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ADDIS ABABA

ANNUAL REPORT ON
ECA TRAINING ACTIVITIES IN 1975

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25 August 1976

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PART I

Introduction

Training of personnel constitutes a major component of ECA programme in human resources development. Other complementary activities are studies, advisory and consultancy services and the dissemination of information, all of which are aimed at strengthening national training capability and at providing member States with guidelines for the formulation and review of policies and programmes in human resources development and utilization. This annual report is concerned only with direct training activities.

Reports on the implementation of specific training projects have been issued from time to time following the execution of particular projects. This notwithstanding, it is at present not possible for anyone to get a clear impression of the overall training activities of the Commission in a given year. In this connexion, it is necessary to know in some details the main achievements and the constraints in training programme implementation in a given year. Therefore, the present report is meant to provide an overall view of the training activities undertaken by the various units of the ECA secretariat and their associated training institutions during 1975.

For a variety of reasons it has not been possible for the present report to be as all-embracing as one would have liked to see, especially with regard to the inclusion of information and data on training activities by institutions that are closely associated with ECA. Furthermore, being a first attempt in about a decade to prepare a consolidated annual report on training, there has been considerable delay in getting contributions on the various sectors and putting these together. In future it is hoped to overcome these administrative and management shortcomings and to have more comprehensive reports published by the first half of each year. The present format used in presenting the information and data on sectoral and sub-sectoral programmes will also be reviewed for possible improvement.

Overview: Highlights and Constraints

While ECA training activities were at a high tempo during 1975, lack of funds for the implementation of a number of planned projects constituted the main constraint. In some programmes inadequate staff resources to plan and conduct training workshops was a contributory factor. So long the bulk of the training resources had to be derived from extra-budgetary sources an element of uncertainty had affected the degree of project realization, especially within the first half of the year.

Extensive use was made of national workshops, including the use of peripatetic teams of trainers and local experts for the conduct of training workshops. During 1975 twenty-four such national workshops were organized under various programmes. These workshops have had a far greater impact and success in achieving training objectives at the country level than the relatively more expensive regional workshops. The main areas of the training workshops were the Women, Trade, Fiscal and Manpower Development Programmes.

Training by means of fellowships was particularly significant during the year. There were 158 award recipients in 1975 as against 140 in 1974. The fellowship programmes with the highest number of participants were the ECE study tours and technical seminars, the development planning courses offered by Poland and the fellowships offered by the Netherlands, USSR/CMEA and Austria. It is interesting to note that there were 35 participants in the study tours and technical seminars offered by ECE even though member States had to pay for participation. The programme attracted mainly senior officials who were anxious to broaden their experience in specific development problem areas. The attraction of the ECE programme also reflected its relevance to the sort of development experience senior officials from African countries would like to share.

The programme for the training of women in home economics and leadership in various sectors of development, designed for the improvement of rural life benefiting the masses of the people occupied a special category. The various national workshops on rural life improvement were directed at the poorest social groups - the rural inhabitants - and at training a target group that could play a leadership role in pioneering improvements in social conditions. With an outlay of only US\$22,643 in direct costs to the programme (the host and collaborating countries and institutions contributed substantial resources in kind) a total of 294 persons received training, each for a period of about three weeks.

The programme for the development of local training capability has continued to be in demand. A new dimension in the programme was initiated in an effort to assist member States with advice on the need to evolve appropriate machinery for the co-ordination of policies and programmes on training at the national level, and to develop a cadre of Staff Development Officers to give training the attention it deserves in various departments of government.

In a number of sectors ECA did not organize specific training activities during the year. This was the case in agriculture, science and technology, transport and communications, economic research and planning, statistics, social development, public administration, etc. It needs to be noted in respect of agriculture, however, that FAO is the agency which normally sponsors training activities in that sector. Information on sectors in which training projects were implemented is presented in Part II and III that follow hereunder.

PART II

TRAINING ACTIVITIES BY SECTORS

EDUCATION AND TRAINING

(i) Training Priorities and Programme Design

In this sector training programme activities in 1975 envisaged the accomplishment of the following objectives:

- the development of instructional capability in the pre- and in-service training institutions;
- the promotion of a central machinery for the effective administration and co-ordination of manpower development and staff training functions;
- the evolution of definitive training policies with special reference to arrangements for funding, and the role of training in the localization and indigenization effort;
- the development of course writing capability among the staff of extension and correspondence education institutions;
- the achievement of the highest possible training and fellowship opportunities for African students and trainees in an effort to accelerate manpower development;
- training in priority manpower fields and mobilization of scholarship and fellowship resources for the attainment of the above objectives;
- the provision of information on alternative scholarship and institutional facilities for those who could not be placed, or could not secure a scholarship within the ECA administered scholarship programme.

With the foregoing objectives as a basis for setting operational priorities the 1975 training programme activities concentrated on developing a base for achieving multiplier effect. Consequently, the primary focus was on the following areas:

- training of trainers in techniques of determining training needs; design and development of appropriate training programmes in response to identified training needs; selection and use of related instructional methods and media for the implementation of the programmes so developed; and the evaluation of the instructional process and training programme performance;
- training of correspondence course writers in the techniques of designing and writing effective correspondence course materials;
- the identification of training and scholarship opportunities, and the placement of African students and trainees for study in fields where opportunity and facilities do not exist or are inadequate in their own countries.

