

CURRICULUM VITAE

Grayson Koyi, PhD.

PERSONAL DETAILS

Name: Dr. Grayson Koyi
Address: International Labour Organisation (ILO)
Bureau for Workers' Activities (ACTRAV)
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Date of birth: 14th March 1971
Nationality: Zambian

PROFILE

Grayson Koyi (PhD) has more than 24 years of demonstrated expertise in economic and business research, with particular interest in labour and employment issues. On leave of absence from the University of Zambia, he is currently serving as Specialist on Workers' Activities in the Bureau for Workers' Activities (ACTRAV) at the International Labour Organisation (ILO) Headquarters in Geneva, Switzerland. Within the Bureau, he is the focal person for Development Cooperation, Partnerships and Project Appraisals. He has authored over 30 research reports, over 20 project evaluation reports and over 10 peer reviewed publications. He has made over 50 conference presentations. He is a member of the Economics Association of Zambia and the African Labour Research Network. He has a PhD in Business Administration, an MA in Economics, MA in Employment and Human Resources and a BA in Economics.

EDUCATIONAL QUALIFICATIONS

Institution from – to	Degrees obtained
Copper belt University, Kitwe (2015 – 2019)	PhD in Business Administration – (Human Resource Management) Thesis: <i>External Environment, Organisational Factors and Trade Union Effectiveness in the Public Service: A Case of Zambia.</i>
University of Zambia, Lusaka (2005-2006)	MA in Economics Dissertation: <i>Impact of External Debt on Economic Growth in Zambia: An Empirical Analysis</i>
Institute of Social Studies, The Hague (2003-2004)	MA in Human Resources and Employment Dissertation: <i>HRM Practices and Trade Unions: A Contradictory Agenda?: A Case of Evidence from the Civil Service in Zambia</i>
University of Zambia, Lusaka (1992-1995)	BA in Economics
Hillcrest Technical Secondary School, L'stone (1988-1991)	Grade 12 School Certificate (with Distinction)
M'kushi Secondary School, M'kushi (1986/1987)	Junior Secondary School Leaving Certificate

OTHER QUALIFICATIONS (Short Courses)

Institution from – to	Qualification obtained
International Training Centre of the ILO , Turin, Italy (July 2007)	Certificate in Labour Market Research
World Bank Institute (WBI) Washington, DC. (March 2003)	Certificate in Labour Market Policy Analysis
United Nations University (International Leadership Academy) (UNU/LA) Amman, Jordan. (September 2001)	Certificate in Poverty Studies and Human Security
National Productivity Centre, Gaborone, Botswana (August, 2002)	Certificate in Quality Management and Productivity Improvement

LANGUAGE SKILLS

English - Advanced level, excellent in all skill areas - speaking, reading and writing
French - Basic to functional level, mainly survival French

PROFESSIONAL AFFILIATION

Economics Association of Zambia
African Labour Research Network
Global Labour Research Network

COMPUTER/QUANTITATIVE SOFTWARE SKILLS

Microsoft office; Statistical Package for Social Sciences (SPSS); Stata and PC Give.

WORK EXPERIENCE

August 2020 – Date: Specialist, Workers’ Activities: International Labour Organisation, Geneva.

Main Accountabilities

- ❖ Relations management
- ❖ Providing technical services to workers’ organisations
- ❖ Fostering and managing ACTRAV’s development cooperation
- ❖ Appraising projects submitted for funding to ensure consistency with ILO’s normative framework
- ❖ Developing partnerships
- ❖ Resource mobilisation
- ❖ Capacity building and training of workers’ organisation
- ❖ Undertaking policy related research

2010 – July 2020: Research Fellow/Lecturer: Institute of Economic and Social Research, Univ. of Zambia, Lusaka.

