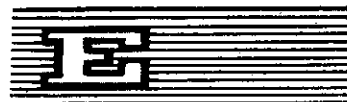


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**REPORT OF THE
INTERGOVERNMENTAL EXPERT GROUP MEETING OF THE
ESTABLISHMENT OF AN AFRICAN INSTITUTE FOR
HIGHER TECHNICAL TRAINING AND RESEARCH
(Addis Ababa, 22-27 November 1978)**

REPORT OF THE
INTERGOVERNMENTAL EXPERT GROUP MEETING ON THE
ESTABLISHMENT OF AN AFRICAN INSTITUTE FOR
HIGHER TECHNICAL TRAINING AND RESEARCH

I. Attendance and opening of the meeting (Item 1)

1. An Intergovernmental Expert Group meeting to consider a proposal for the establishment of an African Institute for Higher Technical Training and Research was held at Addis Ababa (Ethiopia) from 22 to 27 November 1978. The meeting was sponsored by the United Nations Economic Commission for Africa which had earlier carried out a field study on the proposal, the report and recommendations of which were before the meeting.

2. Attending the meeting were representatives from Algeria, Burundi, the United Republic of Cameroon, Egypt, Ethiopia, Kenya, the Libyan Arab Jamahiriya, Morocco, Nigeria, the Sudan, the United Republic of Tanzania, Uganda and Zaïre. OAU, UNDP, FAO, WHO, UNLSCO, UNEP, the Commonwealth Secretariat, Agence de Coopération Culturelle et Technique, the USSR and France were represented by observers. Four consultants also participated in the work of the meeting.

3. The meeting was opened at 11.30 a.m. by a representative of the ECA secretariat, who, on behalf of the Executive Secretary, welcomed participants, consultants and representatives of international and other organizations. He then made a statement on behalf of the Executive Secretary.

4. In his statement he briefly narrated the historical background to the proposal to establish a regional technical institution and the purpose of the meeting. He recalled the efforts made by the secretariat over the past ten years to call the attention of African countries to the need to develop manpower capability and to that end for reforms to be made regarding the subject structure and course offerings of African higher educational institutions. The concern had been expressed in different forms, including a call to identify the various skill areas in which United Nations technical assistance to the countries of Asia and Latin America operated but which were not existing in the African region, and the specialized training and research institutions in different fields of development existing in other regions. Later there had been developed an interest in the so-called "centres of excellence". A basic question was also put to African Governments and educational institutions as to how they intended to educate and train nationals for industrial production, and that raised the issue of educational and curricula reform and the need to make education and training relevant to the needs of socio-economic development.

5. The meeting was further informed that LCA's efforts to encourage educational reform in support of social and economic development met with some resistance both from African institutions and from outside. The situation had, however, been improved when OAU had lent its support by adopting a series of resolutions for the promotion of "centres of excellence", including technological training. More challenges had come when African countries accepted the Lima target of a 2 per cent share in world industrial output by the year 2000 and realized its implications in terms of production, resource input and manpower and management capabilities. It had become obvious that Africa must no longer delay in initiating a gigantic training effort and must pull together for that purpose.

6. He illustrated the case for manpower training by drawing attention to the question of what types and levels of manpower were required and must be trained for specific industrial projects; and when and where must the training be done. To assist in answering those questions, ECA was undertaking studies of manpower profiles in different branches of industry. He also cited the experience of the Republic of South Africa which had embarked upon rapid localization of the manufacture of parts and components for its mining and manufacturing industries by first determining what needed to be produced locally, the skills input for such production and developing the local training capability for producing the manpower it required. Similarly, Japan had adopted the "teaching companies" which it paid to produce the skills and know-how that it needed for its rapid industrialization.

7. He further said that, if Africa was really concerned about the transfer of technology, the question as to whom technology should be transferred to should first be answered: in African countries entrepreneurs were concentrated in import/export trade, construction, banking and insurance and more especially in petty trade; consequently, recipients of technology did not as yet exist. The situation underscored the need for intensified training activities to produce technical and entrepreneurial manpower for industry and technology as was the objective of institutions such as the Turin Centre, the Asian Institute of Technology and the Latin American Regional Institute for Photogrammetry, to name a few. In like manner, ECA was proposing the establishment of an institution which would turn out highly skilled manpower needed in industry, technology, agriculture and other sectors and for which there were serious shortages of critical skills and creative capabilities.

8. The representative of the Commonwealth Secretariat in his statement said that co-operation with intergovernmental organizations for the purpose of avoiding unnecessary duplication and diffusion of effort and resources was paramount in the policies

being pursued by his Secretariat. The interest of the Secretariat in the ECA project arose as a result of the mandate given to the Secretariat by the Commonwealth Conference of Ministers of Education which had been held in Accra in 1976, to explore with all interested parties the feasibility of setting up a Regional Staff College in Africa for technical education. By developing an institution for technician education, ECA, the Governments of African States and interested organizations would be fulfilling a recognized need by contributing positively to efforts to bring about economic and social development in Africa and thus presenting some solutions to problems of world peace and economic stability.

