign companies to access international markets and high commitment from Ministers towards success of Government programmes. Whereas 3 (25%) persons mentioned widening of the tax base of companies and the need for Government officials to speak with one voice. Literature by Bonga (2016) concurs with research findings.

4.3 Summary

The chapter presented and analysed raw data gathered from primary and secondary sources using questionnaires and interviews. The research findings concurred with literature review conclusions reached by past authors on the effects of national economic policy inconsistencies on citizens and economies of other countries. The next chapter shall summarise the study and give an explanation of the researcher's conclusions and recommendations on ways in which formulation of national economic policy can be improved in Zimbabwe.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

This chapter focuses on the summary, conclusions and recommendations drawn from research findings. It will examine the extent to which research objectives of the study have been addressed and to prove or disprove past knowledge in the study area. Therefore, the researcher shall state his concluding remarks and recommendations on how the challenge of national economic policy inconsistencies in Zimbabwe could be solved.

5.1 Summary

The study sought to investigate the effect of national economic policy inconsistencies on the ordinary citizens in Harare Central Business District and the economy of Zimbabwe.

Chapter 1 looked at introduction, background, statement of the problem, purpose of study, main research question, sub-research questions, research objectives, conceptual/theoretical framework, research methodology, significance of the study, delimitation of the study, limitations, assumptions, definition of key terms and acronyms and abbreviations.

Chapter 2 reviewed literature by previous authors across the world concerning the study area with a view of deepening knowledge and understanding of the real factors which trigger the occurrence of national economic policy inconsistencies. The following items were covered; introduction, guides of policy development, definition of policy, policy development process, socio-economic and political issues, citizens participation, supremacy of policymakers, legislative gaps, Government ideology, challenges on policy implementation, causes of national economic policy inconsistencies, effects of national economic

policy inconsistencies on ordinary citizens and the economy, best practice in policy management and summary.

Chapter 3 focused on introduction, philosophical framework, research design, target population, sample size and design, types of data, research instruments, data validity, data reliability, data analysis, data presentation, ethical considerations and summary.

Chapter 4 covered introduction, data analysis on questionnaires, data analysis on interviews and summary.

5.2 Major Findings

From the research, it was gathered that policy misalignments are caused by lack of engagement of citizens, poor policy coordination, lack of policy clarity, lack of due diligence and reactionary approach to policy making. This has resulted in company closures due to an adverse business operating environment, widening of the gap between rich and poor people arising from huge inequitable income distribution between managers and shop floor employees, high unemployment levels of around 80% as result of low industrial capacity, poor service delivery in public institutions such as shortage of drugs, contaminated drinking water discharged by local authorities and shortage of residential accommodation.

The research brought to the fore the existence of a minority 16% of respondents who are benefitting from current legislative weaknesses at the expense of the poor because they are related to rich and influential people in the upper social classes. This small group of people are satisfied with the obtaining national policy inconsistencies since they are immune to prosecution and are involved in externalisation of foreign currency, tax evasion at border posts, engage in underhand dealings of illicit trade in prohibited drugs and smuggling of minerals outside the country.

The researcher obtained divergent views from ordinary citizens and Directors with regard to the involvement of citizens in the national policy formulation process. Directors indicated that the country

follows a plural approach whereby all stakeholders including ordinary citizens are widely consulted at the policy initiation stage whereas ordinary citizens were of the view that policies are simply imposed on them by policymakers without any input from their side.

Corruption has also spread across the whole economy to the extent of becoming the norm in doing business. Although the country has a law enforcement machinery, the researcher argues that law enforcement agencies namely Zimbabwe Republic Police (ZRP) and the Zimbabwe Anti-Corruption Commission (ZACC) have not taken a hard stance on perpetrators of criminal activities in the social upper class. This has created social inequalities as ordinary citizens were concerned with such selective application of the law.

5.3 Conclusion

It can be deduced from the research findings that national policy inconsistencies have buttressed disparities between the elite and lower class citizens as law enforcement agencies appear to condone illegal activities committed by rich and influential people. Such practices have given impetus to the culture of corruption in Zimbabwe which has tarnished the image of the country to the global world. The game theory reiterated the need for cooperative behaviour between policymakers and ordinary citizens so as to promote formulation of relevant, timely and consistent national policy. Effectiveness of policy development in the country can be enhanced through following 4 stages of best practice which are; policy identification, policy analysis, implementation and evaluation.

5.4 Recommendations

Firstly, policymakers are advised to set up a single central policy research unit which will direct policy development in all sectors of Government by way of performing an advisory role to lawmakers through conducting regular studies on dynamic changes to social and economic problems. The unit should also be

tasked with the duty of gathering evidence on the suitability of policies before adoption and implementation.

Secondly, public bureaucracy can be mitigated through a unicameral legislative system which simplifies the passage of proposed legislation as deadlocks between the Senate and National Assembly create bottlenecks in the formulation of enabling legislation to ease the time lag taken by foreign investors to set up businesses in the country.

Thirdly, closer collaboration among Ministries is needed so that all sectors align their policies to the key deliverables enshrined in the country's national vision to eliminate policy fragmentation and reversal of economic gains realised by earlier policies.