(ii) Highlights of Programme Activities

The programme priority evolved around instructional technology and determining extra resources and places for the placement of Africans for study in disciplines not often catered for in their national education systems. It also involved the designing, development and operation of new training programmes to meet manpower needs in specific skill areas.

As regards instructional technology, the programme design took the form of instrumented workshops focussing on the acquisition of specific knowledge areas and instructional techniques that could enhance the participants' ability to accomplish specific tasks within their field of operation, be they correspondence course writers or instructors and teachers within pre- and in-service training institutions. The scholarship and fellowship programme operation was partly a mediation and clearing house effort between prospective donors and prospective recipients or countries, with ECA acting as a co-ordinating and administering agency, and in part specific training programmes development effort.

The workshops were both at sub-regional and national levels. The sub-regional workshop envisaged the participation of the Arabic-speaking African countries to which invitation circular letters for participation were sent. With some of the invited countries not responding or expressing interest, Somalia, Uganda, Ethiopia and Sudan were eventually included. Egypt hosted the workshop. The national workshops envisaged two circuits, the Southern and the West African circuits. The Southern African circuit eventually included Swaziland and Lesotho, with the Gambia and Liberia comprising the West African circuit. Summary data and further details on these workshops are contained in Part III.

Most of the fellowship and scholarship offers were from the USSR and Eastern European countries, while Britain, France, Canada and USA with their immense facilities preferred direct bilateral assistance to African countries. India and Pakistan were notable Third World countries which were willing to support the African training effort. While these countries give scholarships tenable in their own countries, the Netherlands Government continued to provide funds for fellowships and staff exchange programmes based on training facilities in African institutions. In all, the programme was able to place 148 fellows out of the 158 awards made to African students.

OAU continued to serve as a sponsoring agency for African refugee students seeking to take advantage of the ECA administered scholarship and fellowship programme.

Within the workshops implementation schedule, advisory consultations regarding training policies, administrative set-up for effective training administration and co-ordination, and possible direction of the collaborative and follow-up effort were entered into between ECA experts and interested member States, notably Lesotho, Swaziland and Liberia.

Between themselves, the participating countries (Egypt, Sudan, Ethiopia, Uganda, and Somalia) in the sub-regional workshops sent in 14 participants. As for the National Workshops there were 76 participants from 4 countries, (Lesotho 19, Swaziland 18, The Gambia, 17, and Liberia 22). A Correspondence Course Writers workshop was held in Kinshasa for 15 French-speaking participants.

The national workshops in Lesotho and Swaziland were implemented at the time the countries had underway commissions for Salaries and Civil Service Administrative Structure Review. On invitation from both countries, a suggestive administrative Central Personnel Agency Organigramme outlining the place and function of a Training Division in relation to personnel administration function was prepared and submitted. Lesotho has since established a Manpower Secretariat, and introduced a Staff Development Officer cadre with 9 posts on their establishment, one of which was designated Chief Staff Development Officer. The Swaziland Commission only recently submitted its recommendations, and at the time of drafting this reports they were re-organizing their Central Personnel Agency along the lines suggested on the submitted guidelines, with a Manpower Development Division envisaged. It is hoped that the staff to serve in that division would be designated either Manpower Development Officers, Staff Development Officers, or Training Officers, whatever designation is deemed appropriate.

As these central structures for the administration and co-ordination of the training function evolve, the need for the development of the staff to man them will also be generated. Part of the 1976 follow-up workshop in Lesotho was specifically to orient the prospective Staff Development Officers in the training function. The 1976 follow-up workshop in Swaziland was also along similar lines, though the Manpower Development Division was envisaged, a decision on the establishment of a Staff Development Officers cadre has not yet been reached.

In Liberia, the workshop was held just when their Central Personnel Agency was being reconstituted and strengthened, and hence the training function within Ministries was not then a matter of urgency. The problem was one of selling the idea of systematic training in the civil service as a personnel management function. Under development too was an Industrial Training Act, which it is hoped would include an industrial training levy. With these two directions indicated, the need would be for a central machinery for the co-ordination of training. Their Institute of Public Administration would appear to be playing this role. Needless to stress the need for the preparation of staff to man and operate these institutions.

(iii) Constraints in Programme Performance

By and large, it could be said that the programme performance was effective, and its impact significant, notwithstanding some constraints. First, it still takes a long time before one can get any response from member States. This may be due to what has already been alluded to, i.e. the lack of a specific unit or person in some countries to whom matters of manpower development and in-service staff training could be directly referred. In most cases the training function

in ministries is handled by personnel officers who have other pressing personnel matters to attend to so that they may not have the time to devote to the training function. Secondly, at the end of the workshops and with the departure of the ECA project personnel, more often, there is no local person to follow up and look into any new development in the programmes. The third constraint arises from funding. Due to over-reliance on bilateral funding it is not possible to guarantee the continuity of any programme, neither is it possible to deviate from the original design, desirable as it might be. It therefore becomes a problem to plan for any effective follow-up activities which, unfortunately, has given an impression among some member States that ECA comes on and never to be seen again. The fourth constraint is that the programme components are operated by a single member of staff, and as such he is so stretched that effective analysis, review, and evaluation for the refinement of the programme content, design and operation strategy have been impaired.

