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United Nations Council for Namibia - Reports of the
United Nations Institute for Namibia [Part 1]

28/10/1976 - 21/08/1978

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Trusteeship & Non-Self-Governing Territories 141/3 (3)

UNITED NATIONS COUNCIL FOR NAMIBIA

REPORTS OF THE UNITED NATIONS
INSTITUTE FOR NAMIBIA

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Pt. 1

REGISTRY FILE CLOSURE FORM

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TR 141/3(3)

10/45,78

RECORDS CONTROL

AUG 21 1978

UNITED NATIONS INSTITUTE FOR NAMIBIA
Lusaka, Zambia

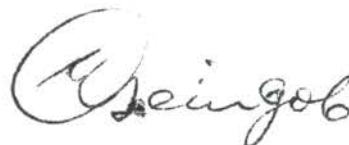
DATE: 28 June 1978

~~Dear~~ Your Excellency

..... Enclosed please find copies of the Minutes of
the following Management Committee Meetings:

22 June 1978

Yours sincerely,



Hage G. Geingob
Director

Her Excellency
Ambassador Ms.G.Konie
President UN Council for
Namibia
Room 3310
United Nations
NEW YORK. N.Y. 10017

SPECIAL MANAGEMENT COMMITTEE MEETING HELD ON 22.6.1978
AT 15.00 HOURS

PRESENT: Mr. H.G. Geingob - Chairman
 Mr. M. Bomani
 Mr. H. Hamutenya
 Mr. B. Modise
 Mr. G. Semiti
 Dr. B. Setai

The Chairman stated that the special meeting had been called to discuss the following two items which were of an emergency nature:

1. Expiration of Dr. Kabi's Contract

1.1 The Chairman reported that as previously agreed upon at the last meeting of the Management Committee (Min.4.4), he and the Deputy Director had held discussions with Dr. Kabi concerning the unsatisfactory report on her work performance. She had then been advised of what had transpired at the meeting of the Management Committee and the reservations expressed by her Head of Division in relation to the extension of her contract. The Management Committee had been placed in a difficult position, since the Head of Division had neither recommended renewal nor termination. Nevertheless, this had been fair, since the Head of Division had only worked with the staff member for five months.

Dr. Kabi was further advised that the students appeared satisfied with her teaching, but that the disappointment arose from the human relations aspect e.g. the housing incident and the fact that the research work of the Institute had suffered due to her lack of co-operation.

Dr. Kabi had stated that, firstly she had been informed that a decision had been taken sometime previously to have her services discontinued at the Institute. Secondly, her reaction had therefore been one of shock and dismay, particularly since she had never been called in by the Director to have this matter discussed with her. The rumour had **allegedly** emanated from a conversation which had taken place at a private affair held at the home of the Head of the Social and Educational Division.

The Head of the Economics Division, who at that time had not yet taken up his appointment, was supposed to have stated that once he took up his appointment, he would have Dr. Kabi replaced by a member of ANC of South Africa.

Dr. Kabi had given the impression that there was an internal problem within the ANC of South Africa, which involved among others, her husband and the Head of the Social and Educational Division. The Chairman had advised her that the internal problems within the ANC should not have affected the work of the Institute, resulting in her lack of co-operation and negligence of duties e.g. missing lectures. Furthermore, the responsible action that she should have taken, would have been to discuss the matter with the Director before it had developed to the stage which it had.

Her response had been that she had believed that the entire Management Committee was involved and that since a decision had already been taken, it had been pointless to raise the issue. In addition, due to an administrative oversight Dr. Kabi had never taken the Oath of Allegiance to the Institute and she had therefore felt that the omission had been deliberate.

She further stated that she was now willing to co-operate and expressed a desire to perform her duties to the best of her ability. As far as the Economics Division was concerned, she had experienced difficulties with the introduction of new methods by the Head. (This aspect was supported by another staff member in the Division). She was however informed that if instructions were given, which she did not understand, then she should request clarification. The discussions held with Dr. Kabi were thereafter conveyed to the Head of the Economics Division.

- 1.2 The Head of the Economics Division stated that he had also spoken with Dr. Kabi and that she had repeated the same story that she had told the Director and the Deputy Director.

On the question of research, he had reminded her that a meeting had taken place where the outline drawn up by her had been discussed and it had been agreed that the research project would proceed based on the said outline. She had also been requested, and had agreed, to write the introduction to the project in order to set the tone and orientation, since she had drawn up the outline. However, she had not fulfilled this obligation and the reason given was that in view of the type of teaching being done at the Institute staff members should not be requested to do research at the same time. She however had no complaints concerning the direction of the research.

In this connection, the Head of the Division pointed out that he had not changed the direction of the research, but had effected a division of labour and had individualized the research, in order that each staff member could work on an individual unit. He would however, work individually with everyone concerned, and hold regular discussions.

Following his discussions with Dr. Kabi he was now more hopeful that the relationship would improve.

- 1.3 The Head of the Social and Educational Division categorically denied that the alleged discussions concerning Dr. Kabi had taken place at his residence or that he had ever participated in any such discussions elsewhere. He therefore took strong objections to what he considered to be an attempted character assassination. In addition, he was not in a position to influence appointments within the ANC, but since inter-party gossip should be separated from the work of the Institute, he would take the matter up with Dr. Kabi and her husband, outside the Institute.