9. Finally, he made it clear that he was attending the meeting in order to continue discussions on possible areas of co-operation between ECA and the Commonwealth Secretariat to appraise how the objectives of the project were compatible with, and satisfied the related mandate from the Commonwealth Ministers of Education, and to ascertain ways in which the Commonwealth Secretariat could best contribute to the implementation of the project and the realization of common objectives when a positive decision had been taken.

10. The representative of the Agence de Coopération Culturelle et Technique conveyed to the meeting the goodwill message of his Agency. He mentioned that his Agency was deeply interested in projects that fostered international cooperation and that the training of technicians and technical instructors was of particular interest. His Agency was therefore willing to cooperate in realizing the project.

11. In a cabled message of goodwill from the European Economic Community, the meeting was informed of the willingness of the Community to cooperate with African countries in realizing the proposed establishment of the Institute.

II. Election of officers (Item 2)

12. The meeting unanimously agreed that the following officers be elected:

Chairman	- Mr. Hilale Omar (Morocco)
First Vice-Chairman	- Mr. Assefa Desta (Ethiopia)
Second Vice-Chairman	- Mr. J.B. Mukalazi (Uganda)
Rapporteur	- Mr. Lingongo Epako (Zaire)

The election of a Programme Committee was deferred until found necessary.

III. Adoption of the agenda (Item 3)

13. The meeting adopted the following agenda:

- i) Opening of the meeting
- ii) Election of officers
- iii) Adoption of the agenda
- iv) Presentation of Study Mission report
- v) General discussion on the Mission report
- vi) Meeting of Heads of Delegation on the hosting of the Institute
- vii) Deliberations on specific aspects of the Institute:
 - (a) Purpose and mission of the Institute;
 - (b) Programmes;
 - (c) Conceptual design;
 - (d) Staffing;
 - (e) Follow-up action;
 - (f) Institutional linkages;
 - (g) Financing the Institute, and
 - (h) Constitution, Privileges and Immunities.
- viii) Draft resolution on the Institute and other recommendations
- ix) Other matters
- x) Adoption of the report and summary of conclusions
- xi) Closing of meeting

IV. Presentation of Study Mission report (Item 4)

14. Mr. N.J. Garber, leader of the two-man field study team, presented the Study Mission report and began by summarizing the main areas of activity envisaged for the proposed Institute. He then gave a summary of the findings, conclusions and recommendations of the mission.

15. With regard to the prevailing situation in technical education and training in Africa, he described the existence of programmes for five categories of technical manpower training: craftsmen, technician, ordinary diploma holders, technologist and higher diploma or degree courses. Entry requirements

for each category varied from one country to another but course duration was consistently longer as one progressed from the craft to the degree programmes. Training methods varied from loose to rigid systems. In some countries, for example, practical training in industry was undertaken only during the vacations, whereas in others it was an integral part of the programme and undertaken even during the school year.

16. Trained technical manpower shortages, he said, were recognized as constituting a real constraint to industrial development in every country covered by the mission and officials in those countries had expressed concern about the situation, and were looking for lasting solutions to the problem.

17. With regard to the reactions of officials with whom consultations had been held, Mr. Garber said that there was unanimous support for the LCA proposal because African countries were aware that the shortage of technical manpower had been a serious obstacle to their industrial and technological development. They were therefore willing to resort to collective and concerted action at the regional level to produce both the stock and the type of technical manpower they required. However, even though support was unanimous, there were alternative proposals put forward by certain countries. Two of these were seriously considered by the mission:

a) that, instead of one institution, LCA should consider the establishment of a network of institutions to respond quickly to the needs of member States. Sound as the alternative might have been, it was realized that it would result in too wide a diffusion of the region's meagre resources, but subregional programme facilities could still be considered and planned for as a long-term objective;

b) that a completely new and autonomous institution of the type proposed be created. Although the mission agreed that that alternative proposal would have been the ideal, it also realized that such an alternative would be prohibitive in terms of the high costs involved for the purchase of equipment, erection of buildings and recruitment of staff. Time was also seen to be a constraint.

18. He added that another recurrent question was the problem of the language of instruction. The mission felt that the problem was not insurmountable. Since, with most prospective trainees being fluent in either English or French, short courses could be arranged in one language and long courses made bilingual. The mission accordingly recommended that language teaching facilities be made available within the Institute.

19. The question of estimated demand for high-level technical manpower was also covered. On that, Mr. Garber disclosed that data collected in eight countries alone showed a short fall of over 50,000 persons.

20. The mission also suggested guidelines for the design and management of the Institute. Recommendations in that regard provided for a governing body consisting of representatives of member States; an advisory board, and the Director and staff of the Institute.

