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Palm Associates is part of the Palm Group of companies, which consists of three other companies. The group has a wealth of skills and resources that are shared across the group as and when required. The Palm Group of companies operates synergistically. Through this structure we are able to carry out multiple projects simultaneously.

**Group Core Values**

- **God-Fearing**: Palm Group of Companies is anchored on the foundation of love as taught by our LORD Jesus Christ. We endeavour to ensure that we put GOD first.
- **Integrity**: We endeavour to adhere to the highest ethical standards in the industry and to be consistently associated with integrity.
- **Enjoyment**: We know that if people enjoy what they do, they will be happier, healthier and achieve more. We always do our best to make every job enjoyable.

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**Palm Associates**
Designs and implements evaluation studies, including policy / program / project impact and process evaluations, targeting verification, and field quality assurance.

**Center for Applied Research and Policy Analysis**
Specializes in conducting training services that are aimed at building research and business management capacity.

**DGT Construction**
DGT Construction is a construction company, specialized in a wide range of construction areas.

**Orion Travel Solutions**
Specializes in hiring out vehicles of different kinds, including 4x4 cars, light and heavy-duty trucks, and tippers; and also owns a fully functional garage with qualified mechanics.
OUR CLIENTS

We work closely with a diverse set of clients from different regions across public sector, private sector and local and national governments. Our clients are our most treasured assets. We nurture every client relationship with commitment, passion and integrity, which is the reason why most of our clients have been with us throughout our existence. Below is a sample of some of the clients we have worked with.
In addition to a rich experience and skill set, Palm Associates also brings on board a very strong local context and organizational and logistical capital. Palm Associates is organized as shown below.

**Organisational Chart**

Within the Palm Group there are more than 21 employees and staff, ranging in qualification and competency from Ph.D. to masters, bachelors and trade certificates. We recognize that our primary asset is our people, and that a truly successful company needs to be a rewarding work environment for its staff. Our organisation is structured and managed to provide ample opportunity and encouragement for our team to reach their optimum potentials. We believe that mutual respect forms the base of our success.
Summary of Relevant Experience

Palm Associates is experienced in designing and conducting different kinds of development research studies; including, but not limited to, value chain and market assessments, financial and economic investment appraisal, impact evaluations, process evaluations, and monitoring.

Water Sanitation and Hygiene (WASH) Programmes

Several studies conducted at Palm Associates over the years have involved the collection of data on WASH indicators. Examples of such studies include i) The 84-Month (or 6th Wave) survey for the Child Grant Program in Kaputa, Kalabo and Shang’ombo Districts. ii) Evaluation of the Innovation Grants Program (IGP) and Specific Projects under the IGP iii) Southern African Nutrition Initiative iv) Baseline survey and two process evaluations for the Realigning Agriculture to Improve Nutrition (RAIN) project v) World Bank funded Zambia Health Results-Based Financing (ZHRBF) project in 2011 and 2014.

Evaluation of Humanitarian Assistance

The DiRECT program was a collaborative humanitarian response to emergency food insecurity conditions brought about by two consecutive seasons of poor rainfall in some parts of Zambia. Conducted in collaboration with Primson Management Services (PMS) of Zimbabwe and with Prof. Tembo (the Palm Associates Executive Director) as the Team Leader, the final evaluation of the DiRECT program was intended to assess the outcomes of DiRECT’s unconditional emergency cash transfers against the planned program results.

Social Cash Transfer Programmes

Palm Associates has vast local knowledge of the Zambia social cash transfer programmes, having conducted most of the rigorous impact evaluations, and having provided technical assistance to the implementing ministry, UNICEF and other stakeholders since 2007.

Impact Studies with Operational Performance and Process Evaluation

Palm Associates is currently on a long-term sub-contract with the American Institutes for Research (AIR) to undertake all baseline and multiple follow up surveys for the 10% Social Cash Transfer (SCT) scheme in Monze; the Child Grant Program (CGP) scheme in Kalabo, Kaputa and Shang’ombo; and the multi-category (or Orphaned and Vulnerable Children [OVC]) scheme in Luwingu and Serenje.

