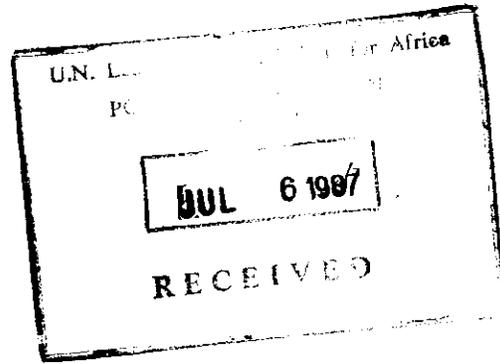


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TWELFTH MEETING OF THE  
GOVERNING COUNCIL OF  
THE INSTITUTE

ECA/POP/RIPS-87/GC.12/13  
DISTRIBUTION RESTRICTED

ACCRA, 20 FEBRUARY 1987

DRAFT  
REPORT ON THE TWELFTH MEETING OF THE  
GOVERNING COUNCIL OF THE  
REGIONAL INSTITUTE FOR POPULATION STUDIES

1 INTRODUCTION

1.1 The Twelfth meeting of the Governing Council of the Regional Institute for Population Studies (RIPS), Legon, Accra, Ghana was held on 20 February 1987 in the New Council Chamber of the University of Ghana.

ATTENDANCE

1.2 In attendance at the Meeting were the following Council members:

- (a) Professor Adebayo Adedeji      Chairman of Council  
United Nations Under-  
Secretary-General and  
Executive Secretary of ECA.
- (b) Mr. M.A. Quist-Therson,      Representative of Ghana  
Acting Chief Director,  
Manpower Division,  
Ministry of Finance &  
Economic Planning, Accra,  
Ghana.
- (c) Mr. Freddy Modise,      Representative of Botswana  
Government Statistician,  
Central Statistics Office,  
Gaborone, Botswana.
- (d) Mr. Hassan Abdulahi, Head,      Representative of Ethiopia  
Population & Social  
Statistics Department,  
Central Statistics Office,  
Addis Ababa.
- (e) Mr. Peter Odioki, Head,      Representative of Kenya  
Planning, Research and  
Evaluation, National Council  
for Population and  
Development, Nairobi,  
Kenya.
- (f) Dr. S.O. Alaneme,      Representative of Nigeria  
Chief Statistician,  
National Population,  
Bureau, Surulere,  
Lagos, Nigeria.
- (g) Mr. Gerald J.W. John,      Representative of Sierra Leone  
Senior Development &  
Planning Officer and  
Secretary National Population  
Commission, Freetown,  
Sierra Leone.
- (h) Ms. Sindisiwe Mabuza,      Representative of Swaziland  
Central Statistical  
Office, Mababane,  
Swaziland.

- (i) Mr. David Mzite, Deputy Representative of Zimbabwe  
 Director, Central  
 Statistical Office,  
 Ministry of Finance and  
 Development, Harare,  
 Zimbabwe.
- (j) Mr. Habib Siddiqui, Senior Representative of UNFPA  
 Technical Officer, UNFPA  
 Headquarters,  
 New York.

1.3 The Somali Government sent its regrets that it will not be able to nominate a representative in view of the fact that its senior officials are pre-occupied with the ongoing national census activities. Mauritius declined to participate, while Liberia, Sudan, and Zambia were not represented.

1.4 Also present were Dr. Anne Forrester, Resident Representative, UNDP/UNFPA, Accra, Ghana; Mr. A. Babri, Chief, Population Division, UNECA, Addis Ababa; Mr. M.A. Gibril, Training Officer, Population Division, UNECA, Addis Ababa; Dr. A.T. Fadlu-Deen, Senior Programme Development Adviser, UNFPA, Accra, Ghana and Mrs. Esi Sutherland-Addy, Under-Secretary for Education, Government of Ghana.

1.5 In attendance was Dr. P.O. Ohadike, Acting Director of RIPS and Secretary to Council.

## 2. AGENDA, DOCUMENTATION AND PROGRAMME OF EVENTS

2.1 Council adopted the following amended agenda:

- (a) Opening of Meeting
- i) Welcome Address by Vice-Chancellor, University of Ghana
  - ii) Reply of Chairman of Governing Council
- (b) Adoption of Council Papers
- i) Adoption of Documentation
  - ii) Adoption of Programme of Events
  - iii) Adoption of Agenda
- (c) Matters Arising from Report of the 11th Meeting of the Governing Council.
- (d) Annual Report
- i) Annual Report of the Director 1985-86
  - ii) Partial Report 1986-87
- (e) Implications of the report of the Extraordinary Session of the Governing Council for the future of RIPS.