21. As the mission had concluded that the most suitable type of institution to host the Institute would be one already engaged in technician education and training, it had proceeded to apply the following criteria to the institutions and countries visited in order to determine which of them was best suited to host the Institute:

- a) suitability of the institution to provide training in the priority areas;
- b) availability of adequate training facilities and equipment;
- c) industrial training policies and facilities;
- d) industrial base necessary to allow for practical training in a wide variety of industrial activities;
- e) administrative factors conducive to the smooth operation of the Institute's activities.

22. On the basis of that set of criteria, the mission had concluded that, should the meeting opt for the creation of one regional institution, it should choose from among the following which, in the mission's opinion, met most or all of the criteria:

- a) Kenya Polytechnica, Nairobi
- b) Kaduna Polytechnic, Kaduna
- c) The Institute of Management and Technology (IMT), Enugu

Should the option be for two institutes, one of the following three institutions should then be considered for French-speaking African countries:

- i) Ecole Nationale Supérieure Polytechnique, Yaoundé, United Republic of Cameroon;
- ii) Institut Universitaire de Technologie (IUT), Dakar, Senegal
- iii) Institut National Supérieur de l'Enseignement Technique (INSET), Abidjan, Ivory Coast.

23. After the presentation, one participant asked to be informed as to what criteria had been used to select countries for the country study; whether Governments had received prior information on both the project and the mission; whether it was appropriate for the meeting, rather than the Conference of Ministers, to select the host institution; how much publicity was given to the meeting. That participant went on to suggest that, if information on the meeting had not been received by member countries sufficiently in advance, it would be expedient for the question on hosting of the Institute to be postponed until a greater number of countries found it possible to attend.

24. The secretariat explained that information available at ECA on general levels of educational development and instructional infrastructure existing within the various national institutions as well as information on the levels of economic and industrial development in the different countries were the main criteria used in selecting countries and institutions visited by the mission. In addition, financial constraints did not make it possible for all countries to be covered. Even with these limitations, adequate publicity had been given, from as early as June 1977, when the project document as well as an announcement of the imminent mission was circulated not only to all ECA member States but also to several United Nations agencies and interested international organizations. That was backed up by appropriate and regular press releases issued to all member Governments by the ECA Information Services. Similarly, information on the meeting was announced first by invitation letters which had been sent to member States early in October and subsequently by two reminders by cable. The meeting was further informed that more than 30 African Governments had already reacted, all of them favourably disposed both to the project proposal and to the meeting, and that if most were not represented at the present meeting, it was because of flight connexion difficulties and financial and other considerations. It was further explained that the recommendations of the meeting would be presented to a meeting of plenipotentiaries planned for 1979 and to the Conference of Ministers for final decision.

V. General discussions on the Mission report (Item 5)

25. With regard to the case for the Institute, one participant asked for clarification on African support for the Institute the number attending the meeting. The ECA secretariat pointed out that at least 14 African countries were represented at the meeting and about 30 had responded in favour of the idea of establishing the Institute.

26. One participant proposed that the question of the location of the Institute should be deleted from the agenda. The Chairman, however, replied that such a step could not be taken since the agenda had already been adopted. He was supported by other participants who were of the opinion that the item should be discussed and, if there was no agreement, then the Conference of Ministers should be asked to decide on the matter.

27. Another participant reviewed the proposals in the Mission report regarding the possible location of the Institute in a host institution and expressed fears that two directors within one institution might lead to administrative confusion and clash of authority and personalities. On that issue, the leader of the Study Mission pointed out that since the two institutes would have different administrative and financial structures and management, there should not be any clash. Furthermore, since the head of the host institution would be a member of the Governing Council and of the Advisory Board of the Higher Technical Institute, the views of the host institution would be adequately represented in programmes and related matters.

28. In the opinion of the ECA secretariat, the new institution might in time become more important and perhaps even offer assistance to the host institution. Some participants expressed fears as to whether a university institution was ideal to host the Institute if freedom in course programme development and research was to be ensured. It was considered of the utmost importance that the new Institute should be innovative and should establish lines of genuine co-operation with the host institution.

29. One participant asked the ECA secretariat to provide examples of similar existing hosting arrangements. The secretariat directed attention to the smooth working relationship between the Regional Centre for Aerial Surveys at the University of Ife in Nigeria, and the regional institutes for Population Studies at Yaoundé and Accra which were hosted in national universities. There were also similar arrangements in East Africa. Problems of possible domination should not arise between the Higher Technical Institute and the host institution, since they would be engaged in quite different levels of activities. The Higher Technical Institute should specialize in new areas not being adequately catered for by existing institutes.

30. The representative of the Commonwealth Secretariat pointed out that the views of his organization were not well presented in the Mission report and in the Note by the ECA secretariat. The Commonwealth Secretariat would consider providing financial support for the Institute if the objectives and programmes of the Institute were in line with the recommendations of the Commonwealth Education Conference, particularly as regards the

training of technical education personnel. He confirmed that the Commonwealth Secretariat, after learning of the LCA proposal, had decided not to go ahead with its plans for the establishment of a regional staff college for technical education until LCA's plans in that regard were well articulated.

