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ANNUAL REPORT ON ECA TRAINING ACTIVITIES IN 1976

Prepared by:

Manpower Development Section
Public Administration, Management
and Manpower Division

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PART I

Introduction:

Undoubtedly, human resource development and training in particular continued to be a critical factor in African development. Despite its critical nature, training has neither been able to attract the priority rating it deserves nor compete effectively for funding from national treasury allocations, leave alone the evolution of definitive policies as well as the necessary machinery to plan, execute and coordinate effective human resources development programmes.

Consequently, training and job related skills and knowledge development still constituted a major component of ECA programme activities for the year under review. Starting from short-term specific skill centred training workshops, as well as soliciting and identifying financial and institutional resources for financing and placing African trainees, the ECA training development effort also drew member States' attention to the need for re-appraisal of national training policies, and the related infrastructural administrative and funding base for its planning, coordination and execution.

In a number of sectors, no specific training activities were organized. This was due partly to lack of funds or staff for ECA to offer the necessary training service; and partly to programmes that were arranged only to be postponed to 1977. Hence, the limited sectors reviewed in this report.

Overview:

A major thrust of ECA training activities was instructional skill and knowledge development workshops. These ranged from those initiated and financed by member States with ECA participation to those sponsored by ECA and actively supported by, and operated in collaboration with member States. The workshops were supplemented by experience and information gathering and exchange seminars and conferences either organized by or participated in by ECA. Complementing the workshops and seminars or conferences were advisory and consultative missions undertaken at the request of, or with the concurrence of member States.

The continuing constraint of lack of resources was thus alleviated to a small scale by a concerted effort to identify and utilize local expert resources, in the course of conducting national or subregional training workshops. In cases where national governments initiated and sponsored programmes, the financial burden on ECA was minimized. Thus, 1976 saw a move towards meaningful consideration of mutual sharing of training programme costs between the ECA and its member States.

In the course of 1976, nine peripatetic and two regional workshops were organized. In addition to which there were four seminars/symposia. These were organized under the various sector programmes, notably Manpower, Social Development, International Trade and Finance. In addition to increased country initiation and sponsorship of programmes, the year saw a shift from regional to national training activities in order to achieve mass impact.

Identification of training institutional and financial opportunities leading to the subsequent placement of African trainees gave opportunity to 98 fellows. These were placed under the fellowship offers made by the various donors. Japan, Britain, France, Canada, etc. continued preference for bilateral arrangements with member State Governments.

While the programme for enhancing the training and instructional capability of local institutions and their staff continued to be in demand, the women's training programme became more varied in scope and nature. Focussing more on the women rural leadership cadre, the latter programme combined both techniques, skill and knowledge improvement in home economics, techniques of training as well as consideration of the nature and scope of curriculum content in training programmes for rural women.

In addition to ECA's constraints resulting from inadequate funds and staff to operate expanded training activities, there is the member State constraints emanating from lack of awareness of the nature, scope, importance and requirements of human resource development in all the major sectors, such as in import procurement and supplies management. Additionally, a few member States have as yet to evolve definitive human resource development and utilization policies with the related training administration and coordinating infrastructure and adequate funds and personnel having adequate authority and responsibility to operate and monitor training programmes at the national level.

Consequently, future efforts may need to be devoted to promoting the evolution of related policies and institutional infrastructure. Otherwise the training activities being undertaken might not yield any impact, leave alone become institutionalized and continued locally once ECA phases out its contribution.

Despite the above teething problems, the 1976 training effort and level of operations remained high in those sectors where it was undertaken. Part two of this report together with the Annex constitute a sectoral report of the activities; while part three is a summary data on the fellowship programme.

PART II
TRAINING ACTIVITIES BY SECTORS

SOCIAL DEVELOPMENT

Background and Programme Design:

At the ECA/FAO/SIDA Seminar on Home Economics Development Planning for English-speaking countries in Africa (Addis Ababa, 6-24 March 1972), one of the problems examined by participants was the general inadequacy of manpower resources in many ECA member States, for planning, implementing and supervising home economics programmes for national development. In view of this, the participants recommended that assistance be given by international agencies to individual member States by setting up and sponsoring workshops and conferences in programmes to improve the quality of rural life.

In direct response to the recommendations of the above seminar, and recognizing the great need in African countries for qualified planners and trainers in family-oriented programmes, ECA has conducted, in collaboration with the participating member States, a series of workshops for trainers and planners in programmes to improve the quality of rural life in individual English-speaking countries of Eastern and Southern Africa in 1973/74, in English-speaking countries of West Africa and in French-speaking countries of West and Central Africa in 1975-76. This project is in line with the Programme of Work of the ECA Training and Research Centre for Women.

So far, ECA in cooperation with national governments has organized 21 of these workshops, 5 of them in 1976.

The personnel of the Centre is active in providing to member States advisory and consultancy services on training policy and programme development that will consequently affect and assist government field staff in rural areas. These officers are also often invited to serve as resource persons/experts for workshops and seminars which have training objectives as their basis.

Objectives:

The following are the main objectives of the project:

- To assist ECA member States in bringing together planners, trainers and field supervisors engaged in family-oriented programmes in rural areas;
- to afford these officers an opportunity of exchanging ideas with a view to broadening and integrating educational and other services for women and their families towards their full participation in development;
- to identify the needs of rural women and families for increasing productivity and raising level of living;

- to offer international and national participants an opportunity to share their knowledge and experience in planning, communications, organization and technology in relation to the above objectives;
- in view of the foregoing objectives to redefine curricula and plan action programme in home economics and other family-oriented fields.

The above-mentioned objectives serve as a means for setting priorities for the 1976 training programme activities at TRCW. Through regional conferences and seminars priorities have been defined by member States and TRCW seeks to assist them in their requests for the training of rural trainers. TRCW through consultations with government officials determines those countries with specific needs in the home economics training field.