NOTED: It was noted that the situation was extremely complex and that there were certain political contradictions involved which were external to the Institute.

DECISION: After careful consideration, it was agreed to renew Dr. Kabi's contract for a further period of one year, under the new conditions. Dr. Kabi should however be advised that renewal did not mean that she could return to her former unco-operative attitude and that should there be no marked improvement in the standard of her performance, the Head of Division could recommend that her services be terminated. Similarly, should the staff member remain dissatisfied with her conditions, she could also terminate her contract by giving one month's written notice.

2. Travel by Mr. John in respect of his son

The Chairman reported that Mr. E.J. John, English Lecturer in the Social and Educational Division had submitted an application for his son to join him in Lusaka. He had previously made a similar application for his daughter to join him and this had been granted. The justification at the time had been that even though

he had been recruited from within Zambia, he was being paid dependency allowances in respect of his children and therefore qualified for expenditure in relation to their travel to join him at his duty station.

However his second application for the issuance of a ticket for his son from India to Zambia had been rejected by the Finance Officer who had informed him that Staff Rule 2/SEN/LU/14 Schedule III Appendix B stated: "the UN Institute for Namibia will pay travel expenses for a staff member recruited outside of Zambia and his eligible dependents, as follows:

- a) on initial appointment; and
- b) on termination of appointment."

Consequently, since Mr. John was recruited from within Zambia his application was being rejected and in addition the previous sum which, due to an administrative oversight was paid in respect of his daughter, would be recovered from his salary, in instalments.

Mr. John had therefore appealed against this decision.

NOTED: It was noted:

- a) that the responsibility for the error made in paying Mr. John for transporting his daughter from India to Zambia was that of the Administration;
- b) that in the case of the two UN officials on loan who had been erroneously paid certain allowances, headquarters had not stated that the amount was recoverable, but had been humane enough to give the officers' concerned a grace period of two months, before the allowances would be terminated; and
- c) that when the new conditions of service became effective in the case of Mr. John, it was quite likely that they would include provisions for the transportation of his dependents.

DECISION: It was agreed:

- a) that the sum of K245.43 previously paid to Mr. John representing the cost of transporting the staff member's dependent would not be recovered;

- b) that the application to have a second dependent transported to Zambia would be rejected until such time as the new conditions of Service applied to the staff member, at which time, the matter would be reviewed.

The meeting terminated at 15.50 hours.

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TR 141 (3(3))

See p. 4

9 Aug 78

UNITED NATIONS INSTITUTE FOR NAMIBIA
Lusaka, Zambia

RECORDS CONTROL

AUG 21 1978

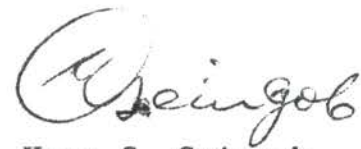
DATE: 24 July 1978

~~Dear~~ Your Excellency

..... Enclosed please find copies of the Minutes of
the following Management Committee Meetings:

- a. 18 July 1978
- b. 19 July 1978

Yours sincerely,



Hage G. Geingob
Director

Her Excellency
Ambassador Ms. G. Konie
President UN Council for Namibia
Room 3310
United Nations
NEW YORK. N.Y. 10017

MINUTES OF A MANAGEMENT COMMITTEE MEETING HELD ON
19 July 1978 AT 15.15 HOURS

PRESENT: Mr. Hage G. Geingob - Chairman
Mr. M. Romani
Mr. H. Hamutenya
Mr. B. Modise
Mr. G. Semiti
Dr. B. Setai
Mr. P. Lombe
Mr. S. Shana

1. Matters arising from the Minutes of the Management
Committee Meeting held on 18 July 1978

1.1 Staff Contracts - Expiration and Renewal

The CAO, as directed by the Chairman reported to the Management Committee that he had called on Mr. J.E. Kunitzberger, Assistant Representative Administration of the UNDP and that the following observations were made:

- a. Granting of extra steps in addition to the annual increment is not practised by UNDP;
- b. Extra steps may only be granted at the time of recruitment and thereafter normal annual increments would apply in accordance with the 200 Series of Staff Rules; and
- c. Promotion may be effected when a staff member is appointed at a level lower than the actual level approved for the post in the Manning Table; and that promotion to a higher level is dependent on vacancies being open and staff members applying to fill them through competition or otherwise.

DECISION: The CAO to arrange a staff meeting before the departure of the Chairman for Havana Cuba in order that members of staff may be advised on the above.

2. Expiration and Renewal of Contracts

2.1 Ms. A. Diallo - Lecturer Education and Social
Division

Ms. Diallo's two year fixed term contract would be expiring on the 17 August 1978 and the staff member had indicated that she would like her contract to be renewed.

The Head of Division reported that the staff member had done well in her work, though at the beginning some students had experienced some difficulty with her lectures due to her accent, but this had been overcome. He found her to be punctual and regular in her lectures and she was hardworking. Her working relationship with the other members of staff were satisfactory and co-operative.

- DECISION: a. It was agreed to renew Ms. Diallo's contract for a further one year;
- b. To grant Ms. Diallo the usual normal increment in recognition of her satisfactory performance over the past two years.

