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UNITED NATIONS ECONOMIC COMMISSION FOR AFRICA

Multinational Programming and Operational
Centre (MULPOC) for Eastern and Southern African
States

Fifth Meeting of the Lusaka-based MULPOC Committee of Officials
March 17-22 and Fifth Meeting of Council of Ministers
March 23-25, 1982

Lusaka, Republic of Zambia
17 - 25 March 1982

PROGRESS REPORT CONCERNING THE ACTIVITIES OF
THE EASTERN AND SOUTHERN AFRICAN MANAGEMENT
INSTITUTE FOR THE PERIOD 1981-1982

1. The Eastern and Southern African Management Institute (ESAMI) was established in February, 1980 (with its Campus (Headquarters) in Arusha, United Republic of Tanzania) as a result of the signing of the Agreement establishing ESAMI by six of the participating countries at a Conference of Plenipotentiaries convened for that purpose.

The objective of ESAMI is to help improve the performance and management effectiveness of public and private institutions and enterprises within the State members of the Lusaka-based MULPOC. In pursuance of the foregoing objective ESAMI carries out the following principal functions:-

- (i) promotes, organises, co-sponsors or facilitates the organisation of management training courses, designed to enhance the skills and performance effectiveness of management personnel in the services of public parastatal and private institutions and enterprises within the member States of the Institute;
- (ii) serves as a specialized regional centre for training, research and consultancy in different functional management fields with particular focus on the management of public enterprises, including the specialised subsectors mentioned in (vi) herein below and offers appropriate examination courses and certification in these fields;
- (iii) undertakes co-sponsors or facilitates the conduct of studies on administrative or management problems connected with the socio-economic and technological development of the member States;
- (iv) provides management consultancy services to public and private institutions within its member States, at their request;
- (v) provides documentation and information services and acts as a reference centre in the field of management;
- (vi) endeavours to test, evaluate, develop and disseminate new management techniques in such strategic sectors and areas as financial management, transport and communications management, the management of public enterprises, public organisations and institutions, materials management, natural resources management, science and technology management, administration of Health and hospital management, industrial and agro-industrial planning and management, municipal and local authorities management, and Human Resources Management;
- (vii) collaborates with national, regional and international management development institutions and associations in carrying out any or all of the above activities.

2. ESAMI carries out the above mentioned activities through its Financial Management; Human Resources Management; Management Sciences; Marketing and Export Promotion; Project Planning, Management and Implementation; Materials Management and Transport and Communications Divisions. The Training, Research and Consultancy activities are coordinated by Training, Research and Consultancy Committees respectively.

3. During the period under review ESAMI mounted over 40 training programmes covering all the functional management areas including a 12 months Post-Graduate Diploma in Management; a total number of 1004 participants from 13 States of the subregion attended the programmes. So as to facilitate the integration of a concern for women in national and regional planning at the highest policy levels and enhance women's contributions to and benefit from the development process ESAMI mounted the first programme ever mounted on women: TRAINING FOR DEVELOPMENT PLANNING AND WOMEN: AN AFRICAN PERSPECTIVE. The programme was mounted with the support of the UNECA African Training and Research Centre for Women (ATRCW) and the Population Council. Telling from the evaluation of the programme it was successful and thus a second one will be held from 5th April, 1982 to 14th May, 1982. It is intended to mount two such programmes each year with effect from 1983. Besides the open programmes the Institute mounted a total of 9 tailor-made programmes in Kenya, Tanzania and Uganda.

During this period the Institute carried out a number of consultancy projects in Tanzania, Kenya and Uganda. Some of these projects were in the area of Corporate Planning, Strategy Formulation and Implementation.

4. At present the Institute has twenty four professional staff, twenty of whom are from the subregion and four from donors. Besides the in-house consultants the Institute uses external resource persons from time to time to complement ESAMI's expertise; this is more so in consultancy projects when it is felt that a consultancy team needed for a particular project requires a specialist in a certain field; in such cases the Institute hires a short-term consultant for the purpose.

5. In 1982 ESAMI has planned to mount 43 open training programmes. It has so far been contracted to carry out 4 consultancy projects in Tanzania and 2 in Kenya. It is intended to carry out research which would lead to the production of 20 (twenty) cases as part of the development of training materials.

Having successfully mounted the Post-Graduate Diploma in Management since 1978 a team of two Professors from Britain was appointed to conduct a feasibility study on the launching of a Masters of Business Administration Programme. The Report of the team was adopted in 1980 and the recommendations contained therein on the improvement of staffing and support services are being implemented; it is intended to launch the programme in July, 1983.

6. Notwithstanding contacts made with the governments of the subregion and sometimes visits have been made to these countries no state has acceded to the Agreement Establishing ESAMI; there are six members who happen to be the ones who signed the Agreement in 1980 at the Conference of Plenipotentiaries and who later ratified the Agreement. Out of the six members only four pay their subscriptions regularly. It has not been easy to raise funds from Donors with this small number of membership. We would urge those members of MULPOC who have not acceded to the ESAMI Agreement to do so which would then enable the Institute to fulfil its mandate more effectively. It is interesting to note however that although there are six countries which participate in the project more than thirteen countries of the subregion have made use of the services of ESAMI in one way or another during the last two years. It is further urged that member States of the Lusaka-based MULPOC should endeavour to utilize the training, research and consultancy capabilities of ESAMI.