Highlights of Programme Achievements:

These training workshops which are in great demand from member countries are enthusiastically received by the participants due to their practical orientation and inter-disciplinary nature.

They cover a broad spectrum of subjects, concerned primarily with the participation of women in planning and decision-making at all levels; the effect on women of national plans and policies; the role of women in home, farm and income-generating activities, and raising the quality of family life through better nutrition, child care, family spacing (in accordance with Government policy) and management. The workshops also touched on extension, communication and cooperation techniques which will help to improve educational services to families. Generally these Itinerant Training Workshops serve the purpose of providing more information and skills for improved methods of rural development.

The training workshops series should not be viewed as an isolated effort but are rather as a beginning to a continuing programme by the ECA Training and Research Centre for Women which can provide assistance in more specialized and indepth training, through workshops, short-term fellowships and internships, and can help countries with the development of research, educational materials and pilot projects of importance to women and their families.

This series of workshops usually stimulates 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. One such example is the Workshop on Food Storage and Preservation organized in 1975 in Tanzania. In 1976 the Government of Zambia asked for a workshop on Planning Techniques, Communication and Adult Education as a follow-up to the Workshop to Improve the Quality of Rural Life held in July 1973. The request for this workshop was made by various ministries and voluntary agencies to a review mission which had skills in these fields to conduct the workshop alongside local experts for a multi-disciplinary group of professional workers who are currently trainers in Zambia.

Another highlight was the organization of an in-service training and staff development course for all TRCW personnel in October 1976. This provided the means for the staff to review together the Centre's goals and establish clearly defined priorities for its future activities, using different forms of training techniques and exercises. The personnel of the Centre had expressed the desire for such sessions, which lasted one week, whereby they could examine the Centre's activities over the one-and-half year period since ECA Women's Programme became the TRCW.

Constraints:

The main constraint has been an inadequate preparation with host country organizers. This is primarily caused by lack of funds for preliminary contacts and lack of available time and personnel. Sometimes the workshops' objectives and its format have not been clearly understood. The Centre realizes the importance of such preliminary arrangements where discussions must be held with the nationals to determine the type of programme desired and needed, availability of local resource persons, responsibilities to be borne by either ECA or the host country, and the selection of appropriate participants. This input is necessary and vital for a successful workshop. Many of the problems arising in the midst of a workshop could be avoided. The programmes are more effective and the impact significant as demonstrated by workshops having had these preliminary preparations. A second constraint is the lack of available consultants especially for the French-speaking workshops. Also here is the problem of orienting the participants more towards the practical aspects of issues. A third constraint is that the Training Unit within the Centre has only two staff members who are often away conducting these workshops. This allows little time to examine and evaluate the programme's effectiveness and design. The last and fourth constraint is that due to the increasing number of workshops within a given year and the amount of administrative duties that precedes a workshop the staff is being unduly occupied with routine administrative matters.

Programme Support:

Multinational and bilateral support for training activities were received from:

UNICEF/ZONTA, Federal Republic of Germany, FAO/UNFPA, Belgium Fund, IPPF, Finish United Nations Association, Netherlands Government, SIDA and USAID.

For the CEA/TRCW workshops the member States are responsible for accommodations and travel expenses of participants and resource persons as well as secretarial support. This may amount to a larger sum than the ECA contribution.

Planned Follow-up Action:

In each of the following countries where itinerant training workshops were held in 1976, Central African Empire, Rwanda, Sudan, Benin and Zambia, recommendations and/or a plan of action were proposed by the participants. Central African Empire requested a training programme for men/women and youths with the objectives

of improving life in rural areas. Sudan would like a further in-service training of the trainers that participated in the August 1976 workshop. Benin has asked that a workshop be held in the field of maternal and child health with special emphasis on family spacing, sex education, and training and educational methods. The Zambian participants requested that TRCW assist them in an evaluation of the workshop or conduct a similar one in the future. As demonstrated by all these requests from participants in the 1976 workshops further assistance is needed in the training of extension and field workers. All will require follow-up workshops in specific areas but always concentrating on training skills for the local manpower. Thought must be given to different strategies for follow-up action. This can be achieved through future evaluation and consultancy missions in these countries. Appropriate follow-up action will be taken and implemented upon request from governments. UN agencies and other organizations located within these countries will be asked to provide assistance and help in the necessary follow-up action originating from these workshops.

Workshops were planned for eight countries in 1977, primarily in North and West Africa. Two study tours will also take place for English- and French-speaking groups, in East Africa. The study tours planned to Kenya involved participants from seven countries. They were designed to provide senior officials with an opportunity to see and discuss activities related to the integration of women in development and the PBFL assisted integrated rural development and population programmes in Kenya.

In 1977 other countries will be contacted by the Centre's personnel and will be informed of its activities. Workshops, initial and/or follow-up, will depend upon requests coming from the member States.

MANPOWER DEVELOPMENT

Priorities and Programme Design:

As in 1975, the 1976 training programme activities in the Education and Training sector envisaged the accomplishment of the following objectives:

- (i) the development of instructional capability in pre- and in-service training institutions;
- (ii) the promotion of a central machinery for the effective administration and coordination of manpower development and staff training functions;
- (iii) the evolution of definitive training policies with special reference to arrangements for the coordination and funding of training activities, and the role of training in the localization and indigenization effort;
- (iv) the analyses of existing non-formal education patterns and the evaluation of their effectiveness, with a view to determining not only their role in rural development, but also ways and means of introducing, modifying and improving non-formal education for increased productivity of the rural residents;

- (v) determination of areas of need, nature of ECA assistance and institutional linkages to be developed in relation to correspondence/ Adult Education programmes;
- (vi) the achievement of the highest possible training and fellowship opportunities for African students, and trainees in an effort to accelerate manpower development;
- (vii) the provision of information on alternative scholarship and institutional facilities for those who could not be placed, or could not secure scholarship within the ECA administered scholarship programme;
- (viii) identification of specific issues and strategy considerations related to the implementation of localization of professional training and certification of qualifications policies and programmes in specified areas such as accountancy.