(f) Financial Matters

- i) Financial Report of the Director 1985-86
- ii) UNFPA Contribution 1988-1992
- iii) Contributions by member States 1988-1992
- iv) Criteria for contributions from member States
- v) Funding of Governing Council meetings

(g) Adoption of Report

- i) Consideration and adoption of Report of meeting
- ii) Date of next meeting.

2.2 To further guide its deliberations at the meeting, Council also adopted the list of documents as given in document ECA/POP/RIPS-87/GC.12/1 and the Programme of Events for the meeting as given in document ECA/POP/RIPS-87/GC.12/2.

3. OPENING OF MEETING

3.1 The meeting was opened at 9.35 a.m. by Professor Akilagpa Sawyerr, Vice-Chancellor of the University of Ghana.

3.2 The Vice-Chancellor expressed his great pleasure in welcoming delegates to this particular meeting of the Governing Council which he considered of crucial importance since it was the first to be convened after the Extraordinary meeting in Addis Ababa last year.

3.3 Both the Government of Ghana and the University of Ghana, in his view, continue to attach a great deal of importance to RIPS, and it is partly for this reason that both the Government of Ghana and the University had intimated in clear terms to the ECA and UN their views on the abrupt changes in personnel which had taken place recently.

3.4 He expressed his considerable satisfaction in being able to report that the first batch of M.A. students had graduated since the restructuring of the degree programme, and expressed the hope that the various African governments benefiting from the services of RIPS would now participate more actively in the running of the Institute, and more importantly contribute financially towards that goal.

3.5 The Vice-Chancellor also highlighted a number of critical issues which in his view needed to be tackled by the Governing Council, namely the questions of regionalization, the nature of the relationship between the RIPS and the University of Ghana, and the differentials in salaries and service conditions between the UN and non-UN members of staff.

3.6 He also announced that the Executive Committee of the University has examined the draft agreement between the University of Ghana and UN/ECA relating to RIPS, and their comments would be transmitted to ECA soon. The Vice-Chancellor finally pointed out that it seemed rather anomalous that the University of Ghana was not represented on the Governing Council and expressed the hope that this apparent oversight would be corrected.

3.7 In reply, the Chairman of the Governing Council, Professor Adedeji thanked the Vice-Chancellor for the issues raised and hoped that the Council would reach decisions on these matters. The Chairman further expressed appreciation for the contribution of the Government of Ghana, which had continued in spite of the country's internal economic problems, and also welcomed the decision of the UNFPA to continue funding the Institute even after the transitional period.

3.8 He traced the development of the restructuring exercise and stressed the need for the Council to map out the steps to be taken in ensuring that member countries gradually take over the major responsibility of supporting the Institute. Issues to be considered in the exercise should be:

- i) formulation of a new set of staff rules and regulations for the Institute;
- ii) preparation of a budget aimed at achieving the objectives of sharing responsibilities between UNFPA and African member States in the financial support of the Institute during the transitional period;
- iii) identifying which of the clauses in the existing Statutes required revision and amendment; and
- iv) agreeing on when to meet to discuss and adopt these proposals, and the date of the submission of the proposals to the Conference of Planners, Statisticians and Demographers, the Conference of Ministers of ECA and the General Assembly.

3.9 The Chairman also expressed the need to include in the exercise:

- i) the creation of the post of a Deputy Director to be filled by a national of the host country; and

- ii) the preparation of an advertisement for the post of a Director which had not been done since the signing of the new Statutes.

4. MATTERS ARISING FROM THE REPORT OF THE 11TH MEETING OF THE GOVERNING COUNCIL

4.1 On the question of assistance to the Government of Gambia in organising a middle-level training course, the Acting Director reported that no formal request has been received from the Government of Gambia even after the issue had been taken up by the ECA Senior Regional Advisor on Population. Other requests from other governments will be considered, taking into consideration staff and other constraints.

