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REPORT OF THE MEETING OF REPRESENTATIVES
OF AFRICAN PORTUGUESE-SPEAKING COUNTRIES ON
STATISTICAL TRAINING

Addis Ababa, 20-22 October 1980

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A. ATTENDANCE AND ORGANIZATION OF WORK

Opening and duration of the meeting

1. The Meeting of Representatives of African Portuguese-speaking countries on statistical training was held at ECA headquarters, Addis Ababa, from 20 to 22 October 1980. It was opened by Mr. Manirakiza, Deputy Executive Secretary of the Economic Commission for Africa.

Participation

2. Representatives from the following African Portuguese-speaking countries participated in the Meeting: Angola, Cape Verde, Guinea-Bissau and Sao Tome and Principe.

3. The United Nations Development Programme (UNDP) and The Swedish International Development Agency (SIDA) were represented.

Election of officers

4. Dr. Boubacar Toure, Director-General of Planning (Guinea-Bissau), was elected Chairman of the Meeting and Mr. Guilherme Octaviano Dos Ramos, Director of Statistical Services (Sao Tome and Principe) was elected Rapporteur.

B. AGENDA

5. The Meeting adopted the following agenda:

1. Opening address
2. Election of officers
3. Adoption of the agenda
4. Review of current situation
5. Formulation of project proposals relating to operational support for a statistical training programme for Portuguese-speaking African countries.

(a) Draft model project document (national project)

(b) Draft model project document (regional project)

6. Other business

(a) Technical and financial assistance

(b) Programme of work

(c) Other matters

7. Adoption of the report

C. SUMMARY OF THE DISCUSSIONS

Opening address

6. After welcoming participants, the ECA Deputy Executive Secretary noted that the meeting was being held in accordance with the decision taken by the Conference of Ministers of member States of the Commission at its sixth meeting in April 1980 to render special assistance to African Portuguese-speaking countries effective within the framework of the activities of the Statistical Training Programme for Africa (STPA). He also recalled action taken by ECA with a view to secure ways and means of implementing that assistance.
7. He noted that several solutions had been considered to meet the statistical personnel needs of the African Portuguese-speaking countries:
- (a) The establishment of one or two statistical training institutes which could be used by the countries in the group;
 - (b) Use of the STPA centres;
 - (c) Use of statistical training centres located outside the region;
 - (d) The organization of local in-service training programmes.
8. He noted that one of the essential points to be considered at the meeting was the formulation of national and regional project proposals. The immediate objectives were the implementation of an in-service training programme at the National Statistics Offices and the establishment of one or two regional statistical training institutes for middle-level personnel.
9. He stressed that one of the difficulties encountered in the past had been to institute effective procedures to translate donor interest into financial contributions for national and regional statistical training programmes. He was sure that the Governments concerned and interested donors might contribute positively to the implementation of technical and financial assistance to the programme.
10. He expressed his hope that the meeting would be successful in its consideration of the agenda items.

D. REVIEW OF THE CURRENT SITUATION

11. A representative of the secretariat introduced that agenda item basing his remarks on document ECA/STAT/STPA/232. He noted that, in October 1977, the Conference of African Statisticians at its tenth Meeting had identified the need both to provide special assistance to the Portuguese-speaking African countries and to prepare a separate programme for them in view of the special nature of their problems as being among those needs requiring special attention under the Statistical

Training Programme for Africa. Subsequently, the Joint Conference of African Planners, Statisticians and Demographers, at its first session in April 1980, had reaffirmed that urgent action was required to meet the statistical training needs of the countries in the group. He also referred to the meetings that had taken place between representatives of the countries concerned and ECA in addition to the two conferences mentioned above. Special assistance to the Portuguese-speaking countries had also been an item on the agenda of the meeting of the directors of statistical training centres held in October 1979. The LCA Conference of Ministers had instructed that ways and means of implementing the project should be studied at a meeting of representatives of the countries concerned. A mission had been sent to the countries of the group from May to July 1980 to prepare that meeting.

12. The representative of the secretariat summarized the situation that existed as a result of the measures that had been taken so far.

(a) The needs of Portuguese-speaking African countries for statistical staff during the next ten years could be estimated at approximately 420 medium-level and 175 upper-level cadres, in addition to current staff.

(b) Priority should be given to the training of medium-level cadres and the estimated needs for that level should be considered as a minimum.