2.2 Ms. I. Cassaburri - Asst. Lecturer Education and Social Division

Ms. Cassaburri's one year fixed term contract would be expiring on the 9 September 1978 and the staff member had requested a renewal.

The Head of Division reported that the staff member's performance over the past one year had been very good and that she had been a very enthusiastic worker and did not create any problems. Her only problem was usage of complex language which some students could not follow but this had been discussed with her and it is hoped that she will simplify her language. Her research on Housing in Namibia was the only one on which she had gone slowly.

- DECISION: To renew Ms. Cassaburri's contract for a further one year from the 10 September 1978 and to grant her the usual annual increment in recognition of her good services over the past one year.

2.3 Mr. L. Matengu - Lecturer Economics Division

Mr. Matengu's two year fixed term contract expires on the 22 August 1978 and the staff member had expressed a desire to renew his contract.

The Head of Division reported that Mr. Matengu was the only Accounting and Book-keeping teacher and should be regarded as a valuable member of the Division. Since Mr. Matengu's professional training had purely been in Accounting, it had not been easy to fit him into the research projects approved by the Senate. However, a compromise has been reached that he will be studying the Commerce Industry of Namibia and he has recently embarked on the study. His demeanour and working relationships with his colleagues was satisfactory.

DECISION: To renew Mr. Matengu's contract for one year and to grant him an annual increment of one step.

2.4 Mr. S. Mshonga - Asst. Lecturer Agricultural Division

Mr. Mshonga's two year fixed term contract was expiring on the 5 August 1978 and the staff member had requested renewal of his contract and promotion to the grade of Senior Lecturer.

The Head of Division read out to the Management Committee his report on the staff member's performance over the past two years. The areas considered in the staff member's promotion included Teaching, Research, Conduct, Co-operation and Acceptance of Responsibility.

The Head of Division expressed satisfaction with the staff member's professional qualifications and his teaching ability but made reservations as regards his acceptance of responsibility and conduct. The staff member's working relationship with his colleagues was satisfactory horizontally but showed friction vertically. In the area of research and field practical training the staff member had needed a lot of pushing. He had shown reluctance in assisting the Head of Division in the proper functioning of the Division, but the Head of Division had no doubt that the officer was capable of working better and before the meeting the Head of Division had an interview with the officer and brought his misgivings to the officer's attention and the officer had undertaken to co-operate better in future.

DECISION The staff member's contract be extended for a further period of one year, and the question of promotion was not considered relevant at this stage. The point of increment will be considered after consultations with UNDP.

3. Dr. O. Al-Nagar

The letter from Dr. Al-Nagar dated 23 June 1978 was circulated to the Management Committee and it was decided that the decision made at the Committee Meeting held on the 18 July would remain unchanged.

4. Any Other Business

4.1 Bwacha Hotel

The Deputy Director brought to the attention of the Management Committee that he had seen a news item in the papers recently to the effect that the Bwacha Hotel had been purchased. On inquiring from

the Lawyers he was informed that it was a lot of nonsense and the offer was still available and that the Institute should do something to speed up matters.

He also informed the Management Committee that the total cost of renovating the Bwacha Hotel would amount to K10,000 and that this amount would be deducted from the total purchase price of the hotel.

- DECISION: a) The Deputy Director to draft a letter to the Lawyers accepting their offer and that Mr. Shana and Mr. Lombe should visit the Hotel and see if there were any renovations being carried out; and
- b) To cable New York requesting verification, as to whether the Institute can legally acquire property, since the EEC approved the project and now requests clarification on this point.

4.2 Security of the Management Committee Minutes

The Chairman reported that Minutes of the Management Committee were found to be in the hands of members of staff and that some were even found in the Institute's kitchen. He directed the Heads of Divisions to inform their Senior Secretaries that Minutes should be kept strictly confidential and if any Secretary is found to have let any staff member access to them, it would warrant their instant dismissal.

4.3 Mr. M. Ncube - Senior Lecturer Historical, Political and Cultural Division

The Head of Division recommended that Mr. Ncube be granted a further contract. A letter had been written to ZAPU requesting their confirmation as to whether Mr. Ncube could remain in the services of the Institute or whether the Party wish to recall him back. A reply has not yet been received to this effect.

The Head of Division reported that Mr. Ncube was a very willing and enthusiastic worker and was a pleasant member of staff, though at times he had been difficult with the Senior Secretary due to his over-enthusiasm in his job.

The meeting terminated at 17.30 hours.

MINUTES OF THE MANAGEMENT COMMITTEE MEETING HELD ON 18.7.78
AT 1500 HOURS

PRESENT: Mr. H.G. Geingob - Chairman
Mr. M. Bomani
Mr. H. Hamutenya
Mr. B. Modise
Mr. G. Semiti
Dr. B. Setai

In Attendance: Mr. S. Shana

1. Matters arising from the Minutes of the Special Meeting held on 22 June, 1978

1.1 Expiration of Dr. Kabi's Contract

In connection with the renewal of contracts, and of staff members in general with regard to whether or not staff are entitled to receive an annual increment when contracts are renewed, reference was made to Page 15 of the "200 Series". In view of the fact that the Institute is now following the "200 Series", it was decided:

DECISION: to reverse the decision contained in the minutes of the meeting held on 15 June in accordance with the "200 Series".