31. The representatives of WHO and UNLP expressed their agencies' interest in scientific and technological education and registered their support for the proposed Institute. WHO was deeply concerned with the health of workers and would like to place special emphasis on the training of technical personnel for the pharmaceutical industries and for the maintenance and repair of medico-sanitary equipment. UNLP hoped that the Institute would take into consideration the environmental dimensions of technical training and research. The FAO representative emphasized the interdependence between agriculture and industry and the importance of manpower training in agro-input industries such as agricultural machinery and tools and fertilizers, as well as for food and agro-output industries. He said that, as far as manpower training for those production areas were concerned, FAO was in complete agreement with the objectives of the project.

32. The training target groups and research objectives and priorities of the Institute were highlighted by several participants who were of the opinion that they should be given due consideration in the activities of the Institute. The meeting finally agreed with the findings of the Field Mission that the main areas of programme activities of the Institute and training target groups should be the following:

- advanced courses for high-level technicians and technologists;
- post-experience, skill up-grading and refresher course for technologists, engineers and other high-level technical personnel;
- training of technical teachers and instructors;
- technology appreciation and adaptation courses;
- clearing-house facilities for the exchange of information on programmes and course materials;
- research on technical training methodology, development of instructional materials and on the adaptation of technology and production techniques, including research into the development of indigenous technology;
- consultancy and advisory services to national technical institutions on curricula development and course design, and
- accreditation and certification system for technician education.

33. It was generally felt that the development and progress of the proposed Higher Technical Institute would ultimately depend on the selection of an appropriate Executive Director and support faculty, all of whom would need to be dedicated to, and convinced of the mission of the Institute.

34. One participant sought clarification on the type and length of training within the Institute. Since they differed from country to country, and since the Institute's activities would have to be representative of prevailing realities in African countries, it would be necessary for definite standards to be formulated for the Institute's programmes.

35. The secretariat replied that the Institute would, in designing its programmes, take into account the various training systems prevailing within the region and that a technical group consisting probably of the Director designate of the Institute, his core staff and a few experts and consultants could design the course content and curricula and determine length of programmes. An observer later referred to that point by advising that programmes developed for the Institute should ensure a high element of transferability so that skills, expertise and curricula developed within the Institute could be easily utilized by African countries and institutions within the region. A further characteristic of the Institute was that it should be autonomous in terms of separate financing, management, programmes and legal personality as outlined in the secretariat note (document PAMM/ED/56).

36. Another participant was of the opinion that, if as the mission report indicated the identified needs for high-level technical manpower for Africa stood at over 50,000 and if as the report recommended the Institute should aim at a target output of at least 20 per cent of that requirement "in the next few years", then there was a case for the establishment of one new autonomous institution. The Leader of the field Mission, however, responded that the figures quoted were not meant to justify the creation of a physically new institution but rather to indicate the effort needed to set the wheels in motion in order that the proposed Institute be created.

37. There was disagreement on the Mission recommendation that, since an Institute similar to the one being proposed was already under construction in the Libyan Arab Jamahiriya designed to meet the manpower needs of Arabic speaking countries of North Africa and the Middle East, that subregion should not be considered as a possible host for the proposed Institute. The Egyptian delegation disagreed with the reasons given in the Mission report on that issue and asked for that part of the recommendation to be deleted on the basis that the Mission had not the mandate to take such a decision. He further asked that his

delegation's strong reservations on the issue be recorded. The point was, however, made that the meeting was expected to accept or reject the recommendations of the field Mission and to provide appropriate guidelines for any decisions that the Conference of Ministers might be expected to take.

38. The Chairman then invited comments on the question as to whether or not the meeting approved in principle the establishment of only one regional Institute. Several participants supported the establishment of a regional Institute as proposed and the proposal received the unanimous approval of the meeting. One participant suggested that the Institute be located within an already existing national institution with the proviso that, should it prove in the long run that the Institute found it difficult to achieve its objectives in full because of its existence within a national institution, long-range plans should then be considered to re-locate the Institute to completely new premises if necessary.

VI. Hosting of the Institute (Item 6)

39. A meeting of heads of delegation was held to discuss the question of the location of the headquarters of the Institute. In the course of the deliberations, the secretariat informed the meeting that Burundi, Ethiopia, Kenya, Nigeria and Egypt had already communicated to ECA their desire to host the proposed Institute. The United Republic of Tanzania and the Sudan also expressed interest in hosting the Institute. The Egyptian delegation subsequently delivered to the secretariat an information paper on the Instructor Training Institute, Cairo, which in its opinion could serve as host institution.