4.2 Regarding the issue of Computer Users Committee, it was reported that efforts to convene a full meeting of all users of the Institute's computer had not been successful, but individual users such as the Central Bureau of Statistics and the University had been approached to discuss contribution towards the maintenance of the computer. The Acting Director suggested that as an interim measure, it may be made mandatory for users to pay for specific services.

4.3 On the issue of delayed certification, the Acting Director reported that satisfactory progress had been made on this issue and the backlog up to 1984 had been cleared. Efforts were being made to clear up all other outstanding cases.

5 DIRECTOR'S ANNUAL REPORT

5.1 The Acting Director, Dr. P.O. Chadike presented the report of the Director, covering the period 1985-86 and part of 1986/87. The major achievements and activities of the Institute during the reporting period were highlighted.

5.2 In the area of training, the report indicated that the major achievements included the successful completion of the new 12 months M.A. programme in Population Studies by 35 of the 44 students admitted in 1985; the award by the University of Ghana of the M.Phil. degrees in Population Studies to 4 students of the Institute; and the submission of the completed M.Phil. theses by another 6 students of the Institute, with 3 of these having been passed subject to minor corrections.

5.3 In the area of research, the training of students in field work and research methods continued throughout the reporting period with the students field work at Obosemase and final seminar paper presentation of students research work taking place in September 1986. About twelve of the students dissertation have been chosen for publication in the forthcoming Institute's monograph on the basis of their merits.

5.4 Students admissions for 1986 were made up of 33 for the 12-month M.A. programme, 5 for the M.Phil. and 3 for the Ph.D. programme. The newly admitted students for the M.Phil. and Ph.D. candidates for 1986 have also presented their research proposals and are currently engaged in field work and data processing.

5.5 Advisory services were offered to the Government of Ghana for the social marketing programme under the Ministry of Health. The Institute's services are also being currently used by the Ministry of Education in connection with the school mapping exercise in Ghana.

5.6 The Institute organised 5 research seminars and conferences during the period 1985-86. Staff members also published a number of research papers during these and other research conferences and seminars.

5.7 The problems confronting the Institute include the heavy workload of the teaching and research staff which contributed to the slow pace of research undertaken by senior members of staff and the difficulty in generating funds from member countries. Finally, the Acting Director observed that in spite of the major problems mentioned, the year 1985/86 has been relatively successful.

5.8 The Council Chairman commended the quality of the report, noting that RIPS has made significant progress in the reporting period. In the discussion that followed the Acting Director's report, the Council decided that there was the need for establishing linkages between RIPS and member countries and national programmes in population studies. The UNECA was requested to undertake a study of the demographic training programmes in Africa, identify the needs and investigate the linkages that should exist between the national and regional institutions. RIPS which was asked to provide more advisory services to member States, noted that in spite of limited resources, it would continue to do so when requested by interested governments and institutions in the region in particular.

5.9 Some explanation was sought on why the Ph.D. programme of the Institute was still being done on an experimental basis. It was made clear that RIPS which had not so far produced any successful doctoral candidate, had staffing constraints. It was therefore necessary to restrict intake into the programme in order to ensure adequate supervision and a high quality of the product. The question of the Ph.D. programme being experimental was therefore in terms of size and manageability of the programme. As to why Graduate Assistants were no longer hired as employees of the University but on an hourly basis, it was also made clear that it was necessary to ensure that such services were provided on a voluntary basis and that doing so does not interfere seriously with the progress of the degree work of the Assistants who in any case are on full UN fellowship.

5.10 The UNFPA representative while noting that the report is excellent, pointed out the need for a classification of successful students in the M.A. examination by country of origin and duration of fellowship as well as the national spread of those who failed with some indication of why they did.

5.11 Council was assured that arrangements are being made to ensure that the 8 candidates who failed the M.A. examination last year are allowed to resit this year within the rules of the University of Ghana.

5.12 Clarification was sought on the criteria for admission to the M.Phil. degree programme and it was made clear that this was based on performance in the 12-month M.A. degree examination as well as the candidate's potentials for research work.

5.13 It was also emphasised that one of the major constraints facing many African countries was the poor capacity to maximise the use of computers where available because of lack of the necessary technical skills. A recommendation was made that RIPS was to examine the possibility of organising a regional workshop on the uses and application of computer software and packages specifically designed for demographic analysis.