(iv) Prospects in 1976

Obviously it would be presumptuous for ECA or any external organ to imagine that they could continue playing the training role from the outside. It would therefore be necessary that country localization and institutionalization of the activities ECA has undertaken in the past be considered. The future direction would appear to be twofold: First, to identify a local institution which would then be fully assisted to take on the conduct and developmental follow-up of instructional technology workshops. In this case the shift from regional and sub-regional workshops to national workshops was a necessary decision. Secondly, emphasis has also to be placed on the development of a central structure for the administration and co-ordination of training, not only for effective and coherent administration of national fellowship and scholarships programme, but also to give ECA direct and immediate contact with those primarily responsible for manpower development. This could reduce delays in response. Thus the programme design may combine instructional as well as advisory consultation strategies, more so with regard to the need for an effective central agency for the administration and co-ordination of training as well as definitive policies on the funding of training.

INDUSTRY

- Sub-sectors: (a) Investment Promotion
(b) Forest Industries
(c) Small-scale Industries

(i) Highlights of the Year's Training Activities

Sector: Industry

The Joint ECA/UNIDO Industry Division accepted a trainee from the Central African Republic for an extensive training on industrial development administration.

Sub-sector: (a) None realized.

- (b) Completed a review of the existing training and educational facilities and an assessment of future vocational training requirements in the field of forest industries in Tanzania.

An identification mission on the requirements for vocational training in the field of wood industries was mounted to Uganda.

Prepared Outline of Courses for the Training of Skilled Workers, Technicians and Instructors.

- (c) A regional adviser participated in a Group Training Programme on Extension Services for Small-Scale Industries in East African countries, sponsored by SIDA and UNIDO.

(ii) Constraints

Principally lack of funds. Another constraint was lack of capability in professional staff resources to cover training needs in French-speaking member States.

(iii) Possible Programmes for 1976

Sub-sector: (a) Training Workshop on Investment Promotion Techniques.

Seminar on Industrial Investments.

Sub-regional Meeting of the Industrial Development Financing Institution.

Training courses on general project analysis for English-speaking and French-speaking countries.

- (b) Continuing survey of vocational training requirements for forest industries in French-speaking member States.

1. INTERNATIONAL TRADE
2. PUBLIC FINANCE AND FINANCIAL INSTITUTIONS

(i) The Year's Training Programme Priority and Design

In the international trade field, emphasis was laid on the upgrading of skills with a view to assisting member States in their export promotion efforts directed in particular to other African countries and in their negotiations with the developed world. In the field of public finance and financial institutions, stress was laid on training activities aimed at assisting member States in their efforts to mobilize as fully as possible their financial resources within the framework of the policy of self-reliance. As a result, the following programme of activities were carried out.

1. International Trade

(a) Orientation workshop on the multinational trade negotiations (MTN)

This regional seminar was organized in collaboration with the UNCTAD/Multilateral Trade Negotiation Project, with UNDP financing. The main purpose of the seminar was to brief senior officials of African countries which might wish to participate in the MTN on the background and framework of the negotiations; to discuss the major trade policy issues and problems likely to arise in the course of the negotiations; to identify the best possible negotiating techniques for African developing countries; and to formulate organizational and administrative measures needed for effective participation in the negotiations.

The lectures and discussions focussed on the objectives, negotiating techniques, and modalities best suited to the specific needs of the participating countries and on the examination of the positions of the developing countries and developed countries in the MTN.

After examining the basic elements that should be taken into consideration in order to determine the positions and strategy African countries should adopt with respect to the negotiations, the participants reached several conclusions on the African approach to the MTN.

(b) ECA course on commercial policy and trade promotion

The course was held in Algiers from 30 September to 24 October 1975 and was attended by 36 participants from 28 countries. Its central theme was "Trade issues at UNCTAD IV". The main objective of the course was to assist African countries prepare themselves for UNCTAD IV at the technical level and to harmonize their stand on the various trade issues to be discussed at that meeting. At the end of the course, participants were able to put forward a number

of recommendations for consideration by the ECA/OAU joint Meeting of Experts on Trade and Development which was to be held shortly afterwards. It is worth noting that a variety of methods of instruction were used at the course ranging from "talks" (rather than formal lectures) and group discussions to discussions with invited guests and field visits to review the development efforts of the host country.

(c) Local (national) training courses in foreign trade and export promotion

During the period under review one of the main tasks of the Africa Trade Centre has been the conduct of local (national) training courses in trade, marketing and export promotion. These courses were conducted at the request of the ECA member States, and in each case, were specially tailored to suit the requirements of the country concerned. Prior to the holding of these courses, an exploratory mission was generally undertaken to the country concerned to discuss and assist the interested government in the planning of the course, including selection of participants, identification of the purpose of the course and problem areas to be discussed.

The following courses were held in 1975:

- (i) Training courses in domestic and export marketing in Ghana in February 1975. The course was organized by the Ghana Institute of Management and Public Administration. Assistance was rendered to the Institute in conducting the export marketing portion of the course. A third course is planned for 1976;
- (ii) Seminar on International Trade, 2-14 June 1975 (Madagascar). The subjects covered included the role of institutional arrangements for exports and various aspects of marketing and market research;
- (iii) Course on foreign trade and export promotion, 12-26 July 1975 (Mauritius).

2. Public Finance and Financial Institutions

Training courses in budgetary management, taxation policies and measures

The main purpose of holding these training courses in budget-plan harmonization, taxation policies and measures is to provide the necessary training and advice to higher and middle-level officials in the improvement of the existing systems and the introduction of better management techniques. Thus during the period under review six local (national) training courses on the above subject were conducted.