Studies on Climate Change and Climate-Smart Agriculture

In 2003, Palm Associates’ principal researcher, conducted a nation-wide study to understand the evolution, development, adoption and impact of conservation farming in Zambia. The study is to date, one of the most comprehensive treatment of conservation farming in Zambia and has been widely cited by almost all subsequent researchers in the area.
Palm Associates is experienced in designing and implementing surveys for impact evaluations, process evaluations, as well as monitoring. We present here specific examples of assignments that have involved either or a combination of these aspects.

### Baseline Survey for the Supporting Women’s Livelihoods (SWL) Project

**Duration:** October 2018 to March 2019

**Objective:** The main objective of the baseline survey was to verify and/or establish baseline values for key project indicators at both household and community levels.

**Name of client:**
- Ministry of Community Development and Social Services.
- The World Bank Group

**Project Description**

The baseline was conducted in 10 districts of Zambia (Chilubi, Gwembe, Itezhi-Tezhi, Lufwanyama, Mafinga, Mungwi, Nalolo, Petauke, Samfya and Zambezi). It was part of a randomized control trial (RCT) to measure and compare the impact of different variations of interventions that aim to support poor women’s livelihood productivity and economic empowerment through a one-off infusion of skills and capital. Target sample size was 7,200 households in 298 communities (CWACs), of which 95% were successfully and completely interviewed.

Working with the clients, Palm Associates carried out all field and data management activities from staff recruitment and training to instrument development, field data collection, and data cleaning and management. Data collection was done using the CAPI approach on Android tablets.

### 84-Month survey for the Child Grant Program

**Duration:** August 2017 to March 2018

**Objective:** The aim was to reach the same households and communities that were interviewed five times between 2010 and 2014. Additional funding was raised to study whether the impacts that were found when the program was still running are still visible three years after some households have been weaned.

**Name of client:**
- MCDSS
- The World Bank Group
- 3ie
- University of North Carolina (UNC)
- UNICEF

**Project Description**

The 84-Month (or 6th Wave) survey for the Child Grant Program was conducted in Kaputa, Kalabo and Shang’ombo Districts.

Palm Associates, working with the University of North Carolina (UNC), is participated in the design and analysis but is also carried out all field and data management activities from staff recruitment and training to instrument development, field data collection, and data cleaning and management. Unlike previous waves, which used paper-based data collection, this wave is using the CAPI approach using tablets. All other tasks were performed in a similar fashion as the other five waves described.
### Evaluation of the First 1000 Most Critical Days Program

**Duration:** July 2014 to March 2018

**Objective:** The aim was to reach the same households and communities that were interviewed five times between 2010 and 2014. Additional funding was raised to study whether the impacts that were found when the program was still running are still visible three years after some households have been weaned.

**Name of client:**
- National Food and Nutrition Commission (NFNC), Zambia
- DFID, Zambia

**Project Description**
The Evaluation of the First 1000 Most Critical Days Program was part of the Scaling Up Nutrition (SUN) initiative.

We performed and are still performing all activities for this study, including the following:

- Quantitative baseline and endline household surveys of 1,200 households across two treatment districts (Chipata and Mbala) and two comparison districts (Katete and Nakonde) (in 4 districts)

- A number of focus Group Discussions (FGDs) and Key Informant Interviews (KIIs) at various points during the study period. These have been done in the two treatment districts (Chipata and Mbala)

### Evaluation of the Innovation Grants Program (IGP)

**Duration:** May 2015 to October 2018

**Objective:** The aim of the project was to perform an evaluation of the Innovation Grants Program (IGP) and Specific Projects under the IGP

**Name of client:**
- Millennium Challenge Corporation (MCC) through the Millennium Challenge Account Zambia (MCA-Zambia)

**Project Description**
Evaluation of the Innovation Grants Program (IGP) and Specific Projects under the IGP

This project involves conducting a series of quantitative and qualitative interviews as part of the evaluation of the IGP framework, and also as part of the evaluation of specific projects supported by the IGP; such as Zambian Breweries’ Manja Pamodzi Project. More specifically, Palm Associates and AIR are performing the following tasks:

- All activities from recruitment and training of enumerators and qualitative researchers to instrument development, data collection and data cleaning

- Also conducting Focus Group Discussions (FGDs) and Key Informant Interviews, transcription of these qualitative interviews
Featured Projects

5  Feed the Future Interim Zone of Influence Performance Monitoring Survey in Zambia

**Duration:** August 2015-February 2016

**Objective:** Feed the Future seeks to reduce poverty and undernutrition in 19 developing countries by focusing on accelerating growth of the agricultural sector, addressing root causes of undernutrition, and reducing gender inequality

**Name of client:**
- USAID
- Westat

**Project Description**
A survey conducted in the Eastern Province of Zambia. Data collection was done purely with tablets programmed with ODK.