6. IMPLICATIONS OF THE REPORT OF THE EXTRAORDINARY MEETING OF THE GOVERNING COUNCIL, ADDIS ABABA, MARCH 1986

6.1 In opening discussion on this item, the Chairman, Professor Adedeji gave a brief background to the issue, starting from 1983 when the ECA Conference of Ministers set up an 11-member committee to examine all aspects of the problem relating to ECA-sponsored institutions. At the end of the exercise, the options which seemed to be open were (i) merge RIPS and IFORD, (ii) merge both RIPS and IFORD with IDEP and (iii) merge RIPS, IFORD and IDEP with ACARTSOD (iv) RIPS and IFORD continue separately.

6.2 After consultations with member States, the final decision was to restructure RIPS in such a way that it continues to pursue its basic objectives whilst at the same time reducing its running costs to a level acceptable to member States taking into consideration the present economic situation and the constraints facing many African governments.

6.3 To achieve these objectives, it was necessary to review certain provisions of the present statutes relating to RIPS such as the salaries and service conditions of staff, and preparation of a new budget to cover the 5-year transitional period.

6.4 The Chairman expressed the hope that the Governing Council would deliberate on these issues and submit to the forthcoming Conference of Planners, Statisticians and Demographers in 1988, a concrete set of proposals which could be discussed and then finally submitted to the Conference of Ministers, to ECOSOC and the General Assembly of the United Nations.

6.5 The Chairman also informed the Council that under the terms of the new Statutes, the post of Director needs to be advertised so that a substantive Director could assume office by January 1988. He also suggested the appointment of a national as Deputy Director to enhance the work of the Institute.

6.6 The Council decided that all aspects of the proposed restructuring i.e. new staff regulations, salary scales and allowances as well as changes to statutes should be studied by a Working Group of the Council and their recommendations presented to its next meeting.

## 7. FINANCIAL MATTERS

7.1 Council had tabled before it the Financial Report of the Director for the period 1985/1986 which is a statement covering receipts and disbursements given separately for the UNFPA, the Government of the Republic of Ghana, and the Government of the Federal Republic of Nigeria in document ECA/POP/RIPS-87/GC.12/8. Besides, the document ECA/POP/RIPS-87/GC.12/10 on the "Criteria for Contributions from Member States to the Budget of the Institute" was also tabled for discussion. The choice was between the UN scale of assessment according to which member States will be required to pay according to their means and the scale of equal assessment or equal level of contribution. Council was requested to recommend which scale should be used for the future determination of contributions.

7.2 The Population Division of ECA presented a paper entitled "Future Funding Possibilities of the African Demographic Training Institutes - RIPS and IFORD". This paper explained the background and rationale of the proposed restructuring of the institutes. It was explained that this paper gave the thinking behind the budget presented to the meeting.

7.3 Finally, a Project Request for Funding from UNFPA, the Governments of the English-speaking Countries of Africa, and ECA was also presented to Council in document ECA/POP/RIPS-87/GC.12/11 and ECA/POP/RIPS-87/GC.12/11/SUM.

7.4 In the discussion that followed, the UNFPA representative expressed the UNFPA's commitment to the continued existence of RIPS and the efforts being made to involve the participating countries more actively in the funding of RIPS. The UNFPA viewed this expression of self-reliance as a critical factor in determining its own level of financial support and commitment to RIPS. In this regard, he gave the assurance that UNFPA would continue to support RIPS where possible even after the five-year transitional period, but it was essential to accept the increasing/decreasing principle by which UNFPA contributions gradually declined as the contributions of member States correspondingly increased.

7.5 Some misgiving was expressed about the apparent inconsistency on the part of UNFPA in promoting national programmes and courses which

seemed to conflict with the programme of RIPS. The view of the UNFPA was that both regional and national programmes could be developed in such a way that they would complement and not compete with each other.

7.6 Among the other major issues raised during the lively debate which followed were firstly, the need to clarify the present situation regarding the post of Director, since in the view of the representatives of Ghana, Sierra Leone and Nigeria, certain issues relating to the termination of the appointment of the former Director, Prof. Okonjo had not been resolved.