(c) Currently employed middle level staff generally had inadequate schooling and should be given special consideration during the preparation of a special statistical training programme for Portuguese-speaking countries.

(d) Such a statistical training programme should have as its immediate objectives:

(i) Organization of ongoing on-the-job training in each country for junior staff working for the national statistics office and other relevant departments.

(ii) Establishment of a regional centre for training at sub-professional level.

(e) The training of professionals could be carried out by local universities. The STPA centres could also play a role in that sphere as could centres located outside of the region, particularly those whose language of instruction was Portuguese. Nevertheless, the establishment in the long term of a regional centre for statistical training at the professional level could benefit the countries in question.

13. The participants congratulated the secretariat for its efforts in promoting the study on special assistance to Portuguese-speaking countries and for the progress report submitted to them on that question.

14. Some participants underscored the difficulties experienced by their countries in receiving missions which had not been programmed in advance as there was a shortage of cadres and problems with accommodation. In one case, the date of the mission organized in the context of the present project had been changed without the Governments having been notified in time. In another case, the proposed period conflicted with the population census.

15. The representative of the secretariat regretted the inconvenience caused as a result of the period of time allowed to organize the mission and said that the dates of missions were generally set in agreement with the country.

16. Participants then made corrections in the figures given on current staffing and staff needs in the tables on pages 3 and 4 of the document under consideration. In so doing, they expressed the view that needs were linked to the statistical system of each country. The Angolan delegation noted that the needs of his country were underestimated in the document, and that the new figures were not yet available but would be sent to ECA as soon as possible.

17. In reply to a question, the representative of the secretariat pointed out that the figures in the table on page 3 referred to the current staff of the national statistical office of each of the countries concerned. The statistical system of those countries was centralized.

18. The UNDP representative stressed that the needs of the parastatal and private sectors should not be overlooked. In that respect, the secretariat indicated that it was often difficult to evaluate those needs but that they could be set at about 30 per cent of the needs of the public sector.

19. The participants recognized the need to define the profiles of various staff categories in order to have some indication of what classification to use, especially with regards to the problem of different qualifications of sub-professional staff. Participants were asked to provide such information on the methods used in their countries.

20. Participants concluded that the figures as amended in the course of the meeting could serve as a reasonable basis for further work. They also agreed with the main themes of the report on the current situation submitted by the secretariat.

E. FORMULATION OF PROJECTS PROPOSALS

(a) National Project

21. The document entitled "Draft model project document for operational support to expansion of the in-service training of statistical personnel" (ECA/STAT/STPA/233) was submitted for consideration as the first part of agenda item 5 so as to illustrate what machineries needed to be set up at the national level to train junior staff.

22. The secretariat explained why that approach had been adopted. What was needed was to find a specific institutional framework for training a sufficient number of the personnel needed by the Portuguese-speaking countries. It was noted that most national statistical departments had organized in-service training in one form or another for intermediate staff.

23. Note was taken of the relatively low level of education of staff serving in the statistics offices in countries of the group.

24. Such staff generally carried out the instructions of the senior staff as regards the collection and handling of data. Some worked at supervision levels whilst most others served in junior capacities as statistical clerks. While they carried out their functions according to instructions, they were unable to comprehend the "what", "why" and "how" of the jobs assigned to them. They were neither familiar with the end product of their own activities nor with the eventual use from a policies or analysis point of view of the end product nor with the need for numerical exactness and the relevance of their role in the over-all set up of work.

25. For those reasons, it was particularly desirable for the national statistics offices to organize and develop on-going in-service training programmes for their personnel and for staff of other departments. The immediate objectives would be to raise the level of staff to enable them take courses in conventional institutions or attend short seminars abroad. Moreover, the programme would aim at preparing staff adequately so that they might assume supervisory duties.

26. Mention was made of the need to make the training courses practical in nature, by inviting specialists for example, lecture in specialized disciplines such as sectoral statistics (agriculture, industry, transport, trade), prices, national accounts, demography, etc.

27. The in-service training programme itself would be administered on a full-time basis by experts assigned to the statistics offices but who were part of the supervisory staff of the relevant ministries.

28. Some examples were given of project activities. Consequently, the programme would be organized at two levels. Detailed curricula and a course schedule would have to be prepared by the full-time instructor at the outset of the project.