A field team of 52 individuals conducted fieldwork from November 24 to December 19, 2015. The field teams visited each selected cluster and household. Up to three visits were made to each household so that all eligible members of the household could be interviewed. Senior quality assurance staff from Palm Associates visited each field team on a regular basis to assure that procedures were being followed and to provide any needed supplies. Specific tasks undertaken under this assignment included: All activities from staff recruitment and training to instrument translation, field data collect, and data cleaning and management; Quality assurance, Field progress reports

Process evaluation in the treatment districts

6  Endline survey for Zambia Health Results-Based Financing (ZHRBF)

**Duration:** November 2014-June 2015

**Objective:** The Impact Evaluation investigated the impact of the RBF over a broad range of targeted and non-targeted indicators related to maternal and child health services. Baseline household data was collected over the period November to December 2011.

**Name of client:**
- World Bank, Zambia

**Project Description**
The Zambia health RBF (HRBF) pilot project was implemented by the Government through the Zambian health system (contracted-in) and is one of the few examples of a Lower Middle Income Country (LMIC) with this type of model. After a pre-pilot phase, which lasted approximately 2 years in the Eastern Province district of Katete, the RBF model was expanded to ten (10) additional districts in April 2012. By the end of the project, 203 health centres were covered across the country.

Sample size = 5,400 households in 455 SEAs across 20 districts. Palm Associates performed the following specific tasks:
- All activities from staff recruitment and training to instrument development, field data collection, entry and cleaning; Listing and sampling of study households; Quality assurance; Field progress reports; and Impact report.
**Baseline survey for the Multiple Categorical Targeting Grant (MCTG)**

**Duration:** August 2011 – March 2012

**Objective:** Determined targeting criteria for the MCTG program using Principal Components Analysis (PCA) and data from the latest Living Conditions Monitoring Survey (LCMS)

**Project Description**

Baseline survey for the Multiple Categorical Targeting Grant (MCTG) in Luwingu and Serenje districts

Participated in the design and analysis but also carried out all field and data management activities from staff recruitment and training to instrument development, field data collection, entry and cleaning. Specific tasks included, but were not limited to: Determined targeting criteria for the MCTG program using Principal Components Analysis (PCA) and data from the latest Living Conditions Monitoring Survey (LCMS). Random selection of 46 study Community Welfare Assistance Committees (CWACs) in each of the two districts; Random selection of 33 sample households in each of the selected CWACs. Here categorical targeting was used, with hosting of orphaned and vulnerable children, elderly headship, etc, being some of the eligibility criteria;

**Name of client:**
- Ministry of Community Development and Social Services (MCDSS)
- UNICEF, implementing on behalf of DFID and other cooperating partners

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**Baseline Survey for the Zambia Access to ACT Initiative (ZAAI)**

**Duration:** June 2009 – December 2009

**Objective:** The project aimed to increase the effective treatment rates of malaria with the existing clinically most effective treatment. This study was a baseline with the goal to provide base conditions against which the impact of the project was to be measured.

**Project Description**

Participated in the design and analysis but also carried out all field and data management activities from staff recruitment and training to instrument development, field data collection, entry and cleaning. Specific tasks included: Random selection of 300 Standard Enumeration Areas (SEAs) across the seven districts; Random selection of 20 sample households in each of the selected SEA; Administering a very elaborate questionnaire to all the 3,000 selected households across the seven districts; Administering a carefully designed community questionnaire to a group of knowledgeable community leaders and members in each study SEA, making a total of 300 SEAs; Entering all household and community questionnaires using CSPro; Conducting all data cleaning and data management functions using Stata, and delivering clean data to the Client; Designed and implemented a comprehensive quality assurance system before, during and after field work; Writing of fieldwork and technical reports.

**Name of client:**
- The World Bank
THANK YOU

FOR READING OUR COMPANY PROFILE

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