40. During the discussion a number of basic issues emerged. The consensus was that the question of the location of the headquarters of the Institute should be left to the Conference of Ministers to decide. In that connexion, the meeting agreed that the secretariat should prepare a set of criteria to assist in the determination of the most suitable institution and country to host the Institute. It was further agreed that countries desiring to host the Institute and which had not yet communicated their desire to the secretariat should be allowed a little more time to do so. In that connexion, the meeting suggested that countries that had not been visited by the study Mission and which would still wish to receive such a visit in order to show how their institutions could meet the hosting requirements might invite the secretariat to send a mission, provided they were prepared to cover the cost of such a mission.

VII. Deliberations on specific aspects of the Institute (Item 7)

(a) Purpose and mission of the Institute

41. The leader of the field mission reiterated the objectives of setting up the Institute. It was explained that "technicians" meant the type of technical personnel who were capable of industrial production rather than of maintenance and repair. It was further stressed that the organization of refresher courses would encourage those already actively engaged in industry or other sectors to come up for skill-upgrading, familiarization with innovative processes and for applied research. Technical teacher training programmes were important for the multiplier and performance improvement effect they could have at the national level on training institutions.

42. The mission of the Institute, the secretariat explained, would involve playing the role of a pace setter for national institutions in the training of technical personnel and as a reference point for those institutions on questions of training methodology, information on training aids, curriculum development and design. It would be innovative in that it would constantly seek out new and better ways of bringing about industrial production processes; it would have a strong problem-solving character and would concern itself with the search for solutions to production, managerial and technical problems; it would play a strong leadership role through the provision of consultancy and advisory services and the training of instructors; above all the Institute's mission would be to infuse confidence and foster those attitudes which would be conducive to innovative production practices, inventiveness and technological problem-solving qualities in its trainees and research fellows.

43. In concluding its deliberations on the purpose and mission of the Institute, the meeting endorsed the characteristics outlined for the Institute and recommended that the following objectives be pursued in determining the activities and mission of the Institute:

- (a) Offering advanced courses for the training of high-level technicians and technologists;
- (b) Organizing post-experience skill up-grading and refresher courses for technologists, engineers and other high-level technical personnel;
- (c) Training technical teachers and instructors;
- (d) Organizing technology appreciation and adaptation courses in different sectors of development;
- (e) Providing clearing-house facilities for the exchange of information, course materials and teaching aids on technical education;

- (f) Undertaking research on technical training methodology, development of instructional materials and on the adaptation of technology and production techniques, including the development of indigenous technology;
- (g) Providing consultancy and advisory services to national technical institutions on curricula development and course design;
- (h) Creating and administering an accreditation and certification system for technician education on a regional basis.

(b) Programmes

44. After exchanging views on the types and levels of training programmes the Institute should offer, the meeting agreed that the Institute should develop appropriate training programmes in the following priority areas:

- (a) agriculture
- (b) agro-based industries
- (c) manufacturing industries
- (d) mechanical engineering
- (e) building and construction industries
- (f) electrical engineering
- (g) electronic engineering
- (h) refrigeration and air-conditioning
- (i) telecommunications
- (j) petroleum engineering
- (k) mining engineering
- (l) textile engineering.

45. The meeting further recommended that the Institute should carry out periodic surveys and projections of technical manpower needs in the different sectors with a view to determining the training needs of member States as a rational basis for developing and adjusting its training programmes and course offerings. ICA was also called upon to undertake a similar manpower survey and projection of needs in order to assist the Institute in planning its training programmes.

(c) Conceptual design

46. The Chairman reminded the meeting that the administrative and management structure of the Institute had already been

proposed in the draft Constitution and consisted of a Governing Council, an Advisory Board and the Director. The meeting agreed to adopt that basic structure. He further suggested that the meeting adopt in principle the structure proposed in the draft constitution, but that reservations concerning details pertaining to the composition of the different bodies should be taken into account and be accommodated when the secretariat prepared a revised draft of the Constitution to be considered by a meeting of Plenipotentiaries.

47. Several delegations expressed fears that a danger might arise in having the Director or Executive Director as Chairman of the Advisory Board which he would be empowered to appoint and which, at the same time would be responsible for advising him on matters relating to training and research programmes. It was therefore agreed that the Director should be a member of the Advisory Board while the Chairman should be elected from among the voting members. It was further decided that organizations giving substantial financial support to the Institute should be co-opted into the Governing Council as non-voting members. UNDP would fall into that category and should not be singled out for special treatment.

(d) Staffing

48. The secretariat suggested that, although details of staffing could not be decided at the present meeting, the programme priority areas as recommended in the mission report and endorsed by the meeting would inevitably have to condition the recruitment of staff for those areas. The core staff should consist of heads of the recommended programme priority areas or departments of the Institute and professional and administrative staff. The importance of the staff's sharing the philosophy of the Institute and working towards fulfilling its objectives was stressed. That requirement should be taken into consideration in staff recruitment.