The CAO was requested to consult UNDP on the proper procedure and to report to the Management Committee.

Concerning the matter between the Head of Social and Educational Division, it was reported that Dr. Kabi had refused to identify the informant who supplied information about a conversation which allegedly took place regarding the discontinuation of her services at the Institute.

Dr. Kabi was requested to write a letter to confirm that she refuted the allegation that she had made remarks regarding the Head of the Social and Educational Division with reference to her husband's position in the ANC, but so far the letter had not been received.

DECISION: it was agreed that Dr. Kabi's and Mr. Shana's contracts would be drawn up after the CAO had consulted with UNDP. It was further agreed that Mr. Kaulinge should be granted the annual increment on renewal of contract, but that Dr. Kabi be denied this increment.

2. Matters arising from the Minutes of the Meeting held on
15 June, 1978

2.1 Seminar on Constitutional Options

The Deputy Director reported that the Seminar had taken place as arranged. It was also reported that Prof. Forsi from the Hungarian People's Republic had been unable to attend, but that Prof. Brehme from the German Democratic Republic had attended. Further, Comrade Gurirab, the SWAPO representative in New York, had also been unable to attend. A full list of participants at the Seminar would be published in the final report.

2.2 Health Seminar at Mulungushi

The Director pointed out that he had attended the Opening Ceremony of the Seminar.

The Head of the Social and Educational Division reported that he as well as the following staff members were attending the Seminar as UNIN delegates: Mr. Iyambo, Mr. Kaulinge, Mrs. Muundua, and Dr. Tiitendero.

The general impression was that the workshop had been a success and that the Namibian team was particularly good. It was reported that SWAPO and the Institute would be preparing for another workshop using Namibian health data some time later this year.

2.3 Prospectus

It was reported that the Prospectus had been sent back to New York, and that a cable would be sent if nothing further was heard in the near future.

2.4 Staff Benefits

The Director reported that he had received a cable from Mr. Cherab, Assistant Secretary General - Personnel Affairs in the U.N. This related to the Pension Scheme and was read to the Committee.

The CAO was requested to confirm with the Chairman of the Senate by cable in an A.R. in order that someone could be made available to assist in the compilation of a Staff Manual for the Institute.

The Director pointed out that the two U.N. officials in the Finance Office had registered serious reservations about the item in the minutes of the meeting of 15 June, pointing out that they were not paid "erroneously".

It was suggested that the following amendment be made to the paragraph concerning the allowances for the two U.N. officials (Page 4 of the minutes of the meeting held on 22 June):

AMENDMENT: that in the case of the two U.N. officials on loan who had been paid certain allowances which were now discontinued, headquarters had not stated that the amounts paid were recoverable.

2.5 Publications Editor

The Director reported that Mr. Duggal had been interviewed for the position of Publications Editor and was found suitable for the post; thus offered the post which he accepted, place of recruitment being India.

2.6 Contracts

Concerning the contracts that are expiring, it was agreed that a meeting be held on Wednesday, 19 July, at 1500 hours, to discuss the renewal or non-renewal of their contracts for those staff members whose contracts were expiring before and up to 3 September.

2.7 Dr. O. Al-Nagar, Lecturer, Historical, Political and Cultural Division

The Director reported that the following sums would be recoverable from Dr. Al-Nagar's final payments:

- (i) the cost of the round trip ticket to London valued at \$948.59;
- (ii) the per diem and terminal expense allowance paid to him for the 22 days in London and valued at \$1,156

The Head of the Division reported that Dr. Al-Nagar had written a letter explaining the reasons for his inability to complete the required work. It was agreed that this letter would be circulated to the Committee and discussed at the meeting to be held on 19 July. A report prepared by Dr. Al-Nagar was circulated at the meeting, and it was agreed that this did not constitute the two chapters required.

2.8 World Food Programme

The Deputy Director reported that the matter had been taken up with the Architect who had said that the cost of building the necessary storage facilities would be about K100.

3. Adoption of the Provisional Agenda

The Provisional Agenda was adopted.

3.1 Review of Recruitment of New Students

It was reported that 160 people were tested in Angola and 75 in Mynango. The marks were not very encouraging, those for maths being the worse. Using English and Social Science, those who got 50 marks and above were 10 from Angola and 21 from Mynango. Of those obtaining 40-49 marks, 9 were from Angola and 14 from Mynango, giving a total of 23. If the cut off point was taken to be 40, 54 of those interviewed would pass.

Only 4 candidates passed maths, 2 with marks above 50 and 2 with marks between 40-49.

There seemed to have been collusion between two of the candidates from Mynango who had passed as the social science papers were identical.

It was suggested by the Head of the Agricultural and Land Resources Division that the maths paper be corrected by weighting it with 34 marks for anyone who had passed two of the 11 questions which were set.

DECISION: It was agreed that students would be judged on the best of two subjects out of three, and that no student who failed would be admitted.

3.2 Student Accommodation

The Director reported that the National Housing Authority had offered flats in the Kabwata area to the Institute for student accommodation. These cost K240 per month for two-bedroom flats and K248 for three-bedroom flats.