The level of participation in the workshops was very high. The curriculum followed in each case was specially tailored to the requirements of the country concerned and included not only presentations on the country's own budget and taxation systems and features, but also lectures and practical exercises on budgetary management, etc. Furthermore, case studies on tax administration from other countries were presented in order to discuss possible improvements in the country's own systems.

(ii) Highlights of Programme Achievements Including any Special Features in Training Activities.

In the international trade sector, the courses can be claimed not only to have allowed for a deeper understanding of the technical problems that were dealt with but also to have assisted in harmonizing the views and positions of the African countries on various key trade and development issues. An additional achievement which may prove to be of an even more lasting value is the assistance which these courses provide on a continuous basis in the building up of the level of technical competence of trade officials and export promotion personnel.

A particular case in point was the ECA Course on Commercial Policy and Trade Promotion held in Algiers in October 1975. Thanks to the course, participants felt conversant enough with the trade issues to be dealt with at UNCTAD IV as to put forward recommendations to the expert and ministerial meetings that met shortly afterwards to define the African stand with respect to these issues inter alia. The recommendations were submitted to, and largely adopted by, these meetings. It is also, worth mentioning that a not insignificant percentage (i.e. more than 20 per cent) of the delegates to these meetings was made up of officials who had actually participated in the course.

In so far as the public finance and financial institutions sector is concerned the holding of six workshops in 1975 has served the dual purpose of: (i) providing training for senior officers; and (ii) advisory missions on tax reform planning and development and implementation of phased programmes of budgetary, accounting and auditing improvements in government ministries, departments and parastatal organizations, which were undertaken by ECA Regional Adviser in Public Finance and Budgetary Management. The countries have been assisted through these workshops in solving their pertinent problems viz changes to be made in budgetary and taxation systems as a result, inter alia, of the introduction of changes of a socialist nature, evolving proper relationships between planning and government budgeting, financial planning, departmental financial control, performance auditing and introduction of new techniques and concepts like programme and performance budgeting and refined budgetary and recounting data reclassification systems.

In view of the improvements of these programmes at this juncture African countries have not hesitated in shouldering the major financing of these workshops on their own.

(iii) Constraints on Programme Performance

The main constraints have been lack of manpower resulting from the competing claims made on ECA limited resources by various other equally important activities. To allow time for adequate preparation of a course, to release three senior officers as lecturers, as well as secretarial staff for a period of one month as has often been the case, obviously means that the amount of resources invested into studies, for instance, will have to be scaled down accordingly. To this should be added the fact that no training officer was available in 1975. The second major constraint stems from financial and related limitations which makes it imperative to limit the training activities to a minimum. Also potential host countries - which often happen to be those which would be most in need of the courses - find it difficult sometimes to provide certain necessary facilities (meeting room facilities, vehicles for the transport of trainees, and other contributions in kind). In addition, mention should be made of the fact that a few trainees, albeit by no means the majority of them, sometimes look upon courses held outside their own countries as occasions for touristic vacations - which of course lessens their willingness and ability to optimize the benefits they can derive from participation in these courses.

(iv) Prospects for 1976

In the trade field, it is planned to hold one seminar on the Multilateral Trade Negotiations (MTN) and three local (national) training courses in trade promotion. A programme of in-service training in trade promotion, marketing, export promotion and documentation will be conducted at the Africa Trade Centre for two junior African trade promotion Officers. No course in commercial policy and trade promotion will be held this year due to the liquidity crises now facing the UNDP, on whose financial assistance the project has relied so far. In the public finance and financial institutions sector, six local (national) training courses on budget-plan harmonization, taxation policies and measures are envisaged. However, the exact number of local training courses in both sectors will naturally depend on the requests received from member States.

HUMAN SETTLEMENTS

During 1975 the Housing, Building and Physical Planning Section participated in two seminars: the first in August and the second in September 1975. The second Seminar which was an inter-regional seminar on social aspects of housing took place in Holte, Denmark, from 14-27 September 1975, and was meant to upgrade skills and increase knowledge, as well as exchange views among architects, engineers, planners, administrators, and social scientists. A staff member of the Section prepared a document entitled "Social Aspects of Housing as they Affect African Conditions and Needs", and presented it at the Seminar as discussion leader.

The first Seminar was the more important of the two in so far as it was a training seminar organized on a national basis and addressed itself to a specific topic. It is therefore appropriate to deal with it here in some detail. The Training Seminar, namely: "Development and Organization of Housing Co-operatives in Tanzania" was organized by the Tanzanian Ministry of Lands, Housing and Urban Development (ARDHI), in collaboration with the Carl-Duisberg-Gesellschaft (CDG), the German Development Assistance Association for Social Housing (DESWOS) and ECA. The Seminar took place in Kibaha, some 45kms. outside the city of Dar es Salaam from 10 to 18 August 1975.

Sub-Sector - Human Settlements: Co-operative Housing

(i) Training Programme Priority and Design

The Seminar on Development and Organization of Housing Co-operatives in Tanzania was in line with project No. 9.293 of the ECA Work Programme and Priorities (Document E/CN.14/642/Add.1), which is designed "to promote the efficient utilization of resources for housing and urban development" by assisting countries and territories "to establish co-operative housing projects with special emphasis on sites- and-services schemes, aided self-help housing, etc."