Main accountabilities:

- ❖ Teaching in the economics and business fields;
 - ❖ Main teaching areas: 1) *Labour Economics*; 2) *Manpower Planning/Human Resource Development*; 3) *Human Resource Management*; 4) *Corporate Finance and Investment*; 5) *Research Methods*; 6) *Statistics/quantitative data analysis and*, 7) *Industrial Relations*.
- ❖ Undertaking basic and applied research on economic and business issues;
- ❖ Providing consultancy and advisory services;
- ❖ Advancing scholarly publications on behalf of the University
- ❖ Developing materials and conducting short professional courses for capacity building for policy and programming;
- ❖ Resource mobilisation for the University;
- ❖ Engaging in public and community services
- ❖ Developing partnerships and networks with like-minded local and international organisations.

1996- 2009: Economist/Director of Research and Information, Civil Service Union Secretariat, Lusaka

Main accountabilities:

- ❖ Evolve strategies and plans for the organisation;
- ❖ Advise on economic matters;
- ❖ Undertake policy - oriented research and prepare responses on public policy issues;
- ❖ Track movements in social and economic indicators and assess impacts on workers;
- ❖ Act as technical advisor during collective bargaining;
- ❖ Develop materials for workers' education and training;
- ❖ Manage strategic communications for the organisation, including monthly in-house newsletter (*The Civil Servant*);
- ❖ Act as focal person for developing partnerships and networks with like-minded local and international organisations.

SELECTED RESEARCH STUDIES UNDERTAKEN

- **Dec. 2019- June 2020.** Team Member. **Impact Evaluation of Community Results – Based Financing on Early Initiation of Antenatal visits among Pregnant Women: A Randomised Control Trial (RCT).** Funded by the Partnership for Economic Policy, Nairobi Regional Office.
- **Oct-Dec., 2019:** Principal Investigator. **Baseline of Informal Economy Structures and their Specific Needs in Zambia.** Funded by Friedrich Ebert Stiftung (FES), Lusaka.
- **Jan 2015 - June 2019.** Principal Investigator. **External Environment, Organisational Factors and Trade Union Effectiveness in the Public Service: A Case of Zambia.** PhD Thesis. CBU, Kitwe.

- **Jan-March, 2018:** Co-Investigator. **Gender-Sensitive Mapping and Analysis of the Rural Employment and Decent Work Situation in the Rural Economy in Zambia.** Funded by International Labour Organisation (ILO), Lusaka.
- **Feb-June 2018:** Principal Investigator. **State of Labour Relations, Trade Unionism and Social Dialogue in Chinese-Owned Construction Companies in Zambia.** Funded by African Labour Research Network, Lome.
- **July-December 2017.** Principal Investigator. **A Synthesis Study of Innovative Education Financing Models in the SADC.** Funded by ANCEFA/OSISA. Lusaka.
- **Jan- June 2016.** Principal Investigator. **Education Gaps and Domestic Financing in Zambia.** Study Funded by the Zambia National Education Coalition (ZANEC), Lusaka.
- **Oct – Dec 2016:** Team Member. **Refugee Economies in Zambia.** Funded by UNHCR, Lusaka.
- **Jan- June 2016:** Principal Investigator. **Urbanisation and National Development Planning in Zambia.** Funded by the United Nations Economic Commission for Africa (UNECA), Nairobi.
- **Jun 2015- Dec 2016:** Principal Investigator. **Management Quality, Productivity and Profitability in Manufacturing Firms in Zambia: A Firm-Level Survey.** Funded by International Growth Centre, London.
- **Jan- June 2015.** Principal Investigator. **Social Protection in Zambia.** Funded by the African Labour Research Network, Lome- Togo.
- **Jan 2014-December 2016.** Team Member. **Impact of Savings Groups on Internal Lending Communities on Household Well-Being.** Funded by USAID/ Futures Group, Lusaka.
- **Oct 2015- June 2016.** Principal Investigator. **End Period Analysis of Progress on Education MDG 2015.** UNDP, Lusaka.
- **Sept-Dec. 2015:** Principal Investigator. **The Use of Overseas Development Assistance (ODA) in the Development of Public Private Partnerships (PPPs) in Africa: The Case of Zambia,** African Labour Research Network, Lome.
- **Oct- Dec. 2012:** Principal Investigator. **The Youth Unemployment Challenge in Zambia: Understanding Labour Market Constraints.** Funded by Zambia Institute for Policy Analysis and Research (ZIPAR), Lusaka.
- **May- Dec., 2012.** Principal Investigator. **Understanding the Health Labour Market and Productivity in Zambia.** Funded by the WHO, Geneva.
- **March - April, 2012.** Team Member. **Evaluation of the Effectiveness of the Tripartite Consultative Labour Council of Zambia.** Funded by International Labour organisation, Lusaka.