The Deputy Director reported that the EEC had approved the Institute's purchase of the Dwacha Hotel. Under the agreement with the three countries, the hotel would be purchased in the name of the Government of Zambia and made available to the Institute. If this was to be the case, it meant that the Government had to decide which Ministry would own the building, and consequently would appoint a valuer to value the property. This could delay a decision being made.

Alternatively, the building could be purchased in the name of the Institute. In this case, confirmation would be required as to whether the Institute is allowed to own property. After evaluation last year, the figure approved was K160,000.

DECISION: It was agreed that a telephone call would be made to New York to get a decision on whether approval was needed from the Contracts Committee.

3.3 Pre-Sessional English Course

It was reported by the Head of the Social and Educational Division that the course would run from 7 August to 15 September.

The Curriculum Vitae of three teachers from the U.K. had been received: Thelma Henderson, Jim Cumming and Alison Piper. Jim Cumming's teaching experience had been queried as insufficient details were given in his curriculum vitae, but this had been clarified after further consultation with the British Council.

It was reported that the teachers would be in Lusaka from 3 August to 18 September. Teaching material was available and more would be brought from the U.K. by the teachers.

Timetable: one hour of reorientation and three hours of English, with free period in the afternoon.

Support Staff: these would be recruited locally with aid from the British Council. However, it may not be necessary to obtain support staff if there are only 40 students.

Office Accommodation: rooms 1 and 3 and the cubicles in the Library were suggested. Of the three alternatives, room 3 was preferred.

Transport: it was noted that transport would be required to take the teachers to and from the Institute.

The question of bringing new students from Angola for the course was discussed. It was also suggested that 28 juniors and 28 seniors from the existing students attend the course.

It was reported that an English teacher would be joining the Institute, but this person had not yet been appointed.

The Deputy Director pointed out that last year UNZA had been willing to provide student accommodation during their vacation period for the Institute's use.

DECISION: It was agreed that this should be checked to see if the offer was applicable for this year.

3.4 Departure of Students for Havana, Cuba

It was reported that the Director and Mr. Hamutenya would accompany 38 students to Cuba. The Director would return to the Institute on 20 August.

3.5 Marking of Examination Papers

It was reported that some teachers were taking a whole term to mark the examination papers. This practice must stop, and the Registrar is hereby instructed to set up a timetable for examinations and marking thereof.

3.6 Recruitment of Consultants through UNESCO for Drafting Curriculum for Remedial and Upgrading Courses

It was agreed that two consultants each be chosen for Maths and Science.

4. Any Other Business

4.1 The Director reported that the Austrian Ambassador would be willing to send one person from the Institute to Vienna for a course in Diplomacy, the duration of which was 1½ years. The person appointed should preferably speak German, but a six-month course in German could be provided if necessary.

4.2 Seminar in Co-operation with the International Trade Centre

The Head of the Economics Division reported that this seminar would no longer be held as a suitable date could not be agreed upon. The date suggested had been the week of 24 July.

4.3 The Head of the Social and Educational Division reported that a book entitled "Where There Is No Doctor", written by David Werner, had been contributed to the Institute by Dr. Rugunda.

It was recommended that the Institute obtained 300 additional copies of the book at a cost of \$675 plus shipping costs. It was decided that this sum was above that which the Director could authorise. Therefore, the matter should be referred to the Contracts Committee.

4.4 Assistant Media Officer

The names of three possible candidates for this position were mentioned. It was agreed that the Zambian candidate could be interviewed.

4.5 Vacancies for Training in Nutrition

The Head of the Agricultural and Land Resources Division reported that the Hague had announced vacancies which were available for training in nutrition. He had been sent brochures containing particulars of the training programmes, and Namibians had been invited as candidates. The brochures had been submitted to the Director.

4.6 Correspondence on Field Attachment

It was reported that the Botswana and Tanzanian Governments had been approached with a request for assistance in offering facilities for field attachments in Ministries of Agriculture. Both Governments had confirmed their willingness to assist the Institute in this respect.

However, the Director pointed out that the proper procedure was not being followed by the Head of Agriculture. Besides, the Senate had officially given the guidelines for attachment which, incidentally, had to start next year.

The meeting closed at 1930 hours.

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TR 141/3(3)

Auditor's report

UNITED NATIONS INSTITUTE FOR NAMIBIA
Lusaka, Zambia

RECORDS CONTROL

AUG 21 1978

30 June 78

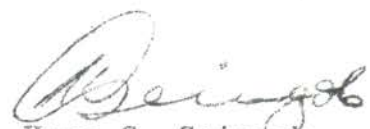
DATE: 22 June 1978

~~Dear~~ Your Excellency,

Enclosed please find copies of the Minutes of
the following Management Committee Meetings:

15 June 1978

Yours sincerely,


Hage G. Geingob
Director

Her Excellency
Ambassador Ms.G. Konie
President UN Council for Namibia
Room 3310
United Nations
NEW YORK. N.Y. 10017

MANAGEMENT COMMITTEE MEETING HELD ON 15 JUNE AT 15.15 HRS

PRESENT: Mr. H.G. Geingob - Chairman
Mr. M. Bomani
Mr. H. Hamutenya
Mr. B. Modise
Mr. G. Semiti
Dr. B. Setai

1. Matters arising from the Minutes of the Meeting
held on 1 June 1978

1.1 Seminar on Constitutional Options

The Deputy Director reported that no additional responses had been received since the last meeting. However, as agreed, he had now sent invitations to an additional number of experts from within Zambia and other neighbouring African countries.