(ii) Highlights and Special Features of the Seminar

The participants at the Seminar discussed:

- (a) the concept, framework, practice and steps for the founding of housing co-operatives and their organization;
- (b) practical aspects of co-operative housing societies in Tanzania, and in light of problems and bottlenecks actually experienced by field officers, formulated new proposals for the better functioning of housing co-operatives;
- (c) promotion of training programmes in the field of housing co-operatives.

The Seminar was attended by 40 practising co-operative officers (district functional managers, field officers and field assistants) drawn from 18 districts of Tanzania. In addition, 11 Tanzanian observers were present from the Ministry of Lands, Housing and Urban Development; Registrar of Buildings; National Housing Corporation; Tanzania Housing Bank; and the Building Research Unit of ARDHI.

Six observers from other countries of the East African Sub-region who came from Botswana, Ethiopia, Lesotho and Zambia presented verbal and written country reports.

Despite the limited time devoted to Working Group discussions on specific items of the Agenda which left a feeling that the duration of the Seminar could have been a little longer, the Seminar was the first of its kind in Africa where almost all the lecturers came from the same country. It is believed that such a

national seminar in comparison with a regional or sub-regional seminar has a greater impact by virtue of its concentration on one area of human activity, and by virtue of involving a large number of trainees actually engaged in the activity all over the country concerned.

The Seminar was successful because it was well prepared and although it was not mentioned in the final recommendations, one of the three working groups came up with a proposed model bye-laws for co-operative housing societies which was to be submitted to the Government for consideration and which, when adopted, would go a long way toward harmonizing the work of the various government agencies and institutions involved in co-operatives, self-help and sites and services schemes.

The recommendations and conclusions arrived at by the participants and observers were all action-oriented and it would be useful to ECA to keep in touch with the Tanzanian authorities and to follow the progress which might result from the Seminar in order to monitor and disseminate to other African countries the successes and failures of the housing co-operative movement in Tanzania.

As a follow-up action, the Secretary-General of the German Development Assistance Association for Social Housing (DESWOS) visited ECA during 22/23 August 1975 and had consultations with the Chiefs of the Joint ECA/UNIDO Industry Division and TACOO and as a result the following were identified as possible areas for follow-up action in collaboration with the Housing, Building and Physical Planning Section of ECA:

- (a) Organization of vocational training courses of two to three weeks duration for housing management in Tanzania, the participants to which would be drawn from the National Housing Corporation; The Tanzania Housing Bank; ARDHI; Registrar of Buildings; and other ministries concerned with housing. To this end a feasibility study was being undertaken by a DESWOS expert as a basis for drawing up a suitable curriculum for the courses;
- (b) the same DESWOS expert was to visit Zambia during the month of August 1975 to study the situation for organizing a training seminar similar to the one conducted in Tanzania;
- (c) a similar feasibility study was to be carried out in Botswana in collaboration with the ILO during November/December 1975 for the purpose of establishing the framework for low-cost housing schemes on a self-help basis;
- (d) ECA was to prepare a list of likely countries in Africa where training programmes on housing co-operatives, self-help housing and sites and services schemes could be organized;

- (e) a manual on housing co-operatives would be prepared for Tanzania as well as updating the ECA document E/CN.14/HOU/105 entitled "Co-operative, Self-help and Non-profit Housing in Africa";
- (f) DESWOS would seek to secure the service of a housing co-operative expert on a bilateral basis to serve with the ECA secretariat.

(iii) Constraints on Programme Performance

Generally speaking, the restructuring of programming within the UNDP unwittingly caused a disruption in the programming of work and priorities in Housing, Building and Physical Planning Section. Sub-regional working groups and training courses where it was felt most impact could be achieved on specific aspects, such as policy and programming, implementation and financing, were discontinued. On the other hand, a training course envisaged for 1975 and which was designed for African Building Construction Managers under ECA Programme of Work and Priorities (Project 9.294 sub-project 9.294.01) was not implemented due to some internal factors in the prospective host country.

(iv) Possible Prospects for 1976

It is hoped that during 1976 the following seminar, workshops and training courses will take place:

- (a) Building Construction Management Training Course - Lagos, Nigeria, in collaboration with the Governments of the United Kingdom, The Netherlands and the Irish Republic with hosting facilities provided by the Government of Nigeria;
- (b) Workshop in Physical Planning for African Cities and Towns, 27 September to 8 October 1976, Berlin, Federal Republic of Germany. The interdisciplinary workshop which is being sponsored jointly by ECA and the German Foundation for International Development will draw participants from both English- and French-speaking countries.

NATURAL RESOURCES

Sub-sector: Cartography

The Regional Centre for Training in Aerial Surveys in Ile-Ife (Nigeria) was established under the aegis of ECA by Resolution 164(VIII) of the Commission. The first course of one year training in Photogrammetry started in September 1972. It is hoped that as from next year extra courses in Photo-interpretation at specialist level will be given. The Centre is expected to teach at a later year, Photogrammetry, Photo-interpretation and Aerographics. During 1975 the Centre offered places to over 30 students for both the English and the French courses.

WOMEN'S PROGRAMME

The African Training and Research Centre for Women (ATRCW)

National Workshops on Improvement of Rural Life

One of the major activities of ECA Women's Programme, which became the African Training and Research Centre for Women on the 31st of March 1975, was and still is the organization of Itinerant (National) Interdisciplinary Workshops for trainers, planners and supervisors in programmes designed to improve the quality of rural life. This programme began in 1973, as a direct answer to a request made by delegates at the March 1972 Seminar on Home Economics Development Planning for English-speaking countries, organized by ECA/FAO and SIDA in Addis Ababa. So far, ECA, in co-operation with national governments and local experts, has organized these workshops in 14 countries of the Region, 8 of them in 1975. This has been made possible by generous assistance from FAO, the Netherlands Government, the Federal Republic of Germany and UNICEF.