The 1976 programme objectives implementation logistics emphasized the need for a multiplier effect. Consequently, the following project components were carried out:

- (i) ~~Training of trainers~~ in the techniques of determining training needs; design and development of appropriate training programmes in response to the identified performance discrepancy needs; the selection and use of related instructional methods and media for the implementation of the programme so developed; and the evaluation of instructional processes and training programme performance.
- (ii) Mail-questionnaire soliciting specified data which would facilitate the development of correspondence education, institutional linkages, and the determination of areas of need that would form the basis for a related project submission data, as well as consultancy and advisory services called for in the programme.
- (iii) Travel for field research focussing on Eastern Africa with a view to determining ways and means of introducing and improving non-formal education programmes.
- (iv) 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.

Highlights of Programme Activities:

As regards the instructional technology workshops, the project priority focussed on identifying and developing potential officials who could serve as efficient institutional instructors, and as effective training or staff development officers. Built into this was also the focus on the identification and development of conducting national trainers' workshops once ECA resource support is phased out.

In some countries the programme design took the form of instrumented/experiential learning workshop. This focussed on the acquisition of specific knowledge areas and instructional techniques aimed at helping the participants to engage in specified trainers/instructors roles as well as accomplish specified tasks required of them. In others, the additional component was the institutional staff conducting a session, then engaging in post-session feed-back appraisal and consultations with the ECA resource person and the local staff.

The workshops which were either country or ECA initiated were both at sub-regional and national levels. These were either under the Netherlands funded programme such as the Yaounde Long Vacation Workshop as well as the Lesotho and Swaziland national follow-up workshops, or country initiated and financed, as was the case of "Training Development Workshops" in Liberia.

The 1976 subregional workshop, the first for the French-speaking countries attracted the participation of Congo, Niger, Togo, Burundi, Central African Republic, Senegal and the host country, Cameroon. The national workshops were in Lesotho, Swaziland and Liberia. All, but Liberian programme, was financed under the Netherlands fellowships programme.

Within the workshop components, advisory consultations and high-level seminars for Liberian senior officers responsible for Personnel Administration were held. The seminar focussed on the evolution of a definitive training policy, embracing arrangements for co-ordination, funding and the operation of ministerial training programmes. The Lesotho workshop combined an orientation workshop for prospective staff development officers. The Liberian and Swaziland programme included follow-up review sessions for workshop participants in previous years.

The Regional Long Vacation Workshop for French-speaking was able to attract many more countries and nominations. Due to budgetary constraints, the programme participation stood at 29 (Cameroon 15, Burundi 2, Congo 1, Mali 3, Niger 2, Central African Empire 2, Senegal 2, Togo 2). The Liberian National Follow-up Workshop was able to attract 14 from the 1975 programme participants, over and above 31 new ones; in Lesotho 12 new prospective staff development officers were enrolled, while 14 of the old ones reported for follow-up sessions, one of which was a candidate designate for the newly created post of Chief Staff Development Officer. In Swaziland, there were six new participants, in addition to the eight from the 1975 programme.

1976 saw the first ever contribution by the African Association for Training and Development. In collaboration with Seneca College, Canada, a series of two weeks trainers' workshops were organized in Sudan, Ethiopia, Egypt and Sierra Leone. Its second effort of staging in Dar es Salaam, in collaboration with ECA under the project objective, of the Second All-Africa Conference on Training and Development attracted 58 nominations of high-level officials from 18 African countries. Member States took the Conference as of vital importance to such an extent that they were willing to finance the participation of their nominees. Besides attracting the attention of member Governments, it also attracted the interest of the ILO, the British Council, and UNDP Office in Khartoum. Unfortunately, the Conference had to be postponed for lack of funds to cover conference and interpretation services and had to be rescheduled for 1977.

Following the 1975 slackening of efforts in non-formal/adult education programme due to lack of staff, a Regional Consultant in Correspondence Education as well as an Assistant Professor from Indiana University, interested in research in Education and Development became available to the programme. A questionnaire to determine the area of needs and nature of the Experts' assistance was prepared and despatched. Preliminary results indicated the need for a four component area of collaborative projects development. A preliminary project submission data has been prepared, and also potential sources of funding and collaboration have been identified.

A research proposal on "education for social change and national development: non-formal education policies and programmes in Eastern Africa" was prepared by the Assistant Professor. Studies in Tanzania, Ethiopia, Zambia, Sudan and other countries of Eastern Africa were anticipated. Preliminary findings indicated the lack of clear understanding of what non-formal education is, and how the system could be integrated into the total national educational system. Also revealed was the tendency to pay lip-service to the idea of non-formal education as a vehicle for rural transformation without complementing it with concrete national programmes. It is hoped that the final results would serve as an indicator of the substance of related policy statements and the kind of advice ECA could offer.

Advisory missions in respect of correspondence education were undertaken to Kenya, Uganda and Tanzania; while invitation to assist in the Ibadan University sponsored seminar for correspondence course writing was received, accepted, and obliged.

The scholarship and fellowship programme continues to be a mediation and clearing house effort between prospective donors and potential recipient individuals or countries. In this regard, ECA continues to be a co-ordinating and administering agency.

Most of the fellowship offers were made by the Netherlands, Hungary, USSR and Eastern European countries; while Japan, Britain, France, Canada, and Switzerland continue to prefer bilateral assistance with member State Governments. Besides, Pakistan and India, overtures were being made to Nigeria and Iran as potential Third World donors. While most donors continued to offer fellowships tenable in their countries, the Netherlands has continued to provide well-appreciated funds for training fellowships tenable in African countries. In all, the programme was able to place 98 fellows as shown in the summary data in Part III. In an attempt to identify more African training facilities at post-secondary level, a set of questionnaire has been prepared for despatch early in 1977.