NOTED: It was noted that the invitation to SWAPO did not indicate whether SWAPO officials based outside Lusaka were also being requested to participate. In addition there was a noticeable absence of any legal experts from the Socialist countries.

DECISION: It was agreed:

- a) To officially invite Comrade Theo Ben Gurirab, the SWAPO Representative to the UN and the Americas and to issue him with a round trip ticket for this purpose;
- b) to officially invite Comrade George Kalomo, the SWAPO Representative to West Africa to participate while he was in Lusaka for consultations with SWAPO. Consequently he would not require a ticket but the appropriate per diem should be paid to him for this period; and
- c) to officially invite Comrade Eorsi a legal expert from the Hungarian People's Republic and to issue him with a round trip ticket.

1.2 Country Health Programme for Namibia

The Head of the Social and Educational Division reported that he had attended the Preparatory meeting on the Country Health Programme held in Brazzaville recently. However, prior to his arrival, Dr. Indango of SWAPO had held discussions with officials of WHO and it had been agreed that a joint Namibian/Zambian Workshop would be held in Lusaka from 3 - 16 July 1978. During the Workshop, material would be prepared on an imaginary African Country and participants would be trained in how to facilitate such a programme. Ten Namibians would be involved, in addition to WHO experts from outside and within Zambia and a number of Zambians. It had been suggested that 4 Namibians from the Institute would be part of the Namibian delegation.

A second 2 week Workshop was also agreed to, where Namibians and Zambians would break up into separate groups and work on the data gathered from within their respective countries. Some data had been received from Namibia, but this was still inadequate. Consequently, the dates for the second Workshop had not been confirmed, pending the arrival of additional data from Namibia, particularly in the areas of food and nutrition. It was however, hoped that the meeting would take place sometime in August/September. WHO would be financing both Workshops.

1.3 Student Recruitment

It was noted that recruitment for the third intake of students could not be further delayed.

DECISION: It was agreed:

- a) that Dr. M. Tjitendero would leave for Angola on 18.6.78 and return on 25.6.78, for the purpose of administering the Institute's admissions test to prospective candidates in Angola;

- b) that Mr. M. Kaulinge would go to the SWAPO Centre at Nyango in order to administer the Institute's Admissions test; and
- c) that Botswana should be contacted by telephone, to ascertain whether it was feasible to send someone to administer the test in that country.

1.4 Prospectus

It was reported that Field Service had acknowledged receipt of the proof of the Prospectus through the AR and that it had been forwarded to the Printers. The printed copies should therefore be received shortly.

1.5 Staff Benefits

The Chairman reported that the Finance Officer had raised the issue that there had been no mention made in the contracts of staff members regarding the payment of installation and assignment allowances, and consequently, these payments should be discontinued and amounts previously paid, recovered. However, the Chairman had advised him that UN contracts did not mention such entitlements, but that they were given based on the Staff Rules and Regulations, and at the discretionary recommendation of the Executive Officer.

Furthermore, the two UN officials on loan to the Institute, had for sometime been receiving certain allowances from Headquarters. They had now been advised that these allowances would be discontinued, but the UN had not stated that the amount previously paid was recoverable, instead the UN had shown compassion and allowed the 2 UN officials a transitional period of 2 months preceding the change in their assignment allowance.

1.6 Student Accommodation

The Deputy Director reported that the EEC had recently stated that it was agreeable in principle to the changeover to purchase the Bwacha Hotel. Additional details on the existing building were however required. The EEC office in Lusaka was therefore liaising with the Architects and they were assembling this information. In

addition, an evaluator had been identified and the EEC would cover the cost of the evaluation.

The EEC had also advised that as previously agreed, the Institute could proceed with the purchase of two buses and a landrover. However, since the vehicles must be purchased from one of the EEC member states and tenders obtained, it would be easier for the EEC to do the actual purchasing.

DECISION: It was agreed to formally request the EEC to purchase 2 buses and a 4 wheel drive landrover.

NOTED: It was noted that if the Bwacha Hotel were purchased, only residential accommodation could be provided and additional classrooms would have to be found elsewhere.

DECISION: It was agreed that the possibilities of obtaining additional classrooms on a temporary basis should be explored e.g. schools on vacations etc. If this proved unsuccessful, the Architects should be requested to provide estimates for erecting additional structures at the Institute for this purpose.

2. Adoption of Agenda

The provisional Agenda was adopted.

3. Research Paper on Manpower Requirements for an Independent Namibia

The Chairman pointed out that the immediate problem impeding discussions on the research paper was the absence of a Publications Editor. Members of the Management Committee were familiar with the contents of the paper and any amendments suggested would need to be brought to the attention of the Editor. A candidate had been requested to attend for interview for the post of Publications Editor on 21 June 1978. It was therefore being suggested that

further discussions on the paper be postponed until after the interview. In order to better assess the suitability of the candidate, he should be sent a copy of the Paper to study and at the interview requested to provide an Editor's Critique. In the meantime, Heads of Divisions should review their divisional inputs in particular and study the paper in general.