This programme, which is in great demand from member countries, will continue during 1976. ATRCW will concentrate on organizing these workshops in the French-speaking African countries. To-date at least 6 of these countries have requested such workshops.

An interesting aspect of these workshops is that they usually stimulate requests for new programmes as a follow-up, such as the organization of workshops in handicrafts, marketing and management, food preservation, leadership and home economics training for women, etc. This is due to their practical orientation and their interdisciplinary nature. An example of these follow-up projects is the Tanzania national workshops on Food Storage and Preservation organized for participants involved in rural development in July/August, in collaboration with UNICEF. A staff member of the Centre also assisted at similar workshops organized in the regions of the same country in December.

An evaluation of this entire training programme is being undertaken by ATRCW. A team consisting of a staff member of the Centre and a woman consultant from the University of Nairobi, visited Zambia, Swaziland and Somalia to assess the results of the workshops as regards the improvement of the working capabilities of the former trainees and the relevance of the training vis-a-vis the women's needs. Similar missions will be undertaken in early 1976 to Tanzania, Lesotho, Botswana and Ethiopia.

PART III

STATISTICAL SUMMARY

ECA CO-ORDINATED BILATERAL SCHOLARSHIP AND FELLOWSHIP PROGRAMME:
DISTRIBUTION OF AWARDS BY DONORS, RECIPIENTS AND FIELDS, 1975

1. AUSTRIA - 10 awards

<u>Recipients</u>	<u>Customs Administration</u>	<u>Fields</u> <u>Mining and Exploration</u>	<u>Limnology</u>	<u>Total</u>
Gambia	1			1
Ghana	2			2
Lesotho	1			1
Malawi	1			1
Sierra Leone		1		1
Sudan	2			2
Uganda			1	1
Zambia	1			1
	<u>8</u>	<u>1</u>	<u>1</u>	<u>10</u>

2. BELGIUM - 3 awards

<u>Recipients</u>	<u>Agriculture</u>	<u>Economics</u>	<u>Engineering</u>	<u>Total</u>
Egypt	1			1
Ethiopia			1	1
Togo		1		1
	<u>1</u>	<u>1</u>	<u>1</u>	<u>3</u>

3. BULGARIA - 3 awards

<u>Recipients</u>	<u>Agriculture</u>	<u>Chemistry</u>	<u>Total</u>
Benin		1	1
Lesotho	1		1
Rwanda	1		1
	<u>2</u>	<u>1</u>	<u>3</u>

4. COUNCIL FOR MUTUAL ECONOMIC ASSISTANCE (CMEA) - 4 awards

<u>Recipients</u>	<u>Fields</u>			<u>Total</u>
	<u>Engineering</u>	<u>Medicine</u>	<u>Mineralogy</u>	
Burundi			1	1
Ghana	1	1		2
Lesotho		1		1
	<u>1</u>	<u>2</u>	<u>1</u>	<u>4</u>

5. DENMARK - 5 awards

<u>Recipients</u>	<u>Chemistry</u>	<u>Construction</u>	<u>Engineering</u>	<u>Railway Operations</u>	<u>Total</u>
Egypt	1			1	2
Ghana	1	1			2
Nigeria			1		1
	<u>2</u>	<u>1</u>	<u>1</u>	<u>1</u>	<u>5</u>

6. GERMAN DEMOCRATIC REPUBLIC - 4 awards

<u>Recipients</u>	<u>Mechanical Engineering</u>	<u>Total</u>
Lesotho	3	3
Uganda	1	1
	<u>4</u>	<u>4</u>

7. GREECE - 13 awards

<u>Recipients</u>	<u>Electric Power</u>	<u>Total</u>
Congo	2	2
Egypt	1	1
Mauritius	2	2
Senegal	3	3
Sierra Leone	1	1
Uganda	4	4
	<u>13</u>	<u>13</u>

8. HUNGARY - 1 award

<u>Recipient</u>	<u>Economics</u>	<u>Total</u>
Senegal	1	1
	<u>1</u>	<u>1</u>

9. INDIA -- 1 award

<u>Fields</u>		
<u>Recipient</u>	<u>Hydrology</u>	<u>Total</u>
Egypt	<u>1</u>	<u>1</u>
	1	1

10. IRAN - 1 award

<u>Recipient</u>	<u>Engineering</u>	<u>Total</u>
Uganda	<u>1</u>	<u>1</u>
	1	1

11. ISRAEL - 1 award

<u>Recipient</u>	<u>Community Development</u>	<u>Total</u>
Nigeria	<u>1</u>	<u>1</u>
	1	1

12. ITALY - 3 awards

<u>Recipients</u>	<u>Business Administration</u>	<u>Vocational Training</u>	<u>Radio and Television</u>	<u>Total</u>
Libya	1			1
Nigeria			1	1
Senegal	<u>1</u>	<u>1</u>	<u>1</u>	<u>1</u>
	1	1	1	3