As regards the localization of professional training and qualifications, an outside consultant undertook a situation study and provided consultancy services in Kenya, Uganda, Tanzania and Swaziland. A related report was produced and despatched to the respective countries. A follow-up mission which had been scheduled for Southern African countries did not materialize due to the unavailability of the consultant.

Although it is gratifying to note that the programme was productive in the sense that for the second time (the first cases were Kenya and Nigeria) a country (Lesotho) has provided for the posts of Training Officers, and one other (Liberia) has expressed the desirability of establishing such posts, and there were strong indications of few appointments to be made. For the first time also the programme was able to attract high-level officials (as in the case of Assistant Ministers in charge of administration in Liberia) who not only expressed their concern at the lip-service paid to training without doing much, but also worked to evolve a draft definitive training policy statement. In the same country, Liberia, the Public Administration Institute staff were able to conduct the final week of the trainers workshop from their own resources. Thus, the programme continued not only to attract the interest of member Governments, but also the collaboration of outside institutions.

Collaborative Efforts:

While OAU continues to serve as a sponsoring agency for African refugee students who wish to take advantage of the ECA administered scholarships programme, meaningful collaboration has been forged with other agencies. An ECA member of staff was able to participate in two CAFRAD-operated programmes: the first was in the CAFRAD-sponsored Trainers' Workshop at the East African Community Management Institute at Arusha, and the second at their Mombasa Top Management Programme for Kenyan top executives later in the year.

Constraints:

As member States continued to show great interest in the programme so the country initiated demand has risen. The programme continued to find itself not in a strong position to respond fully as the Trainers' Workshops continued to suffer from lack of staff. Seriously impaired was the Francophone component which had to rely on non-ECA staff members. The fellowships programme which had been suffering from shortage of staff benefited temporarily from the transfer of a staff member from another division to the programme. Nonetheless, the decision to transfer the former programme officer to TACOO has not alleviated the staffing situation while the artificial separation of bilateral fellowships administration from training programme operations has generated inevitable confusion.

Apart from staff constraints, other aspects such as financial constraints continued to affect the programme performance. While the manpower programme remained largely inactive due to funds and transfer of staff, the Second All-Africa Conference on Training Development which had attracted more than 58 high-ranking Government officials had to be postponed due to ECA's inability to finance its own contribution to the conference services.

At country level, the necessary infrastructural base of definitive policies on human resource development, the administrative set-up for administering and co-ordinating training activities, and indeed a regular and steady source of funding have yet to be worked out. Even when they have been worked out, there would be a necessary need for a specific staff to operate within the three training infrastructural base activities. Where the three infrastructural base components exist,

collaboration with ECA has been prompt and meaningful, with chances of a follow-up action more definite and precise than where they do not exist. Immediate contact and prompt reaction to ECA initiative have not been as quick in countries where there is no definite delineation of function between Personnel Administration and the training or staff development function.

Prospects for 1977:

It is probable that as countries establish their own infrastructure base of definitive policies on training, viable administrative set-up for administering training and indeed making concrete arrangements for funding training, their rating of training will be raised. As it is raised, the more they will be clear of their need. This might very well flood ECA with requests that ECA might not be able to cope with due to staff and budgetary constraints. However, there is the likelihood of developing a more balanced and genuine collaboration whereby member States could very easily finance their own participation.

Already 1977 promises to be a busy year, as on record, plenty of requests are awaiting implementation while two programmes - the Somali National Trainers' Workshop, and the Second All-Africa Conference on Training Development - had to be postponed, and might very well claim a first priority for the year.

INTERNATIONAL TRADE AND FINANCE

Training Programme Objectives:

The main programme objectives were assisting African countries in acquiring the necessary skills to significantly improve the conditions under which their external trade presently takes place and in expanding and diversifying their trade patterns with non-traditional partners in general and with other African countries, in particular.

Highlights of Programme Achievements:

The most significant achievement during 1976 was the successful organization and holding of the Symposium on Development of Intra-African Trade as a condition for Economic Development and the establishment of an African Common Market. This Symposium was held at the Palais des Nations in Algiers concurrently with the Second All-Africa Trade Fair at the invitation of the Government of the Democratic and Popular Republic of Algeria from 4 to 7 October and in pursuance of a decision taken by the Heads of State and Government of the OAU at their summit Conference held in Kampala (Uganda) in June 1975.

Delegations from thirty member States, most of which were headed by cabinet ministers, and representatives from seven major organizations attended the symposium.

The most successful achievement of this Symposium was the development of an Action Programme and the establishment of a time-table for its implementation. The Action Programme considered it of the highest importance that the African States examine the problems of economic unity of the African region, not in terms of economic yield in the short run or financial sacrifices, but rather in terms of development, independence and self-reliance on subregional and regional levels. The Symposium adopted a number of recommendations relating to concrete means and measures for increasing intra-African trade and establishing an African Common Market. These recommendations among African countries, Industrial Development and Transfer of Technology as well as Transport and Telecommunication fields.

Specific target dates for the implementation of those recommendations were set out and practically all the African organizations that would be responsible for same were identified.

Constraints:

The major constraints to programme performance have been the liquidity crises of UNDP and the lack of a training officer.

The UNDP liquidity crisis made it impossible for us to carry out a number of project training activities within the Division, such as the Seminar on Multilateral Trade Negotiations scheduled for Tunisia, the ECA Course on Commercial Policy and Trade Promotion, the Intra-African Trade's Planned Marketing Symposium for Central and East Africa and training courses for middle- and senior-level officials in Techniques and Modalities of Trade Negotiations.

The Africa Trade Centre (ATC) had to curtail its local training activities as well as those concerning its Attachment Training Programme at ECA headquarters due mainly to the lack of a training officer.