29. The first or elementary level would be for persons engaged in the collection, scrutiny and compilation of data. The second or intermediate level would be for persons with some supervisory functions who would assist staff in their work. Special attention should also be paid to refresher courses for professional level staff.

32. The representative of Cape Verde indicated that staff training had first priority with the Government authorities in his country. The number of years of schooling that the 17 professional staff of the national statistics office had had could in effect be broken down by years as follows: 10 had had six years of schooling, three had had nine and four had had the equivalent of 11 years of schooling. That was why it had been felt necessary to have in-service training at two levels as proposed.

33. Particular attention needed to be paid to staff who had had a large number of years of basic education and could participate in what had been termed the mid-intermediary staff training programme.

Since educational systems were not always the same in all the countries of the group, participants felt the need to harmonize the entry requirements of the model regional training centre as prospective candidates would be submitting different curriculum vitae. That issue would probably be discussed in greater detail under the second part of agenda item 5. None the less, arrangements could be discussed at the level of the Conference of Ministers of Education of Portuguese-speaking countries.

34. He also informed the Meeting that preliminary talks had already been held with the UNDP Office in Praia on the financing of such a project. As to whether ECA was prepared to send a mission over to help with preparation of the pre-project document, he was informed that that type of mission could be planned for all countries that requested it but the question was going to be dealt with in greater detail under agenda item 6 which on the future programme of work.

35. It was considered desirable that there should be a slight lapse of time between the national project activities of Guinea-Bissau and Cape Verde so that a greater number of people could participate in training programmes organized in either country. It was further recommended that information on such training programmes as short seminars being organized in one country of the group should be circulated so that non-nationals could benefit under the terms established bilaterally between the host country and the interested Governments.

36. The attention of participants was drawn to the fact that while there were some advantages to using the UNDP national indicative planning figures (IPF) for financing the project, other possible sources of financing should not be overlooked and it should be remembered that foreign aid would ultimately be replaced by resources from the national budgets.

37. The participants decided that the promotion of statistical personnel who had been trained under the future system was the prerogative of the Governments involved. Angola's experience in determining the status of technician in general and statistical personnel in particular were brought to the attention of the meeting.
38. The meeting was also informed of the training in Angola of demographic technicians (recruited at the university level), which had with financial support from the United Nations and in collaboration with ECA and ECLA. The programme was intended to train instructors who, once they had returned to their own countries, would be able to teach demography to a larger number of students. It remained to be seen whether similar arrangements should not be made within the framework of project for training of statisticians. It might be desirable to assign national counterpart to the foreign experts working on the project and to train them if necessary so that they might eventually take over from the experts. All these proposals were to be studied on a case by case basis when the final project document was drawn up.
39. The participants noted that the project objectives should also include an evaluation of types of programmes which could improve the statistical system used by a country while respecting its economic and social planning priorities and taking into account its level of development. Then programmes could be developed on a practical basis, while maintaining the quality of the training provided.
40. Since their working language was Portuguese, the participants felt that it would be desirable to recruit instructors who spoke that language and, where necessary, had experienced the environment in which they would move. To that end, one possible recruitment method would be to let the host Government negotiate contracts with potential candidates leaving it to the financing body, UNDP, for example, to work out the financial implications of the terms which had been mutually agreed upon. The experience of such operations was shown to be quite useful.
41. Information on the cost elements of a training grant was also presented at the meeting. Those elements generally consisted of students' incidental expenses, round trip transport, school fees to cover certain operational expenses, and room and board. The cost should be estimated by the authorities of the training institute in conjunction with ECA officials. Provision should be made in the budget for individual fellowships to be given to candidates.
42. The UNDP representative explained the machineries for utilizing the financial assistance from his agency. At the national level no discrimination was exercised in the use of IPF for development assistance projects. As far as possible UNDP respected the sovereignty of Governments which decided on priorities. A joint project on which a group of countries agreed could be financed under the regional programme, particularly insofar as basic support was concerned (infrastructure,

instructor training). The regional programme did not generally fund individual fellowships, however, although UNDP was always prepared to study individual cases. The Provisions planned for in what was called "New Dimensions" allowed for management responsibility for a project funded by UNDP to be given in certain instances to a governmental body, including the recruitment of all experts assigned to the project. However, it was necessary to establish beforehand that the human resources needed to carry out the activities of the project in question were available locally.

b) Regional Project

43. In presenting the draft project document ECA/STAT/SEPA/234, the representative of the ECA drew attention of the meeting to the importance of training at the middle level. He noted that emphasis need to be placed on this in view of the fact that the bulk of the technical statistical work of each country may for some time to come have to be borne by this group of statistical technicians.