49. For short-term courses, staff could be recruited on a consultancy basis. In that regard, it was felt that a directory of technical experts and technologists might be useful in facilitating recruitment of that type of staff. While preference should be given to the recruitment of qualified Africans and African experts, the Institute should take advantage of expertise available world-wide especially for short-term experts.

(e) Follow-up action

50. Since the meeting had decided to refer the question of choice of host country and institution to the Conference of Ministers to be held at Rabat in March 1979, it recommended that

the technical feasibility studies planned by the secretariat should be rescheduled to await the Ministers' decision on location. That delay might also affect the timing of the recruitment of the UNDP Project Manager, whose post the meeting recommended should be restyled as Project Adviser to reflect his true role.

51. The meeting further recommended that a ninth item be added to the list of follow-up activities, namely the convening of a meeting of Plenipotentiaries which should take place after the Conference of Ministers meeting. That meeting would have the task of finalizing the Constitution, signing it to bring the Institute into being, electing a Governing Council, and approving the initial work programme and budget of the Institute.

52. On the matter of the status and role of the UNDP Project Manager within the administration of the Institute and especially his authority vis-à-vis that of the Director, some fears were expressed that clashes of leadership might result; that the project manager might not be sufficiently committed to the objectives of the Institute or to the aspirations of the African member States which had created the Institute.

53. To allay those fears, it was explained that it was normal procedure to appoint a manager for any large project which was receiving UNDP financial assistance and that the project manager was normally phased out as the project got off the ground. Although the secretariat did not foresee any clashes between the Project Manager and the Director of the Institute since one would be answerable to UNDP and ECA and the other to the intergovernmental body which appointed him, the meeting, none the less, recommended that the "Project Manager" be termed a "Project Adviser" or a "co-ordinator" and recommended that the secretariat should outline clearly defined tasks and role for the Project Adviser in order to eliminate possibilities of clashes of responsibility and authority between him and the Director. In any event the UNDP project personnel would normally be recruited and supervised by ECA as executing agency for the UNDP input.

54. In concluding its discussion on the subitem the meeting agreed that ECA should proceed with the following:

- (a) Incorporate in the draft project document on the Institute the possible contributions of the specialized agencies and other organizations willing to participate in the implementation of the project in order to finalize it for early submission to UNDP for support.
- (b) Present the Draft Resolution on the Institute for the consideration of the ECA Conference of Ministers scheduled to be held in Rabat in March 1979.

- (c) As soon as the location of the Institute had been decided, secure the services of teams of technical experts in technical institution building and curriculum design to undertake the technical feasibility studies in collaboration with the host country as a basis for planning the buildings, training and research programmes of the Institute.
- (d) Prepare for and convene a meeting of Plenipotentiaries to sign the Constitution establishing the Institute not later than June 1979.
- (e) Convene the first meeting of the Governing Council and the Advisory Board of the Institute not later than December 1979.
- (f) Recruit a UNDP Project Adviser as soon as the issue of the location of the Institute was decided.
- (g) Negotiate host facilities and other preparatory arrangements with the host country and institution(s).
- (h) Mobilize resources for the development of the Institute, especially from bilateral resources.
- (i) Take other appropriate action as might be necessary for the establishment and operation of the Institute.

(f) Institutional linkages

55. In introducing discussion on co-operation between the Institute and other subregional and national training and research institutions, the secretariat identified three different levels of co-operation: subregional, national and co-operation with other institutions on a world-wide bases. It was further pointed out that co-operation at the three levels could be developed through exchange of staff, research, transfer of experiences and ideas. Through co-operation with national technical institutions in co-sponsoring training or research, the Institute could contribute to strengthening local training capability and assist in meeting national manpower needs.

56. One participant raised a number of questions regarding the facilities and the capacity for industrialization in the countries recommended in the mission report, namely Nigeria, Zambia and Algeria, in relation to the possibility of their serving as specialized subregional centres. He also suggested that there was need to conduct studies to determine levels of industrialization in the countries recommended in order to determine their capacity to serve as subregional centres in specialized fields.

57. A member of the field Mission made it clear to the meeting that certain criteria were used to determine the selection of the four institutions that could be used to develop sub-regional centres to serve in specialized fields. In their findings, the countries were among the leading industrializing countries in Africa. The specialized fields that were identified were textiles, mining, agriculture and telecommunications.

58. Another participant raised a vital question as to what the relationship between the proposed African Institute and the host institution would be in terms of administration and the courses taught. He also emphasized the importance of an ideological framework and cultural and social relationship which should be given a place in the activities of an African Institute.

59. As regards the type of linkages the Institute should foster, one participant further pointed out that linkages at the early stages should be directed to fostering co-operation with universities having sound engineering programmes and with colleges of advanced technology.

60. A point of clarification was made by the leader of the field mission, distinguishing between subregional branches or programmes of the Institute having specialized skill areas and the principle of co-operation with other national institutions. He further indicated some of the activities that the Institute would be involved in by serving as a centre for the dissemination and collection of information to and from other universities and subregional institutions.