Programme Support:

The Algerian Government and the OAU provided programme implementation support for the Symposium on Development of Intra-African Trade.

The Democratic and Popular Republic of Algeria provided the major financing for the Symposium. The OAU provided administrative support and technical assistance during symposium preparation and implementation.

Planned Follow-up Action:

Programme efforts will be made to reschedule all activities affected by the liquidity crisis for implementation where possible in 1977. Our newly acquired and USAID financed Training Officer will assist in overall programme development and co-ordination.

PART III

STATISTICAL SUMMARY

ECA Co-ordinated Bilateral Scholarship and Fellowship Programme:
Distribution of Awards by Level and Types, Recipients, Fields and Donors

Table 1: Level and Type of Training Offered, 1976

DONORS	Type of Training			
	Undergraduate Studies	Post-graduate Studies	Special Skill Up-grading Course	Study Tours
1. Austria		x	x	
2. Belgium	x	x		
3. Bulgaria	x			
4. Council for Mutual Economic Assistance (CMEA)		x		
5. Denmark			x	
6. German Democratic Republic	x			
7. Hungary	x			
8. India		x		
9. Israel			x	
10. Italy			x	
11. Netherlands			x	
12. Poland		x		
13. Union of Soviet Socialist Republics	x	x		
14. United Nations Economic Commission for Europe				x
15. United States of America		x		

Table 2: Offers by Donors and Disposition of Offers in 1976

D O N O R S	Number of Offers	Requests Transmitted	Awards Granted	Pending	Rejected	Withdrawal	Unused Offers
1. Austria	10 ^{a/}	45	10	-	35	-	-
2. Belgium	5	13	5	-	8	1 ^{b/}	1
3. Bulgaria	3	27	3	-	24	-	-
4. Council for Mutual Economic Assistance (CMEA)	10	2	1	1	-	-	9
5. Denmark	8 ^{a/}	18	8	1	9	-	-
6. German Democratic Republic	4	9	4	-	5	-	-
7. Hungary	5	17	5	-	12	-	-
8. India	1 ^{a/}	5	1	3	1	-	-
9. Israel	7 ^{a/}	9	7	-	2	-	-
10. Italy	2 ^{a/}	11	2	-	9	-	-
11. Netherlands	27	50	22	28	-	2 ^{b/}	7
12. Poland	17 ^{a/}	21	17	-	4	-	-
13. Union of Soviet Socialist Republics	15	26	9	-	17	-	6
14. United Nations Economic Commission for Europe	3 ^{a/}	3	3	-	-	-	-
15. United States of America	1	1	1	-	-	-	-
T O T A L	118	257	98	33	126	3	23

^{a/} Number of scholarships or training opportunities not specified by donor.

^{b/} Withdrew after receiving award.

Table 3: Distribution of Awards by Donors and Recipients, 1976

DONORS	Austria	Belgium	Bulgaria	C M E A	Denmark	German Democratic Republic	Hungary	India	Israel	Italy	Netherlands	Poland	U.S.S.R.	U.N.E.C.E.	U.S.A.	TOTAL
<u>Recipients</u>																
Algeria																1
Angola																1
Benin			1										1			2
Botswana									1							1
Burundi											2					2
Cameroon																1
Cap-Vert																1
Central African Empire											1		1			2
Chad																1
Comores																1
Congo			1									1				2
Egypt		1			1							4				6
Ethiopia		1	2		3	3			1	1	3		5			19
Equatorial Guinea																1
Gabon																1
Gambia	1															1
Ghana	4													3		8
Guinea												1				1
Guinea-Bissau																1
Ivory Coast																1
Kenya							1		3		1					5
Lesotho																1
Liberia												1				1
Libya																1
Madagascar							1									1
Malawi																1
Mali		1														1

(continued)

Table 3: Distribution of Awards by Donors and Recipients, 1976 (Continued)

DONORS	Austria	Belgium	Bulgaria	C.M.E.A.	Denmark	German Democratic Republic	Hungary	India	Israel	Italy	Netherlands	Poland	U.S.S.R.	U.N.E.C.F.	U.S.A.	TOTAL
<u>Recipients</u>																
Mauritania																1
Mauritius	3															3
Morocco																1
Mozambique																1
Niger											1					1
Nigeria					1				2	1	2					6
Rwanda							1				1					2
Sao Tome & Principe																1
Senegal							1				3					4
Seychelles																1
Sierra Leone	1	1														2
Somalia												2				2
Sudan				1	1			1			2	3				8
Swaziland																1
Tanzania	1				2						3	2				8
Togo												1				1
Tunisia																1
Uganda						1	1				1					3
United Nations Economic Commission for Africa															1	1
Upper Volta																1
Zaire											1		1			2
Zambia											1	1	1			3
TOTAL	10	5	3	1	8	4	5	1	7	2	22	17	9	3	1	98

Table 4: Distribution of Awards by Recipients and Fields, 1976

Fields \ Recipients	Agriculture	Architecture	Business Administration	Cartography	Chemistry	Community Development	Customs Administration	Economics	Education	Engineering	Industrial Technology	Management	Medicine	Mining	Natural Resources Dev.	Science	Telecommunications	Tourism	Transport	TOTAL
Benin	1									1										2
Botswana											1									1
Burundi				1					1											2
Central African Empire	1			1																2
Congo								1					1							2
Egypt	1	1						3					1							6
Ethiopia	2								4	5	4		2			1			1	19
Gambia																		1		1
Ghana		2					2	1						1				1	1	8
Guinea								1												1
Kenya											3	1	1							5
Liberia		1																		1
Madagascar	1																			1
Mali	1																			1
Mauritius							2						1							3
Niger				1																1
Nigeria						2			2	1							1			6
Rwanda				1												1				2
Senegal	1			2					1											4
Sierra Leone					1		1													2
Somalia		2																		2
Sudan		2						1	2						1		1		1	8
Tanzania			1					2	1	1		2						1		8
Togo								1												1
Uganda				1						2										3
United Nations Economic Commission for Africa								1												1
Zaire								1	1											2
Zambia								1	1	1										3
TOTAL	8	8	1	7	1	2	5	13	13	11	8	3	6	1	1	2	2	3	3	98