44. He went on further to remind the delegates that there are two ways of improving the skill of lower level officers. These are:

- i) on-the-job training acquired through experience and or attendance at short term courses and seminars,
- ii) attendance at formal institution for further training.

45. While the importance of short-term seminars/workshops is very much realised, the proposals presented relate mainly to the attendance at a formal institution. Guided by the indicative projected statistical personnel requirements of all the countries in the region, two proposals were put before the delegates for consideration. The delegates were urged to carefully examine the pros and cons of the two proposals and make a recommendation on which one to adopt. The two proposals were then presented.

46 Proposal A: Establishment of a new centre

Location: To be determined at the meeting

Course: 4-year diploma programme

Curriculum: Statistical methods, Applied statistics, Economics, Mathematics and possibly some Computer science

Entry requirement: i) Directly after 8 years schooling, or
ii) After the second level training at the National centre

Financing:

47. (a) Host government will be expected to provide land, buildings, classroom and office furniture, some library facilities, vehicles and other equipment. She will also be responsible for maintenance

of buildings and equipment and contribution towards miscellaneous running costs.

(b) Donor Agency

48. This will provide experts consisting of project manager and three Portuguese-speaking lecturers to handle the different topics of the curriculum. Consultants will also be provided to handle such specialized topics as National accounts, Household surveys etc.

Vehicles and essential equipment will be provided.

Fellowships for training of trainers will also be considered. The idea being to eventually make it possible for nationals of the countries to run the programme without much dependence on outside assistance.

49. Delegates attention was drawn to the revised budget which eliminated buildings from the contribution of donor. Though this was done, that should not preclude the host country from seeking assistance in respect of buildings to complement her efforts.

50. (c) User countries will be expected to provide fellowships (scholarships) for their trainees at the Institute. It was noted that costs of these trainee fellowships had been included in the budget for the National project.

51. Student distribution among countries

This will have to be worked out later.

52. Administration of the Institute

While the host country will primarily have the executive responsibility for the administration of the Institute, provision will be made for an Advisory Council having representatives of the five countries, financing bodies and the ECA.

53. Choice of host country

The delegates were told to be guided in their choice by such factors as :

- i) the ability and willingness of the host country to play the role of a host and meet the necessary financial requirements just spelt out,
- ii) availability of relevant facilities which could facilitate the running of such an Institute.

PROPOSAL B. EXPANSION OF THE LUBANGO CENTRE

54. As an alternative to a newly established centre, delegates were asked to examine the desirability or otherwise of expanding the existing centre in Lubango, Angola. The meeting was informed that the Angolan Government has expressed its willingness to enrol nationals from other Portuguese-speaking African countries.

55. Information on the centre was then given. The name of the centre is Institute F. Engels. It runs a four year diploma programme for students who already have 3 years schooling. The details of the course structure are as given in the draft document. The Institute is currently being wholly run by the Angolan Government.

56. If expansion of the Institute is accepted, contributions towards this will be as follows.

- (a) Angolan Government will provide existing buildings for office, classroom and accommodation with possible additions. It will also contribute towards maintenance of buildings, equipment and other running costs.
- (b) Donor agency The contribution of donor agency will be the same as in the case of establishing a new centre.
- (c) User countries will provide scholarships for trainees.

Student distribution among countries

Same as in Proposal 'A'.

Administration of the Institute

57. While the Angolan Government will primarily have the executive responsibility for the administration of the centre, provision will be made for an Advisory Council having representatives of all the five countries, financing bodies and ECA.

58. After introducing these proposals, delegates were invited to examine and discuss them and make a recommendation.

59. In the discussions that followed, there was general agreement on the desirability of developing the existing Lubango Centre rather than start ab initio to establish a new one.

60. Many pertinent issues were however raised.

61. Cape Verde representative, while supporting the expansion of Lubango Centre, felt that the following need be done:

(i) An evaluation of existing facilities in Lubango should be carried out.