13. NETHERLANDS - 28 awards

<u>Recipients</u>	<u>Management Education</u>	<u>Teaching Methodology</u>	<u>Photogrammetry</u>	<u>Total</u>
Botswana		2		2
Central African Republic		1		1
Egypt	2			2
Ethiopia			1	1
Ghana		1		1
Nigeria	2	1		3
Senegal		2	5	7
Sudan	1	1	1	3
Tanzania		3		3
Uganda		1	1	2
Zaire			1	1
Zambia	<u>1</u>	<u>2</u>	<u>1</u>	<u>2</u>
	5	14	9	28

14. PAKISTAN - 1 award

<u>Recipient</u> <u>Recipient</u>	<u>Fields</u>	<u>Total</u>
	<u>Railway</u> <u>Operations</u>	
Egypt	<u>1</u>	<u>1</u>
	1	1

15. POLAND - 26 awards

<u>Recipients</u>	<u>Economic</u> <u>Planning</u>	<u>Town and</u> <u>Regional</u> <u>Planning</u>	<u>Total</u>
Burundi	2		2
Central African Republic	1		1
Egypt	1		1
Ethiopia	1		1
Ghana	2	1	3
Libya	1		1
Nigeria	7	4	11
Rwanda	1		1
Sudan		1	1
Tanzania		1	1
Uganda	2	1	3
Zambia	<u>1</u>	<u>1</u>	<u>1</u>
	18	8	26

1. UNION OF SOVIET SOCIALIST REPUBLICS - 19 awards

<u>Recipients</u>	<u>Fields</u>									<u>Total</u>
	<u>Agriculture</u>	<u>Medicine</u>	<u>Science</u>	<u>Management</u>	<u>Engineering</u>	<u>Economics</u>	<u>Food Industry</u>	<u>Telecom- munications</u>	<u>Forestry</u>	
Benin		1	1	1			1	1	1	6
Ethiopia		1			1	1				3
Lesotho		1								1
Mozambique			1							1
Rwanda	2									2
Senegal	1									1
Upper Volta					1	1	1			3
Zaire	1				1					2
	4	3	2	1	3	2	2	1	1	19

1. UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE - 35 awards

<u>Recipients</u>	<u>Agriculture</u>	<u>Forestry</u>	<u>Housing</u>	<u>Tourism</u>	<u>Chemistry</u>	<u>Statistics</u>	<u>Science</u>	<u>Economics</u>	<u>Safety</u>	<u>Engine- ering</u>	<u>Ind. Mgt.</u>	<u>Total</u>
Algeria			1		1	1	1					4
Central African Republic								1				1
Libya	5	2	6	1					1	4		19
Gambia										1		1
Mauritius		1				1						2
Nigeria	4					1	1	1			1	8
	9	3	7	1	1	3	2	2	1	5	1	35

Grand Total 158

SUMMARY DATA ON TRAINING DEVELOPMENT ACTIVITIES, 1975

Venue and Date of Workshops/Conferences	Programme Title	Cost US\$	Participating Countries	Number of Participants	Collaborating Organizations
Natural Resources Development College, Lusaka (Zambia) 23 December 1974 to 7 February 1975	ECA/Netherlands Long Vacation Instructors Training Workshop	26,973.75	Zambia, Swaziland, Botswana, Tanzania and Kenya	27	-
Maseru (Lesotho) 7 April - 16 May 1975	ECA/Netherlands National Workshops for Instructors	11,240.08	Lesotho	19	CAFRAD
Mbabane (Swaziland) 28 May - 6 June 1975	ECA/Netherlands National Workshops for Instructors		Swaziland	18	-
Alexandria (Egypt) 21 July to 29 August 1975	ECA/Netherlands Long Vacation Instructors Training Workshop	24,258.17	Egypt, Sudan Ethiopia, Uganda and Somalia	14	CAFRAD
Banjul (The Gambia) 9 September to 17 October 1975	ECA/Netherlands National Workshops for Instructors	11,240.08	The Gambia	17	-
Monrovia (Liberia) 17 November to 24 December 1975	ECA/Netherlands National Workshops for Instructors		Liberia	22	-

SUMMARY DATA ON
INDUSTRY/SMALL-SCALE INDUSTRIES

Dates of Course	Venue	Title/of Course/Workshop/Seminar	Project Cost US\$	Participating Countries	Number of Participants	Collaborating Organizations
12/23 May 75	Nairobi	Group Training Programme on Extension Services for Small-scale Industries in East African countries.	Sponsored by SIDA and UNIDO	Ethiopia, Sudan, Kenya, Tanzania, Lesotho, Botswana, Uganda, Zambia, Malawi and Swaziland	More than 25 participants	SIDA and UNIDO

Purpose of Exchanging experience and ideas and to express recommendations for future assistance from UNIDO. Final report to be published by UNIDO.

SUMMARY DATA ON INTERNATIONAL TRADE

Dates of Course	Venue	Title of Course/Workshop/Seminar	Project Cost US\$	Participating Countries	Number of Participants	Collaborating Organizations
January 1975	Addis Ababa	Orientation workshop on the multilateral trade negotiations	-	All ECA member States	44	UNEP
29 September to 22 October 1975	Algiers	ECA course on commercial policy and trade promotion	-	All ECA member States	36	UNDP, UNCTAD
2-14 June 1975	Deago-Suarez	Local training course on international trade	-	Madagascar	19	-
February 1975	Ghana	Training course in domestic and export marketing	-	Ghana	28	Ghana Institute of Management and Public Administration
12-26 July 1975	Mauritius	Foreign trade and export promotion	-	Mauritius	18	-