Table 5: Awards record, 1965-1976

Year	Total Awards
1965	15
1966	29
1967	40
1968	66
1969	88
1970	95
1971	71
1972	73
1973	118
1974	140
1975	158
1976	98

Table 6: Distribution of Awards by Donors, 1970-1976

D O N O R	1970	1971	1972	1973	1974	1975	1976	T O T A L 1965-1976
Austria	5	7	11	10	12	10	10	94
Belgium	5	5	5	5	5	3	5	60
Bulgaria	5	1	2	3	4	3	3	31
Council for Mutual Economic Assistance	-	-	-	-	3	4	1	8
Czechoslovakia	-	-	-	-	-	-	-	2
Denmark	33	17	1	32	15	5	8	162
Economic Development Institute	-	-	-	-	1	-	-	1
Egypt	-	-	2	-	-	-	-	3
France	-	-	-	-	-	-	-	1
GATT	-	-	-	-	-	-	-	5
German Democratic Republic	-	-	-	-	-	4	4	8
Greece	11	-	5	15	-	13	-	44
Dag Hammarsjold Foundation	-	-	-	-	-	-	-	3
Hungary	-	-	-	-	4	1	5	10
India	1	1	1	1	17	1	1	32
IMCO	4	-	-	-	-	-	-	5
IAESTE	-	-	-	-	-	-	-	3
International Road Federation	-	-	-	-	1	-	-	1
Iran	-	-	-	-	7	1	-	8
Israel	2	1	3	4	-	1	7	24
Italy	-	-	-	2	1	3	2	8
Netherlands	-	-	5	7	10	28	22	104
Pakistan	-	-	2	5	3	1	-	18
Poland	10	4	12	16	19	26	17	122
Tunisia	-	-	-	-	1	-	-	1
USSR	-	7	7	10	10	19	9	62
UNICEF	-	-	-	-	2	-	-	2
UNCTAD	-	-	-	-	-	-	-	1
UNDP	-	3	-	-	-	-	-	4
UNECA	-	-	-	2	3	-	-	11
UNECE	13	18	3	5	19	35	3	103
UNIDO	-	-	-	-	1	-	-	1
United Kingdom	6	2	-	1	-	-	-	10
USA	-	5	7	-	2	-	1	38
Yugoslavia	-	-	-	-	-	-	-	1
T O T A L	95	71	73	118	140	158	98	991

Table 7: Distribution of Awards by Recipients, 1970-1976

Recipients	1970	1971	1972	1973	1974	1975	1976	T O T A L 1965-1976
Algeria	-	-	-	3	-	4	-	9
Benin	3	1	-	-	1	7	2	24
Botswana	-	1	2	-	2	2	1	9
Burundi	2	1	2	-	1	3	2	13
Cameroon	1	1	2	2	1	-	-	9
Cap-Vert	-	-	-	-	-	-	-	-
Central African Republic	-	3	3	1	1	3	2	14
Chad	-	-	-	1	1	-	-	4
Comores	-	-	-	-	-	-	-	-
Congo	-	3	-	-	-	2	2	7
East African Empire	6	-	-	-	3	-	-	10
Egypt	9	7	5	8	13	9	6	81
Ethiopia	7	7	3	11	6	6	19	92
Equatorial Guinea	-	-	-	-	-	-	-	-
Gabon	4	-	-	2	-	-	-	8
Gambia	-	1	-	2	-	2	1	6
Ghana	5	4	8	11	26	10	8	88
Guinea	1	-	-	-	-	-	1	3
Ivory Coast	-	-	-	-	-	-	-	1
Kenya	3	1	3	6	-	-	5	23
Lesotho	1	-	-	4	2	7	-	15
Liberia	-	2	2	2	3	-	1	14
Libya	3	2	1	6	10	21	-	47
Liptako Gourma Authority	-	-	-	-	1	-	-	1
Madagascar	2	-	1	2	1	-	1	13
Malawi	3	1	1	3	4	1	-	18
Mali	1	2	1	-	-	-	1	5
Mauritania	1	-	1	-	-	-	-	4
Mauritius	1	1	-	-	1	4	3	12
Morocco	5	1	-	-	4	-	-	11
Mozambique	-	-	-	-	1	1	-	2
Niger	-	1	-	-	-	-	1	4
Nigeria	9	6	5	8	18	24	6	84
Rwanda	-	-	-	1	-	4	2	10
Sao Tome & Principe	-	-	-	-	-	-	-	-
Senegal	-	1	3	-	2	13	4	27
Seychelles	-	-	-	-	-	-	-	-
Sierra Leone	5	1	4	7	4	2	2	29
Somalia	3	-	-	-	-	-	2	9
Sudan	3	2	4	10	12	6	8	78
Swaziland	1	-	-	-	-	-	-	4
Tanzania	2	11	3	9	3	4	8	50
Togo	2	-	3	1	1	1	1	16
Tunisia	-	-	-	-	-	-	-	3
Uganda	3	3	5	6	3	12	3	42
UNECA	2	3	1	1	1	-	1	14
U.S.A.	-	-	1	-	-	-	-	1
Upper Volta	5	2	8	2	6	3	-	35
Zaire	2	-	1	5	5	3	2	21
Zambia	-	2	2	3	3	4	3	21
Total	95	71	73	118	140	158	98	991