61. After a lengthy discussion on institutional linkages, the meeting reached a consensus and agreed on the principle of co-operation to the effect that there should be linkages between the Institute and the subregional and national institutions. It was further agreed that details on the type of linkages should be worked out by the Institute after its establishment.

(g) Financing the Institute

62. In introducing the item, the Chairman indicated that African countries must commit themselves by contributing money and giving necessary material support for the establishment and development of an African institution. In support of that principle, a representative of OAU added that, owing to other commitments of the African countries, assistance from other international agencies and organizations could be sought. Both principles were supported by several participants.

63. One participant asked the secretariat how much international organizations were going to contribute in support of

the Institute. In response, the secretariat pointed out that the meeting was expected to give broad policy guidelines on the ways and means of financing the Institute; and that member States would have to contribute to the development and running of the Institute. Assistance from outside donor agencies and other international organizations would have to be sought to supplement African collective self-help in manpower development.

64. He stated further that part of the contribution from international organizations could take the form of provision of fellowships or co-sponsorship in running short-term courses in very specialized areas that were of relevance to their fields of competence. The Institute itself could earn revenue since users could pay for programmes considered relevant. When the Institute had gained the confidence of industries and enterprises it could attract free donations from private business enterprises.

65. Several alternative suggestions and combination of principles were made regarding member States contribution in funding the Institute. These were:

- obliging the host country to provide extra contribution to the budget of the Institute or provide a fixed percentage (20-25 per cent) of the Institute's regular budget;
- equal participation of member States in bearing the cost (basic contribution) plus a proportional contribution based on the number of nationals a member State sent to the Institute;
- adopting the principle of cost-per-student in fixing contribution to the Institute's budget;
- adopting the OAU scale in fixing member States' contribution to the budget of the Institute.

66. As regards external sources of financial support, attention was drawn to the opportunities offered by the Afro-Arab Bank and UNDP Regional Programme. While the meeting welcomed external financial support, many participants stressed the need to avoid any tied aid.

67. In concluding discussion on the question of finance, the meeting agreed that: (a) Member States should contribute to the budget of the Institute on an equal basis but the delegations of the Sudan and Ethiopia requested that their reservations on that recommendation should be recorded; (b) The host country would need to make a special contribution to the budget of the Institute over and above what it would normally have contributed;

(c) The Constitution should provide sanctions for any non-payment of contributions by defaulting members. The meeting specially appealed to ECA and OAU to assist member States in mobilizing resources from United Nations agencies, bilateral donors and other sources for the financing and development of the Institute.

(h) Constitution, privileges and immunities

68. Although it was observed that privileges and immunities as proposed in the draft Constitution were in some aspects too extensive and needed to be looked into more closely when the secretariat redrafted the Constitution, it was agreed that the privileges and immunities should be of the type usually accorded to intergovernmental organizations, bearing in mind the need for the host country to protect its legal and political interests. In the light of that, it was also agreed that sections I(c) and II(a) of document PAMM/ED/58 dealing with the obligations of the host country be re-written and that an appropriate reserve clause be included in the Constitution to protect the interests of the host country.

69. It was also agreed that, as concerns financial contribution by the host country, no exact figures should be stipulated as had been done in the secretariat document on obligations of the host country. Subject to the foregoing amendments being accommodated in a revised draft, the meeting agreed to adopt the "Obligations of the host country" as outlined in document PAMM/ED/58.

VIII. Draft Resolution on the Institute and other Recommendation (Item 8)

70. The meeting considered a draft resolution, addressed to ECA Conference of Ministers scheduled to take place in Rabat (Morocco) in March 1979, recommending the establishment of the Institute as soon as possible. Having made some amendments to the draft, the meeting unanimously adopted it for submission by the Executive Secretary. The draft resolution, as amended, is contained in annex I to this report.

IX. Other matters (Item 9)

71. No other matters were raised.

X. Adoption of the report and summary of conclusions (Item 10)

72. After the necessary amendments had been made, the meeting adopted the present report and the following summary of conclusions.

- (a) An African Institute for Higher Technical Training and Research be established as soon as possible. It should be an autonomous, intergovernmental institution and may develop subregional programmes or branches in specialized fields. To facilitate the establishment of the Institute, it should be hosted in an existing technical training institution with which it could share facilities, while not ruling out the possibility of its relocation later to new sites if found necessary.
- (b) The question of the location of the headquarters of the Institute and choice of host country was left to the Conference of Ministers scheduled to be held in Rabat in March 1979 to decide.
- (c) The list of countries willing to host the Institute should be kept open for a while to enable interested countries that had not already done so to communicate their offers to ECA secretariat.
- (d) The management and administrative structure of the Institute should consist of a Governing Council, an Advisory Board and a Director who should be the academic head of the Institute and a member of the Advisory Board.
- (e) The Institute should develop training and research programmes as elaborated in paragraphs 32, 43 and 44 of this report.
- (f) The Institute should have a core of permanent staff, including the heads of the main departments into which it might organize its activities, as well as make use of short-term experts and consultants. Preference should be given to qualified Africans in the recruitment of permanent staff.
- (g) Action should be initiated on the follow-up action elaborated in paragraph 54 of this report to ensure the early establishment of the Institute.
- (h) The recruitment of the Chief Technical Adviser or Project Manager in any UNDP project support for the

Institute should be made after a decision has been reached on the location of the Institute. ECA should prepare a document explaining the role and functions of the Chief Technical Adviser for the information and guidance of the authorities of the Institute.