7.7 Considerable attention was given to the poor service conditions of the non-UN staff and the need to institute some interim or temporary solutions until the RECTAS scale is implemented. It was pointed out however that this could not be done within the structure of the present statutes and regulations governing the Institute, and the best solution seemed to be to speed up the process of restructuring the Institute rather than depend on ad hoc measures.

7.8 The Chairman called for the appointment of a committee to examine the various suggestions raised and to formulate a concrete set of proposals for discussion.

7.9 The committee, which is to submit its proposals by August this year consists of RIPS, UNFPA, ECA, the University of Ghana and the representatives of the Governments of Zimbabwe, Ethiopia, Ghana and Nigeria, with RIPS acting as the secretariat.

7.10 The Council noted with satisfaction the announcement by the representative of Nigeria that his Government's contribution for 1986 had just been transferred to the Chemical Bank of New York.

7.11 On the question of criteria for the payment of contributions by African Governments, it was recognised by Council that the two options which have been examined in the past were payment on the basis of UN scale of assessment and payment on the basis of equal assessment of member States. The Chairman suggested that between these two extremes, it was possible to work out a more acceptable formula such as the OAU scale which could be more equitable but at the same time not place undue demands on the resources of just one or two countries.

7.12 After some discussion, it was suggested that the committee which has already been set up should review the situation and come up with suitable recommendations. It was emphasised that the solution of the perennial problem of lack of contribution on the part of African governments is one which needs to be critically examined and vigorously pursued.

7.13 The UNFPA representative emphasised the importance of the Governing Council members committing themselves on behalf of African governments to their funding of the 1988 budget. Alternatively, he suggested using the Nigerian contribution for the 1988 African countries funding commitment. An expression of such commitment would facilitate the acceptance by UNFPA of the request for its share of funding for RIPS.

7.14 As regards country contributions, the meeting recommended that the OAU scale of Assessment should be examined as a possible basis for assessing contributions by RIPS member countries. This should be presented to the next Governing Council meeting for its decision. As regards using the Nigerian contribution for 1988, the meeting expressed no objection to the proposal by the UNFPA representative.

#### 8. STUDENTS EVALUATION REPORT

8.1 Council had before it the report on Students Evaluation of the Institute and its Work Programme (1985/86 Academic Year) as contained in document ECA/POP/RIPS-87/GC.12/12. The Chairman while commending the report and the system of evaluation, invited the Acting Director to present the report.

8.2 It was pointed out that this was the first time students evaluation of the programme was being done by administering a structured questionnaire on the last day of term. The method, it was expected, will enable the Institute to make year to year comparisons and to monitor much more objectively the programme of the Institute.

8.3 The evaluation assessed: (a) students prior knowledge of RIPS and admission procedures; (b) their reasons for choosing to come to RIPS; (c) initial domestic, academic and social problems encountered; (d) the training and academic programme of the Institute; (e) the terminal seminar preparation and presentation and (f) the adequacy of infrastructural facilities.

8.4 As well as presenting details of the findings, the attention of Council was drawn to some highlights of the evaluation experience. It was noted that the enquiry enabled a broad-based analysis and made possible inter-group comparison. It has, in the main, provided important guidelines for addressing some of the major gaps in the delivery system at the Institute.

8.5 In answer to queries raised about the overlapping of courses, it was explained that this was to be expected in a programme that was being tried out for the first time. The Institute was already addressing itself to how to cut down on the overlapping.

8.6 With regard to information called for on accommodation, Council was assured that plans were being made to provide separate graduate accommodation which will be available to RIPS students when completed. The view was further made that problems encountered were not unique to RIPS students who essentially had the same access to accommodation, medical and recreational facilities as other students in the University of Ghana.

#### 9. ADOPTION OF REPORT

9.1 As the meeting was pressed for time, Council agreed that the report of the meeting should be finalised by the Council Secretary and transmitted to members for their comments and observations.

#### 10. DATE AND VENUE FOR THE NEXT MEETING

10.1 With regard to the date and venue for the next meeting, the Council decided that the meeting should be held during the last quarter of 1987. The Committee comprising representatives from Nigeria, Ghana, Zimbabwe, Ethiopia, University of Ghana and RIPS was to meet in the morning hours of 21st February 1987 to draft the various steps towards complete regionalization by 1992.