- **Jan-June 2011.** Principal Investigator. **The Impact of the Global Financial Meltdown on Small and Medium Enterprises in Zambia.** Funded by the Zambia Chamber of Small and Medium Enterprises Associations, Lusaka.
- **March- December 2010.** Team Member. **Study on the Growth-Poverty Inequality Triangle in Zambia.** Funded by Economics Association of Zambia/ Royal Netherlands Embassy, Lusaka.
- **Jan-March, 2010.** Principal Investigator. **Baseline of Employment Policies in Zambia.** Funded by The Jesuit Centre for Theological Reflections (JCTR), Lusaka.
- **Sept - December 2009.** Principal Investigator. **Baseline Survey of the Trade Union Situation in Swaziland.** Funded by LO-Norway, Oslo.
- **Dec 2006 – Mar 2007:** Principal Investigator. **The Role of Trade Unions on Rural Youth Employment Initiatives in Zambia.** Study Commissioned by the ILO Pretoria Office, South Africa.
- **Jan- April 2007.** **The Impact of Asian Foreign Direct Investment on the Mining Industry in Zambia.** Funded by the Friedrich Ebert Stiftung, Lusaka.
- **Jan- Dec 2006.** Principal Investigator. **Impact of External Debt on Economic Growth in Zambia: An Empirical Analysis.** MA Dissertation. UNZA, Lusaka.
- **Feb – March 2006:** Principal Investigator. **The State of the Metal and Engineering Sector in Zambia:** Study funded by FES Zambia, Lusaka.
- **Oct – Nov 2006:** Principal Investigator. **Cut-flower Production and Social and Environmental Standards in Zambia.** Study funded by FES Zambia, Lusaka.
- **Aug – Nov. 2005:** Principal Investigator. **Textiles and Clothing Industry in Zambia.** Funded by Friedrich Ebert Stiftung (FES), Bonn.
- **July 2004- Dec. 2004:** Principal Investigator. **Human Resource Management Practices and Trade Unions: A Contradictory Agenda? A Case of Evidence from the Civil Service in Zambia.** MA Dissertation, The Hague.
- **March – Sept. 2002:** Principal Investigator. **Impact of Privatisation on Labour in Zambia.** Funded by the National Labour and Economic Institute (NALEDI), Johannesburg.
- **Jan-Dec. 1999:** Principal Investigator. **The Impact of Structural Adjustment Programmes on Health in Zambia.** Funded by International Confederation of Free Trade Unions-Afro (ICFTUAfro), Nairobi.