Lastly, it is of paramount importance that authorities must capacitate the Zimbabwe Anti-Corruption Commission (ZACC) and Zimbabwe Republic Police (ZRP) to enable these public institutions to efficiently execute their mandates.

5.5 Area of Further Research

This study has unravelled reasons from empirical studies which make national economic policy inconsistencies a threat to human development and economic revival. Therefore, in order to enhance the formulation of future sound national policy there is a need to further study the relevance of bicameral legislature on policy making process in Zimbabwe.

APPENDIX A

COVER LETTER

Midlands State University

Bag 9055

Gweru

3 March 2017

Secretary for Macro-Economic Planning and Investment Promotion

Harare

Dear Sir/Madam

RE: RESEARCH PROJECT ASSISTANCE

I am a final year student at Midlands State University, pursuing a Master of Commerce in Accounting Degree. As part of the prerequisite of the programme I am supposed to carry out a research project in partial fulfilment of the degree.

My research topic is entitled **“The effect of national economic policy inconsistencies on the general citizens in Harare Central Business District and the economy of Zimbabwe”**.

I particularly desire to hold interviews on the subject matter with Directors responsible for policy formulation in your Ministry. I look forward to your assistance in facilitating my collection of data with regard to the above-stated research area. Information gathered shall be used for academic purposes and will be treated with utmost confidence.

Thank you in advance for your cooperation.

Yours faithfully

Edward Mandeya (R123513P)

Approved/Not approved

.....

For: **Macro-Economic Planning and Investment Promotion**

Official stamp



APPENDIX B

QUESTIONNAIRE

THE EFFECT OF NATIONAL ECONOMIC POLICY INCONSISTENCIES ON THE GENERAL CITIZENS IN HARARE CENTRAL BUSINESS DISTRICT AND THE ECONOMY OF ZIMBABWE

Respondents are asked to complete the questionnaire in applicable areas and maintain confidentiality by not citing their name.

Guidelines for completion of questionnaire

Please mark the appropriate box with an (X) and where appropriate give your opinion for the open ended questions using the following Likert scale.

Write comments legibly with block letters where necessary.

Strongly Agree (SA)	Agree (A)	Uncertain (U)	Disagree (D)	Strongly Disagree (SD)
5	4	3	2	1

1. What is your employment status?

Formal

Informal

Unemployed

2. What is your gender?

Male

Female

3. What is your age?

More than 55 years

45-55 years

35-44 years

24-34 years

Less than 24 years

4. What level of education have you attained?

Mark as appropriate (X)

Post-Graduate

Under-Graduate

A Level

O Level

5. Are you affected by national economic policy inconsistencies?

Mark as appropriate (X)

YES

NO

6. How do national economic policy inconsistencies affect your standard of life?

Briefly explain your answer:

.....

.....

.....

.....

.....

7. To what extent are the following effects linked to national economic policy inconsistencies in Zimbabwe?

Effect	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
Widening of the gap between the rich and poor					
Macroeconomic instability					
Unemployment					

8. Are the following human needs affected by national economic policy inconsistencies in Zimbabwe?

Needs	Strongly	Agree	Uncertain	Disagree	Strongly

	Agree				Disagree
Human welfare					
Service delivery					
Property rights					
Residential accommodation					

9. In your view do the following factors guide policy development?

Factor	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
Socio-economic and political issues					
Citizens participation					
Supremacy of policymakers					
Legislative gaps					
Government ideology					

10. Is ineffective policy implementation an outcome of the following challenges?

Challenges	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
Regulatory failure					
Public bureaucracy					
Corruption					

11. Do the following factors cause national economic policy inconsistencies?

Causes	Strongly	Agree	Uncertain	Disagree	Strongly

	Agree				Disagree
Lack of citizens engagement					
Poor policy coordination					
Lack of policy clarity					
Lack of due diligence					
Reactionary approach to policy making					

12. In your own opinion, how can formulation of national economic policy be improved in Zimbabwe?

Best practice	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
Engagement of ordinary citizens					
Removal of political connotations					
Policy coordination and harmonisation					
Executive commitment					

Thank you very much for taking part of your precious time to complete this questionnaire.

Date completed.....

APPENDIX C

PERSONAL INTERVIEW GUIDE FOR INTERVIEWS

THE EFFECT OF NATIONAL ECONOMIC POLICY INCONSISTENCIES ON THE GENERAL CITIZENS IN HARARE CENTRAL BUSINESS DISTRICT AND THE ECONOMY OF ZIMBABWE

1. What do you think are the factors which cause national economic policy inconsistencies?
2. Who are the parties involved in the policy making process?
3. How is national economic policy formulated in Zimbabwe?
4. What guides policy development in Zimbabwe?
5. What is your assessment of policy success in Zimbabwe?
6. What are the challenges on policy implementation?
7. What are the effects of national economic policy inconsistencies on the general citizens and the economy of Zimbabwe?
8. Which approaches can be adopted to solve the issue of national economic policy inconsistencies?

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