DECISION: It was agreed:

- a) to send the candidate who had been invited for interview, a copy of Dr. Green's paper, with a covering letter, requesting him to study the contents and to be prepared to provide an editor's critique at the interview; and
- b) that Heads of Divisions should not only review their divisional inputs to ascertain areas that could be improved upon, but should study the paper in general, to enable them to better conduct the interview.

3. Auditor's Report

3.1 The Auditor's Report, which was previously circulated and studied by members of the Management Committee, was considered. The Chairman pointed out that he would be replying to specific questions raised and where possible all recommendations would be implemented. Some of the criticisms contained in the Report, were based on misunderstandings and others had previously been explained to the Auditor, but he had nevertheless raised them again, since they had emanated from some donors.

3.2 At the Sixth Meeting of the Senate, it had been agreed that the Audited Accounts should be annexed to the Report of the Senate if it were received in time. However, the Auditor's Report did not contain any figures that could be included, except the five year budget estimates, which had been included in the previous report of the Senate. Nevertheless, paragraph 3 which dealt with the review by the Auditor and his conclusion that the Institute appeared to be making reasonable progress, could be included.

3.3 Para 9 - It was noted that the Auditor had made an error concerning research projects. He had stated that the Institute was engaged in five specific research projects approved by the Senate, which was incorrect. There were five Divisions of the Institute but the number of Research projects exceeded the number of divisions.

Para 18 - It was unclear as to whom was being blamed for the lack of monitoring of the UNDP project, since the Institute could not monitor itself.

Paras 19, 20, 21 - The Auditor had stated that the terms and conditions attached to two of the grant agreements had not been met as specified by the donors. The three special purpose contributions mentioned were the EEC, the Ford Foundation and the Federal Republic of Germany. The criticism did not apply to the Ford Foundation since they had expressed satisfaction that their terms and conditions had been met and in the case of the EEC, no contributions had as yet been received. However, there had been problems with the contributions from the Federal Republic of Germany and the matter had been raised by the former Commissioner and taken up by the present Commissioner. The reasons for the deviation from the terms and conditions of the agreement had been sent to the Commissioner in writing and he had in turn communicated this to the donor country, who appeared to have accepted the explanations given, since the matter had not been raised further.

However, the Institute would endeavour to comply with the recommendations made by the Auditor when dealing with special Purpose Contributions in the future.

Para 25 (a) - It was noted that the Finance Officer had not been allowed to visit Headquarters to be briefed before taking up his appointment at the Institute. He had been transferred directly from his post in the Middle East to the Institute. The Office of Field Service and the former Commissioner had been cognizant of the staff member's level before sending him to the Institute. Nevertheless, the staff member had done a very good job and the recommendation from the Auditor to have someone train the staff member in planning, programming and budgeting techniques would be taken up. Furthermore, when budgets were drafted, they were sent privately to Headquarters for comments and criticisms before presentation to the Senate, but thus far no criticisms had been received. In addition, the Director had never received budget guidelines from Headquarters. //

- b) Re-allotment Control system, official travel had presented some difficulties, since there had been travel for Senators, travel for students, official travel and travel by the former Commissioner, which had been charged to the Institute. All travel had been placed under the same vote and the sum involved had appeared quite substantial. Efforts had however, been made to rectify the situation.

- c) The question of monitoring from Headquarters had not been done since the Institute was autonomous. Appropriate control was exercised by the Senate, but Headquarters could make comments at all times, since the draft budget was sent to them for this purpose. Nevertheless, the recommendations contained in paragraph 26 would in future be implemented. However, it should be noted that during the first year of the Institute's lifespan it had been difficult to forecast pledges and contributions, since there had been no precedence to follow. In addition, Headquarters had not always notified the Institute when contributions and pledges had been received. Now that a pattern had developed, it would be easier for the Institute to make realistic forecasts.

Para 27 - The question of Staff Rules and Regulations had been dealt with at the First Extraordinary Meeting of the Senate.

Para 28 - The question of assignment allowance had been dealt with as recommended.

Para 29 - The decision to pay SPA to staff members had been taken by the appropriate Committee, which was the Management Committee. The Management Committee had felt that the staff member referred to, had deserved the emoluments paid, since he had not only been the Acting Head of the Division for sometime, but had been responsible for setting up the Division and drawing up the curriculum.

Para 30 - It was noted that Personnel files were lacking certain essential information e.g. medical reports. This had occurred because the former CAO had sent the medical reports of staff members to headquarters. Other information that was lacking would be obtained and personnel files brought up to date.

Paras 31 - 33 - The problem of the Provident Fund had been solved by the Senate at its First Extraordinary Meeting.

Paras 34 & 35 - It was noted that the value of the input from the WFP, which had still not been received, would only be \$26,000 which would not reduce the catering costs greatly. However, there was a new draft agreement which was being negotiated and it was believed that under this agreement, the share for the Institute might be larger.

Para 36 - The Contracts Committee had been revived and as previously explained to the Auditor, it had been dormant because most of the major purchases had already been made.

Paras 39 and 40 - A new system was being implemented in relation to the purchase of goods and services. In addition the Nurse would be visiting the offices of WHO to learn from their system of organizing medical files and would try to implement a similar system at the Institute.