Table 8: Distribution of Awards by Major Fields of Study, 1970-1976

Field of Study	1970	1971	1972	1973	1974	1975	1976	T O T A L 1965-1976
Accounting	-	-	-	-	-	-	-	4
Agriculture ^{a/}	6	2	4	4	15	20	8	89
Architecture ^{b/}	7	8	4	9	14	16	8	74
Biology	-	-	-	-	-	1	-	1
Business Administration	-	1	-	1	2	1	1	6
Chemistry	1	-	2	2	1	4	1	13
Community Development and Social Work	-	18	2	1	-	1	2	48
Computer Programming	-	-	-	-	4	-	-	4
Customs Administration	3	7	10	9	12	8	5	81
Documentation	-	-	1	-	1	-	-	2
Economics	16	8	16	16	16	24	3	136
Education	-	-	3	10	10	15	13	55
Energy ^{c/}	10	-	-	1	-	-	-	17
Engineering & Surveying ^{d/}	1	8	3	14	15	32	12	97
Export Promotion	-	3	3	2	5	-	-	18
Geophysics, Geology, Geography ^{e/}	-	-	-	-	3	1	-	8
Industry ^{f/}	2	1	4	3	14	2	8	36
International Relations	-	-	1	-	-	-	-	3
Interpreter Training	-	1	2	1	-	-	-	4
Management ^{g/}	3	-	-	3	9	7	3	30
Manpower Planning	-	-	-	-	-	-	-	21
Mathematics	-	-	-	-	3	-	-	3
Medicine	-	-	1	1	3	5	6	16
Natural Resources Development ^{h/}	-	-	-	-	5	1	4	10
Pharmacy	-	1	-	1	-	-	-	2
Photogrammetry/Cartography	-	-	-	-	-	9	7	35
Project Planning	1	-	-	-	-	-	-	1
Public Administration	-	-	1	1	-	-	-	4
Public Health ^{i/}	-	9	1	-	-	-	-	13
Public Works	-	-	-	-	-	-	-	1
Research Methodology	-	4	-	-	-	-	-	4
Rural Development ^{j/}	29	-	1	26	-	-	-	56
Science	-	-	-	-	-	4	2	6
Social Welfare Studies	1	-	-	-	1	-	-	17
Statistics	-	-	3	-	-	3	-	11
Telecommunications	8	-	6	5	2	2	2	25
Transport ^{k/}	6	-	5	8	2	2	3	36
Veterinary Medicine	1	-	-	-	3	-	-	4
Total	95	71	73	118	140	158	98	991

a/ Including Forestry; Animal Husbandry. b/ Including Housing Building and Physical Planning; Town and Country Planning. c/ Including Atomic Energy.. d/ Including Electrical Machines and Apparatus (Technology); Metallurgy; Auto-mechanics; Electric Power Production; Mining. e/ Including Minerology. f/ Including Steel Industry; Cement Industry; Textiles; Factory Inspection; Industrial Engineering; Industrial Technology; Food Industry. g/ Including Hotel Management; Industrial Relations Safety. h/ Including Tourism. i/ Including Water Problems. j/ Including Rural Engineering. k/ Including Insurance. l/ Including Railway Operations and Navigation.

Table 9: Distribution of Awards by Donor, Recipient and Field, 1976

F I E L D S

1. AUSTRIA - 10 awards

<u>Recipients</u>	<u>Customs Administration</u>	<u>Hotel Management</u>	<u>Medicine</u>	<u>Mining</u>	<u>Total</u>
Gambia		1			1
Ghana	2	1		1	4
Mauritius	1		2		3
Sierra Leone	1				1
Tanzania		1			1
	<u>4</u>	<u>3</u>	<u>2</u>	<u>1</u>	<u>10</u>

2. BELGIUM - 5 awards

<u>Recipients</u>	<u>Agriculture</u>	<u>Geochemistry</u>	<u>Medicine</u>	<u>Total</u>
Congo			1	1
Egypt	1			1
Ethiopia	1			1
Mali	1			1
Sierra Leone		1		1
	<u>3</u>	<u>1</u>	<u>1</u>	<u>5</u>

3. BULGARIA - 3 awards

<u>Recipients</u>	<u>Education</u>	<u>Engineering</u>	<u>Science</u>	<u>Total</u>
Benin		1		1
Ethiopia	<u>1</u>		<u>1</u>	<u>2</u>
	1	1	1	3

4. COUNCIL FOR MUTUAL ECONOMIC ASSISTANCE - 1 award

<u>Recipient</u>	<u>Telecommunications</u>	<u>Total</u>
Sudan	<u>1</u>	<u>1</u>
	1	1

F I E L D S

5. DENMARK - 8 awards

<u>Recipients</u>	<u>Business Adm.</u>	<u>Engine- ering</u>	<u>Nursing Ed.</u>	<u>Radio and Television</u>	<u>Textile Technology</u>	<u>Transport Economics</u>	<u>Total</u>
Egypt			1				1
Ethiopia					3		3
Nigeria				1			1
Sudan						1	1
Tanzania	1	1					2
	1	1	1	1	3	1	8

6. GERMAN DEMOCRATIC REPUBLIC - 4 awards

<u>Recipients</u>	<u>Engineering</u>	<u>Total</u>
Ethiopia	3	3
Uganda	1	1
	4	4

7. HUNGARY - 5 awards

<u>Recipients</u>	<u>Agriculture</u>	<u>Engineering</u>	<u>Medicine</u>	<u>Science</u>	<u>Total</u>
Kenya			1		1
Madagascar	1				1
Rwanda				1	1
Senegal	1				1
Uganda		1			1
	2	1	1	1	5

8. INDIA - 1 award

<u>Recipient</u>	<u>Water Resources Development</u>	<u>Total</u>
Sudan	1	1
	1	1

F I E L D S

9. ISRAEL - 7 awards

<u>Recipients</u>	<u>Community Development</u>	<u>Small Scale Industry Promotion</u>	<u>Total</u>
Botswana		1	1
Ethiopia		1	1
Kenya		3	3
Nigeria	2		2
	2	5	7