SUMMARY DATA ON PUBLIC FINANCE AND FINANCIAL INSTITUTIONS

Dates of Course	Venue	Title of Course/Workshop/Seminar	Project Cost US\$	Participating Countries	Number of Participants	Collaborating Organizations
10-24 February 1975	Addis Ababa	Seminar on administrative reforms	-	Ethiopia	28	-
19-31 May 1975	Addis Ababa	Combined workshop in budget-plan harmonization, tax policy and administration	-	Ethiopia	25	-
16-27 June 1975	Monrovia	Workshop in tax policy and administration	-	Liberia	15	-
14-29 July 1975	Khartoum	Workshop in budget-plan harmonization, tax policy and administration	-	Sudan	25	-
15-27 September 1975	Banjul	Training workshop in budget-plan harmonization	-	The Gambia	20	-
1-12 December 1975	Morogoro	Tax policy legislation and administration	-	Tanzania	43	-
17 November to 6 December 1975	Morogoro	Training workshop in budget-plan harmonization	-	Tanzania	67	-

SUMMARY DATA ON
HUMAN SETTLEMENT: CO-OPERATIVE HOUSING

Dates of Course	Venue	Title of Course/Workshop/Seminar	Project Cost US\$	Participating Countries	Number of Participants	Collaborating Organizations
10 to 18 August 1975	Kibaha (Tanzania)	Training Seminar on Development and Organization of Housing Co-operatives in Tanzania.	-	Tanzania (with observers from Ethiopia, Botswana, Lesotho and Zambia.	57	Government of Tanzania, Carl-Duisberg-Gesellschaft (CDG), German Development Assistance Association for Social Housing (DESWOS) and ECA.

SUMMARY DATA ON TRAINING IN PHOTOGRAMMETRY

Dates of Courses	Venue	Title of Courses	Project Cost US\$	Participating Countries	Number of Participants	Collaborating Organizations
September 1974 to July 1975	Ile-Ife (Nigeria)	Photogrammetry course at technician level in English and French.	Participating countries and donor countries share the cost.	Dahomey, Ghana, Niger, Nigeria, Senegal, Sierra Leone and Zaire.	19 for the English course and 8 for the French course.	The Governments of Canada, Finland, The Netherlands, Switzerland and U.K.
September 1975 to July 1976	Ile-Ife (Nigeria)	Photogrammetry course at technician level in English and French.	Participating countries and donor countries share the cost.	Ethiopia, Ghana, Libya, Nigeria, Senegal, Sierra Leone, Somalia, Sudan, Uganda, Upper Volta and Zaire.	19 for the English course and 13 for the French course.	The Governments of Canada, Finland, The Netherlands, Switzerland and U.K.

SUMMARY DATA ON WOMEN TRAINING ACTIVITIES

Dates of Course	Venue	Title of Course/Workshop/Seminar	Project Cost US\$	Participating Countries	Number of Participatns	Collaborating Organizations
20 January to 6 February 1975	Zorzor Liberia	Workshop on Improvement of Rural Life	2,769.83	Liberia (national workshop)	26	FAO/Republic of Germany
10-27 February	Njala University Sierra Leone	Workshop on Improvement of Rural Life	2,883.10	Sierra Leone	20	FAO/Republic of Germany
3-8 March	Banjul The Gambia	Workshop on Improvement of Rural Life	1,136.05	The Gambia	37	FAO/Republic of Germany
10-15 March	Mansakonko The Gambia	Workshop on Improvement of Rural Life		The Gambia	26	FAO/Republic of Germany
5-22 May	Axim, Ghana	Workshop on Improvement of Rural Life	4,091.62	Ghana	31	FAO/Republic of Germany
19-30 May	International Institute for Trop. Agric. Nigeria	Workshop on Improvement of Rural Life	3,003.58	Nigeria	23	FAO/Republic of Germany
8-25 September	Kinkala Congo	Séminaire sur l'amélioration des conditions de vie des femmes rurales	4,030.09	Congo	31	FAO/UNICEF/Republic of Germany
29 September to 4 October	Bobo Dioulasso Upper Volta	Séminaire sur l'amélioration des conditions de vie en milieu rural	2,326.74	Upper Volta	35	UNICEF/Republic of Germany
6-11 October	Ouagadougou Upper Volta	Séminaire sur l'amélioration des conditions de vie en milieu rural		Upper Volta	30	UNICEF/Republic of Germany
20 October	Libreville Gabon	Séminaire sur l'amélioration des conditions de vie en milieu rural	2,401.09	Gabon	35	UNICEF/Republic of Germany

SUMMARY DATA ON POPULATION TRAINING ACTIVITIES
 SECTOR/SUB-SECTOR: POPULATION DIVISION

Dates of Course	Venue	Title of Course/Workshop/Seminar	Project Cost US\$	Number of Participants	Collaborating Organizations
October 1974 to September 1975	Accra (Ghana)	Population Studies (Course)	530,000	36	United Nations and Ghana Government
February 1975 to March 1975	Accra (Ghana)	Population Studies (Seminar)		25	United Nations and Ghana Government
October 1974 to September 1975	Yaoundé (Cameroon)	Population Studies (Course)	450,000	22	United Nations and Cameroon Government
16-24 May 1975	Lomé (Togo)	Population and Development (Seminar)	12,000	30	United Nations and Togo Government
25 May to 5 June 1975	Bamako (Mali)	Population and Development (Seminar)	12,000	27	United Nations and Mali Government