SELECTED MONITORING AND EVALUATION AND OTHER CONSULTANCIES

- **May - June 2020.** Lead Consultant. **Production of the 2019 Annual Progress Report of the Seventh National Development Plan.** Funded by UNICEF/Ministry of National Development Planning, Lusaka.
- **Jan-April 2020.** Lead Consultant. **Evaluation of a Bilateral Cooperation Programme between the Labour Organisation of Norway and the Confederation of Ethiopian Trade Unions (CETU).** Funded by the Confederation of Norwegian Trade Unions (LO-Norway).
- **July- November 2019.** Lead Consultant. **Production of a Draft Analytical Summary of the Annual Progress Report, 2018 of the 7NDP.** Funded by Ministry of National Development Planning and UNICEF, Lusaka.
- **Aug-December 2018.** National Expert. **Development of Labour Sector Management Information Systems, Data Catalogue and a Labour Sector Performance Framework.** Funded by EU/GOPA, Lusaka.
- **Oct-Dec 2018.** Lead Consultant. **Evaluation of a Bilateral Cooperation Programme between the Labour Organisation of Norway and the National Organisation of Trade Unions, Uganda.** Funded by the Confederation of Norwegian Trade Unions (LO-Norway).
- **July- Sept, 2018.** Lead Consultant. **Evaluation of a Bilateral Cooperation Programme between the Labour organisation of Norway and the Zanzibar Trade Unions Congress (ZATUC).** Funded by the Confederation of Norwegian Trade Unions (LO-Norway).
- **Mar - June 2017.** Lead Consultant. **Production of the 2016 Annual Progress Report of the Sixth National Development Plan.** Funded by the Ministry of National Development Planning, Lusaka.
- **Mar - June 2016.** Lead Consultant. **Production of the 2015 Annual Progress Report of the Sixth National Development Plan.** Funded by the Ministry of National Development Planning, Lusaka.
- **Jan - May 2015.** Lead Consultant. **Evaluation of LO-Norway's Organizational Development Programme for Malawi Congress of Trade Unions.** Funded by the Confederation of Norwegian Trade Unions (LO-Norway).
- **Mar- June 2015.** Lead Consultant. **Production of the 2014 Annual Progress Report of the Sixth National Development Plan.** Funded by the Ministry of National Development Planning, Lusaka.
- **Mar- June 2014.** Lead Consultant. **Production of the 2013 Annual Progress Report of the Sixth National Development Plan.** Funded by GIZ, Lusaka.
- **Mar- June 2013.** Lead Consultant. **Production of the 2012 Annual Progress Report of the Sixth National Development Plan.** Funded by GIZ, Lusaka.
- **Mar- June 2012.** Lead Consultant. **Production of the 2011 Annual Progress Report of the Sixth National Development Plan.** Funded by GIZ, Lusaka.

- **Jan – Dec 2008. Lead Consultant. Alternatives to Neo-Liberalism in Southern Africa (ANSA): The Case of Public Services, Health and Education in Zambia.** Funded by the Labour and Economic Development Research Institute, Harare.
- **Mar – June 2007. Lead Consultant. Social Protection Expenditure Review, Zambia Country Project.** ILO, Lusaka.
- **Feb – June 2006. Lead Consultant. Review of the Status of PRSPs and Other Poverty Reduction Programmes in the SADC Region. A Labour Perspective.** Funded by SATUUC, Gaborone.
- **Jan 2004. Lead Consultant. Civil Society Capacity Needs in Zambia (2004) of a project entitled NEPAD sector project on capacity building for civil society organizations,** funded by the Netherlands Institute for Southern Africa (NIZA), Netherlands.
- **Lead Consultant (2002-2003)** on a project entitled “Trade Unions and the Struggle for Quality Public services in Zambia funded by the Public Services International (PSI), Johannesburg. Host organisation, Civil Servants and Allied Workers Union of Zambia, Lusaka.
- **Lead Consultant (2002)** on the preparation of a Civil Society Position Paper on ‘Cross Cutting Issues in Zambia’s Economic Development’ presented to the World Bank’s Consultative Group Meeting held in Lusaka, July 2002. The paper mainly focused on HIV/AIDS, Poverty and Employment, **CSPR, Lusaka.**
- **Lead Consultant** on the preparation of a Civil Society for Poverty Reduction’s (CSPR) National Development Plan Input on Employment Promotion in Zambia, **CSPR, Lusaka.**

INTERNATIONAL WORK EXPERIENCE-

Country	Nature of Work Engagement	Date
Switzerland	Full Time Employment Contract	August 2020 – To Date
Zambia	Full-Time Employment Contract	1996-2020
Ethiopia	Short-Term Consultancy	2019
Uganda	Short-Term Consultancy	2018
Tanzania	Short-Term Consultancy	2018
Malawi	Short-Term Consultancy	2015
Swaziland	Short-Term Consultancy	2009
Botswana	Short-Term Consultancy	2006
The Netherlands	Internship	2003
United States of America	Internship	2001

CIVIL SOCIETY EXPERIENCE

- **June 2014-August 2014.** Member of the Board of Conciliation (Government of the Republic of Zambia-Employer Vs the Civil Servants and Allied Workers Union of Zambia- Union), Cabinet Office, Lusaka.