- (i) The meeting endorsed the principle of the Institute developing appropriate linkages of co-operation with other institutions concerned with technical education, training and research at the national, subregional, regional and interregional levels as long as such linkages furthered the realization of its primary objectives. The modalities for working out and operating institutional linkages were to be left to the Institute to consider.
- (j) It was unanimously agreed that member States should contribute financially to the development and operation of the Institute, while welcoming financial support from other sources. While the majority of participants recommended the application of the principle of equal contribution towards meeting the basic running costs coupled with contributions proportional to the number of students sent to the Institute, some formally expressed reservations on this recommendation. It was unanimously agreed that the country hosting the Institute would be required to make a special and substantial contribution to the annual budget of the Institute.
- (k) ECA secretariat should endeavour to mobilize funds and other material support for the Institute both from the United Nations systems and from other sources.
- (l) ECA secretariat should redraft the Constitution of the Institute on the basis of its being an inter-governmental autonomous institution, incorporating the basic provisions and guidelines elaborated in different sections of this report. The Constitution should include a reserve clause to protect the interests of the host country in respect of privileges and immunities to be granted to the Institute and its staff in particular regarding matters of national security and criminal offences.

XI. Closing of the meeting (Item 11)

73. The Chairman then declared the meeting closed.

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DRAFT RESOLUTION

African Institute for Higher Technical
Training and Research

The Conference of Ministers

Conscious of the serious constraint that trained manpower shortage, in particular technical manpower, constitutes in national development effort and the continuing dependence of most African countries on external sources for the supply of much needed technical manpower,

Realizing that Africa, among developing regions of the world, is the least endowed with indigenous resources of scientists, engineers, technologists and middle-level technicians in relation to total population and natural resource endowment and that the prevailing education and training systems are inadequate in preparing technical manpower with capability to solve development problems requiring the application of technological skills and know-how,

Convinced that a policy of self-reliance in trained manpower resources is the correct course for every African State to pursue and that this objective can best be achieved through co-operation and collective self-reliance in developing appropriate institutional facilities for the training of Africans in critical manpower fields,

Recalling its resolution 306(XIII) of 1 March 1977 on co-operation in manpower development and utilization, paragraph 1(b) of which specifically urges member States to make maximum use of the training and research facilities of existing African technical colleges, universities and other specialized institutions for the training of African nationals,

Recalling further its resolution 318(XIII) of 1 March 1977 on training for development, paragraph 2(c) which calls upon the ECA secretariat to promote the development of appropriate African multinational, subregional or regional training institutions and programmes designed to meet Africa's present and future manpower needs, using, wherever feasible and desirable, existing national or multinational institutions",

Noting with satisfaction the report and recommendations of the intergovernmental expert group meeting, held in Addis Ababa from 22 to 27 November 1978 1/, proposing, inter alia, the

establishment of an African Institute for Higher Technical Training and Research, including the possibility of its developing subregional programmes aimed at making African countries ultimately self-reliant in technical manpower resources,

1. Approves the establishment of an African Institute for Higher Technical Training and Research to be located in a country which should be decided by the Conference of Ministers in Rabat in March 1979;

2. Urges all member States and in particular the Government of the host country, to give every support to the secretariat in developing and operating the Institute and in the utilization of its facilities;

3. Calls upon the Executive Secretary to take all necessary action for the early establishment and development of the Institute and to submit periodically progress reports on the development of the Institute;

4. Requests UNDP, ILO, UNESCO, FAO, WHO, UNEP, UNIDO, other agencies of the United Nations systems as well as bilateral and multilateral organizations to collaborate with ECA in the realization of the purposes of the Institute and to extend to it financial and material assistance to this end.

LIST OF DOCUMENTS

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| PAMM/LD/56 | - Proposed African Institute for Higher Technical Training and Research; Feasibility Study Mission Report. |
| PAMM/ED/56 | - Proposed African Institute for Higher Technical Training and Research; Note by ECA secretariat. |
| PAMM/ED/57 | - Proposed African Institute for Higher Technical Training and Research; Draft Constitution. |
| PAMM/ED/58 | - Proposed African Institute for Higher Technical Training and Research; Obligation of the Host Country. |
| PAMM/DRAFT RES/1 | - Proposed African Institute for Higher Technical Training and Research; Draft Resolution. |