(ii) Indicative figures on allocation of places to countries should be given;

62. He also pointed out the need for retaining the principle of establishing in the future a regional training institute at the professional level.

63. He was of the view that each user country should be able to provide scholarships for her trainees.

64. Representatives of Guinea-Bissau and Sao Tome and Principe agreed with the views of Cape Verde's representative.

65. In his own contribution, the representative of Angola thanked the delegates for their expressed desire to support the expansion of Lubango Centre. He assured the delegates of his country's willingness to bear necessary financial responsibilities and to receive with open hands students from other countries of the group.

66. He noted with regret the fact that a meeting like this could not be held in Lubango as they had anticipated. He felt that holding the meeting in Lubango would have afforded the delegates an opportunity to examine the existing facilities.

67. He then drew attention of the delegates to an important area where external aid will be much needed. Where imported equipment like laboratory machines are required, as is the case now, much assistance will be needed.

68. He then gave an indication of the present structure of the programme. However, the programme will be revised in the near future taking into account past experience; and in view of the regionalisation of the centre any comments on the best type of programme to adopt will be welcomed.

69. The UNDP representative agreed that the expansion of an existing centre is a more realistic proposal. She noted that with Mozambique's needs being about forty per cent of the total needs of all the countries (as shown in mission report) that country's participation in the programme would strengthen the regional aspect of the Centre.

70. She then suggested that given the limited number of countries involved, the similarity of the need, for on-the-job training for existing staff, and short-term training programmes for lower and intermediate level technicians much would be gained both in terms of expert instruction and savings if the regional project were to include an expert component based at the centre for this purpose. This would reduce each individual country's requirement for permanent statistical training expertise.

71. This idea was generally supported. It was however pointed out that while experts based in the regional centre can go round countries, there is still need for at least a full time country-based expert for each national project.

72. On the participation of Mozambique, it was agreed that the matter will be brought to the notice of meeting of Ministers of Education of the countries of the group. This should not however delay the implementation of the project as agreed by all the other four countries.

F. OTHER MATTERS

(a) Technical and financial assistance

73. That important question had already been discussed under agenda item 5. Nevertheless, the Meeting requested additional information on the procedure for submitting requests for financing to the United Nations Development Programme (UNDP).

74. The representative of UNDP then confirmed what had been said earlier on using the financial assistance of her organization for national or regional projects. She specified that UNDP financed such projects under the five-year development assistance programme. The present cycle for that programme would end in 1981 and all funds available for it had already been committed.

75. The next programming cycle would cover the period 1982-1986 except that at the national level where time legs could often be observed there ought to be some difference.

76. Concerning the regional project that needed to be considered under the next five-year programming cycle, the following points had to be noted.

The Lagos Plan of Action had already defined priority areas.

Under that Plan of Action, the deadline for submission of such projects was 15 November 1980. Intergovernmental organizations and ECA had to submit to UNDP a programme that might be financed over the period 1982-1986.

77. In theory, the project to convert the Lubango centre into a regional one should be financed from the UNDP block allocation given to ECA as executing agency of the development assistance programme. That was because it was too early to say whether any additional allocation would be approved for the fund set up for the least developed and newly independent countries under which development of the Lubango centre would fall.

73. The procedure for ECA submission of the request would require that the project should first be approved by the countries concerned and by the Conference of Ministers of the Commission before its transmission to UNDP.

79. Since the final project document would be completed only after the ECA evaluation mission had gone to Lubango in January/February 1981, it was proposed that initial budgets estimates covering the UNDP contribution should be prepared promptly in order to include them in the ECA programme which would be sent to UNDP.

80. The representative of SIDA indicated that SIDA has development cooperation agreements with the following Portuguese-speaking countries in Africa: Angola, Guinea-Bissau, Cape Verde and Mozambique. For these countries a certain financial grant (financial frame) is allocated each year by the Swedish Government. The utilization of the frame is discussed annually or bi-annually between the Swedish and the recipient Governments. In principle it is possible to include statistical services in the development cooperation programmes at the request of the recipient Government. It is normally a matter of priority of the recipient Government if statistics is included in the programme or not.

81. In the case of Angola and Guinea-Bissau a component of the development cooperation programme is a fund for recruitment and financing of expatriate personnel. This fund could be utilized to engage statistical experts and similar personnel. SIDA is also indirectly supporting statistical activities through its contribution to international organizations such as UNFPA, UNECA, FAO, etc.