- **Jan-Dec 2005: Chairperson**, Monitoring and Evaluation Programme Management Team for Civil Society for Poverty Reduction (CSPR), Lusaka.
- **2005-2006: Board Member**, Civil Society for Poverty Reduction (CSPR), Lusaka.
- **2007 – 2009: Member**, CSPR Programme Management Team for Research and Policy Analysis.

HONOURS/SCHOLARSHIP

- University of Zambia Staff Research Fellowship Award to study for PhD on split site basis, University of Zambia and Copper belt University.
- Outstanding Mid-Career Professional Award, United Nations University, Leadership Academy, Amman, Jordan, September 2001.
- FNV Graduate Studies Fellowship, Institute of Social Studies, The Hague, 2003 – 2004.

PUBLICATIONS

1. Koyi.G. et al. 2018. Factors influencing trade union effectiveness in the public sector in Zambia, *Economic and Industrial Democracy*, DOI:10.1177/0143831x18780334.
2. Koyi. G. et al. 2018. Multi-unionism in the public sector in Zambia: promoting or undermining collective bargaining, *Journal of Southern African Studies* (forthcoming).
3. Koyi. G. 2015. 'Trade Union Approaches to Formalising the Informal Economy in Zambia', in Kwabena et al (eds) *Formalising the Informal Economy: A Labour Perspective*. Harare: Africa Labour Research Network. ISBN: 978-0-7974-6114-7.
4. H Angelica Sousa, Richard M Scheffler, Grayson Koyi, Symplice Ngah Ngah, Ayat Abu-Agla, Harrison M M'kiambati and Jennifer Nyoni: Health labour market policies in support of universal health coverage: a com-prehensive analysis in four African countries. *Human Resources for Health* 2014 12:55.
5. Koyi. G. 2013. Budgeting for Development: An Analysis of Public Expenditures in Zambia Using National Budget Data (2010 to 2013), In Kamwanga J. (Ed) *National Reflection on the National Budget and Selected Sectors. African Social Research Journal*.
6. Koyi, G. 2012. 'Social Protection in Zambia', In Kalusopa et al (eds) *Social Protection in Africa*. Accra: African Labour Research Network. ISBN:978-9988-1-6587-1.
7. J. Kamwanga, and G.Koyi. 2010. "Impact of China-Africa Investment Relations: The Case of Zambia." In A. Ajaikeye and M. Morris, eds., *Chinese Investments in Africa*. Nairobi: Africa Economic Research Consortium.
8. G. Koyi. 2010. "The Expenditure Side of the 2010 National Budget." In J. Kamwanga, ed., *2010-2011 National Budget Reflections for Selected Sectors*. Lusaka: Institute of Economic and Social Research.

9. G. Koyi. 2006. "The Textiles and Clothing Industry in Zambia". 2006. In Jaunch, H and R. TraubMerz (eds.). The Future of the Textile and Clothing Industry in Sub-Saharan Africa. Bonn: FriedrichEbert Stiftung.
10. G. Koyi. 2006. SADC Experiences with PRSPs and National Development Processes and Trade Union Responses: A Sub-regional Research Report. Gaborone: SATUCC.
11. G. Koyi. 1999."The Impact of Structural Adjustment Programmes on Health in Zambia". 1999. In Muneku, A. and H. Mpuku (eds.) Structural Adjustment Programmes and Poverty Alleviation in Africa. Nairobi: ICFTU.
12. G. Koyi. 2003. Trade Unions and the Struggle for Quality Public Services in Zambia Johannesburg: PSI.

JOURNAL REVIEWER

- Journal of Asian and African Studies
- Africa Social Research Journal

REFEREES:

1. Prof. Felix Masiye, PhD	Professor of Economics Economics Department University of Zambia P.O. Box 32379 LUSAKA Tel: +260 976 393366 Email: fmasiye@yahoo.com	Academic Referee
2. Prof. Mubiana Macwangi, PhD	Professor of Public Health Institute of Economic and Social Research, University of Zambia P.O. Box 30900 Lusaka Tel: +260 977826823	Professional Referee

Declaration

I hereby declare that the information contained herein is correct.

Dated: 7th November 2020