10. ITALY - 2 awards

<u>Recipients</u>	<u>Engineering</u>	<u>Road Construction</u>	<u>Total</u>
Ethiopia		1	1
Nigeria	1		1
	1	1	2

11. NETHERLANDS - 22 awards

<u>Recipients</u>	<u>Management Education</u>	<u>Photogrammetry</u>	<u>Teaching Methodology</u>	<u>Total</u>
Benin		1		1
Central African Empire		1		1
Ethiopia			3	3
Kenya	1			1
Niger		1		1
Nigeria			2	2
Rwanda		1		1
Senegal		2	2	4
Sudan			2	2
Tanzania	2		1	3
Uganda		1		1
Zaire			1	1
Zambia			1	1
	3	7	12	22

F I E L D S

12. POLAND - 17 awards

<u>Recipients</u>	<u>Economic Planning</u>	<u>Town and Regional Planning</u>	<u>Total</u>
Congo	1		1
Egypt	3	1	4
Ghana	1		1
Guinea	1		1
Liberia		1	1
Somalia		2	2
Sudan	1	2	3
Tanzania	2		2
Togo	1		1
Zambia	1		1
	<u>11</u>	<u>6</u>	<u>17</u>

13. UNION OF SOVIET SOCIALIST REPUBLICS - 9 awards

<u>Recipients</u>	<u>Agriculture</u>	<u>Economics</u>	<u>Engineering</u>	<u>Medicine</u>	<u>Total</u>
Benin	1				1
Central African Empire	1				1
Ethiopia	1		2	2	5
Zaire		1			1
Zambia			1		1
	<u>3</u>	<u>1</u>	<u>3</u>	<u>2</u>	<u>9</u>

14. UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE - 3 awards

<u>Recipient</u>	<u>Housing</u>	<u>Transportation</u>	<u>Total</u>
Ghana	2	1	3
	<u>2</u>	<u>1</u>	<u>3</u>

15. UNITED STATES OF AMERICA - 1 award

<u>Recipient</u>	<u>National Accounts</u>	<u>Total</u>
United Nations Economic Commission for Africa	1	1
	<u>1</u>	<u>1</u>

SUMMARY DATA ON TRAINING ACTIVITIES, 1976

Sector: SOCIAL DEVELOPMENT

Dates of Course	Venue	Title of Course/Workshop/Seminar	Project Cost US \$	Participating Countries	No. of Participants	Collaborating Organizations
15/4 - 4/5	Bangui CAR	Itinerant Training Workshop "Improvement of Life and Work in Rural Areas"	20,649	CAR	27 +(60 observers)	FAO/Federal Republic of Germany/UNICEF
6/5 - 25/5	Remera Rwanda	Itinerant Training Workshop "Improvement of Life and Work in Rural Areas"		Rwanda Rwanda	40	FAO/Federal Republic of Germany/UNICEF
16/8 - 1/9	Khartoum Sudan	Training of Trainers for Rural Women Leaders	5,953	Sudan	25	Germany/UNICEF/FAO/ UNFPA
6/9 - 22/9	Sekou Benin	Itinerant Training Workshop to Improve the Quality of Rural Life	11,794	Benin	40	FAO/IPPF
16/9 - 8/10	Lusaka Zambia	Training Workshop on Planning Techniques Communication, and Adult Education	18,763	Zambia	29 +(8 observers)	Finland IWY Committee and German Government
29/11 - 10/12	Addis Ababa Ethiopia	ECA/PAID Sub-regional Workshop on the Methodology and Practice of Integrated Rural Development	33,400	Ethiopia, Lesotho, Malawi, Tanzania, Uganda.	14 +(some observers)	Panafrican Institute for Development (PAID)

Sector: INTERNATIONAL TRADE AND FINANCE

Dates of Course	Venue	Title of Course/Workshop/Seminar	Project Cost US \$	Participating Countries	No. of Participants	Collaborating Organization
4/10 - 7/10	Algiers (Algeria)	2nd Symposium of the Promotion of Intra-African Trade	-	Algeria, Angola, Benin, Burundi, Cameroon, Cape-Vert Islands, Chad, Comoros, Congo, Egypt, Ethiopia, Ghana, Guinea Bissau, Ivory Coast, Kenya, Liberia, Libya, Madagascar, Mali, Mauritius, Mozambique, Niger, Nigeria, Senegal, Sudan, Swaziland, Tunisia, Uganda, Zaire, Zambia	98	Algeria Government/OAU

Sector: MANPOWER DEVELOPMENT

Dates of Course	Venue	Title of Course/Workshop/Seminar	Project Cost US \$	Participating Countries	No. of Participants	Collaborating Organizations
17/5 - 11/6	Maseru 17 - 28/5	Follow-up National Trainers' Workshops	5,500	Lesotho	16	CAFRAD
	Mbabane 31/5 - 11/6	Follow-up National Trainers' Workshops	5,500	Swaziland	15	-
16/8 - 24/9	ENS, Yaoundé (Cameroon)	Long Vacation Trainers' Workshop (Francophone)	27,537.67	Burundi, Cameroon, Mali, Niger, Togo, Central African Empire, Senegal	29	-
30/8 - 15/10	LIPA, Monrovia	Training Development Workshop	-	Liberia	30	ECA ^{1/}
4/10 - 13/11	Monrovia	Workshop in Budget Plan Harmonization and Tax Policy Legislation and Administration	-	Liberia	61	
16/11 - 30/1	IPA, Lugogo Kampala	Diploma Course - Public Administration	-	Uganda	-	ECA ^{2/}

1/ Country-initiated/organized and financed programme in which ECA contributed the services of a Training Specialist.

2/ Country-initiated and on-going national programme in which the Division contributed the lecture services of a Regional Adviser.