(b) Work programme

82. The meeting adopted the following work programme:

I. Objective

To ensure that the African Portuguese-speaking countries, which have recently become independent, will have adequate number of statistical personnel within ten years to undertake the collection, processing and analysis of data required for social and economic development planning.

II. Actions to be taken

A. At the country level

1. National Projects

Necessary steps should be taken to promote and/or expand an in-service statistical training programme for personnel from the national statistics office, other government departments, parastatal organizations and production units in order to enhance their technical competence in data collection, scrutiny and compilation and to improve their performance.

2. Regional project

Strong support should be given to the project, recommended by the meeting, for regionalization of the centre for training sub-professional personnel at Lubango, Angola in statistics and data processing. To this end,

The host country should:

- (a) Lend its total support to the project for regionalization of the Lubango centre;
- (b) Provide the necessary facilities: buildings and land, accommodations for lecturers and students, etc.;
- (c) Give clear indications of its commitment to meet the administrative and running costs of the centre;
- (d) Provide stipends for its national trainees.

The user countries should:

- (a) Endorse clearly and promptly the project request to be submitted to the United Nations Development Programme (UNDP) on behalf of the countries of the group and participate in any necessary follow-up action;
- (b) Make effective use of the Lubango centre and participate in its running costs by paying the tuition fee portion of the fellowships of their trainees.

B. At the level of ECA

- (a) ECA should: Provide assistance to the African Portuguese-speaking countries to enable them to set up and/or expand in-service statistical training programmes;
- (b) Gather material and information on in-service statistical training programmes and training of statistical personnel at the sub-professional level and prepare a basic project adapted to the conditions of this group of countries (inasmuch as possible in collaboration with the appropriate agencies);
- (c) Send an evaluation mission to Angola as soon as possible, as agreed to with the countries, to study ways and means to regionalize the Lubango Institute;
- (d) Promote the effective use of the Lubango centre by all potential users;

- (e) Prepare a final version of the project document for the regionalization of the Lubango centre for subsequent endorsement by the countries concerned and by the Conference of the Ministers of States of the Commission prior to submission to UNDP for financing;
- (f) Play a co-ordinating role by helping countries of the group to obtain financial assistance for their national and regional statistical training programmes.

C. At the level of national and international donor agencies

To enable the African Portuguese-speaking countries to carry out their statistical training programmes, which should enable them to train the necessary qualified statistical staff, it is necessary to provide them with technical, material and financial assistance to supplement national efforts. National and international donor agencies are therefore urged to give sympathetic consideration to requests submitted to them in this connexion, especially those relating to the regionalization of the Lubango centre in Angola and national projects for the development of in-service statistical training programmes.

(c) Other matters

33. The participants were unanimous in recommending that the project for regionalization the Lubango centre should be considered by the Conference of Ministers of National Education of the African Portuguese-speaking countries at its next meeting.

34. It was proposed that ECA should contact donor countries and agencies to get an indication of the type of aid they would be in a position to give to Portuguese-speaking countries for training statistical staff, particularly through the organization of training courses and short seminars. The representative of the secretariat replied that he would be willing to hold preliminary discussions with donors in that respect but that official requests would have to be forthcoming directly from the Governments concerned in the case of national projects. A provision for organizing such activities might be included in the regional project.

G. ADOPTION OF REPORT

35. The meeting adopted the report as amended during its discussions.

LIST OF DOCUMENTS

<u>S.No.</u>	<u>Title</u>	<u>Symbol</u>
BACKGROUND DOCUMENTS		
1.	Provisional agenda	ECA/STAT/STPA/231
2.	Report on mission to African Portuguese-speaking countries	ECA/STAT/STPA/232
3.	Draft model project document (national project)	ECA/STAT/STPA/233
4.	Draft model project document (regional project)	ECA/STAT/STPA/234
REFERENCE DOCUMENTS		
5.	Annotated agenda	ECA/STAT/STPA/INF.2
6.	General information for participants	ECA/STAT/STPA/INF.3
7.	Provisional time-table	ECA/STAT/STPA/INF.4
8.	Provisional list of participants	ECA/STAT/STPA/INF.5
9.	List of documents	ECA/STAT/STPA/INF.6