Para 43 - Hospitality at the Institute was mainly connected with August 26, Namibia Day celebrations and Senate hospitality. In the past, Form 10 had been duly completed and the names of guests listed, but this practice had been discontinued in line with the practice of other UN agencies here in Zambia and only the categories of guests were subsequently listed. In fact, the administrative circular which had been included by the Auditor as a guide also stated in para 5, that only the categories of guests should be listed. Nevertheless, the names of guests would be listed in future, as requested, where only a small number of guests were invited, since it would be difficult to list all the guests at the Namibia Day receptions.

Paras 44 and 45 - The recommendations regarding telephone calls and cash distribution of Stipends had been implemented.

Para 46 - The Senate at its Seventh Meeting ratified the expenditure resulting from the group of 20 students who had been accommodated and supplied with meals away from the Institute's premises.

4. Expiration of Contracts

4.1 The Chairman reminded Heads of Divisions that when a staff member's contract was nearing expiration, it was not sufficient to merely ask the staff member whether he/she would like the contract renewed and if the response was affirmative, a recommendation for renewal was made. The Head of Division should take into consideration the staff member's performance and the relevant performance evaluation forms should be completed and submitted by the Head of the Division. A recommendation should then be made based on the staff member's performance and provided

the staff member had requested a renewal.

The Deputy Director suggested that at the time of the renewal of contracts, if a staff member had performed his/her duties in a commendable manner, provided he/she had completed two years of service, accelerated steps could be given in recognition of this performance.

4.2 Mr. S. Shana - Registrar

The Chairman reported that Mr. S. Shana's two year fixed term contract would be expiring on 1 August 1978. He had discussed the matter with the staff member, who had requested a renewal.

NOTED: It was noted that the staff member's performance over the past two years had been satisfactory. He had developed a very good rapport with the students who regarded him as a father-figure. He had at all times implemented instructions speedily and effectively and was extremely co-operative.

DECISION: It was unanimously agreed:

- a) to renew Mr. Shana's contract for a further period of one year from 2 August 1978, under the new conditions of service; and
- b) to grant Mr. Shana an additional step in recognition of his satisfactory performance over the past two years, thereby bringing his step to step 4 from step 3 of his P - 3 level effective 2 August 1978.

4.3 Mr. K. Jario - Librarian

Mr. K. Jario's two year fixed term appointment would be expiring on 21 June 1978. His immediate supervisor, the Registrar, had recommended that in view of his satisfactory performance, he be granted a renewal.

NOTED: It was noted that Mr. Jario had done a commendable job in setting up the library single handedly and that he had been found to be co-operative at all times.

DECISION: It was unanimously agreed:

- a) to renew Mr. Jario's contract for a further period of one year from 22 June 1978, under the new conditions of service; and
- b) to grant Mr. Jario an additional step in recognition of his satisfactory performance over the past two years, thereby bringing his step to step 4 from step 3 of his P-2 level effective 22 June 1978.

4.4 Dr. F. Kabi - Senior Lecturer
Economics Division

Dr. F. Kabi's one year fixed term contract would be expiring on 26 June 1978. Her Head of Division had however expressed reservations on renewal, even though the staff member had indicated a desire to have her contract renewed.

The Head of Division had indicated to the staff member that her lectures could be tightened and strengthened, especially in the area of conceptualization and structure. He had made suggestions as to how this could be achieved but the staff member's response had left much to be desired. In the area of research, she had shown that she was not a team player. She appeared withdrawn on the subject and had repeatedly stated that the work could not be done, thus hampering any co-ordinated effort on the part of the division. She had shown a reluctance to assist the Head of Division in his administrative duties and in general a spirit of co-operation was lacking.

The Head of Division had been however reluctant to make a recommendation since his evaluation had been based on 5 months of working with Dr. Kabi and not the entire one year period.

NOTED: Other members of the Management Committee had noticed the reluctance on the part of Dr. Kabi to co-operate in general. She had also proven extremely difficult over the question of housing and had placed the Institute in an embarrassing position viz a viz the National Housing Authority. Her lack of interest in the research project on Manpower Requirements to which she had been appointed co-ordinator for the Institute, had resulted in the delay of the Publication of the paper. Nevertheless, the question of continuity in the Division would have to be taken into consideration, since her contract would expire in 12 days.

DECISION: It was agreed that in view of the aforementioned report on Dr. Kabi, that the Director and Deputy Director should meet with the staff member on 20.6.78 and inform her of the disappointment and reservations of the Management Committee. An emergency meeting of the Management Committee would be called thereafter and based on her response to the admonition of the Director and Deputy Director a decision would be taken on whether to renew her contract.

4.5 Mr. M. Kaulinge - Lecturer Economics Division

Mr. Kaulinge's two year fixed term contract would be expiring on 18 July 1978 and the staff member had indicated that he would like his contract to be renewed. The Head of Division had reported that based on the five months during which he had worked with Mr. Kaulinge, he had found that the staff member had been doing well in general. His demeanour was good and his working relationship with his colleagues was also good. However, certain areas needed to be improved upon. The staff member was not sufficiently assertive and his research inputs were lagging. His lectures had been written in a very difficult language, but he had spoken to the staff member concerning this and had suggested other

techniques of teaching and the staff member had appeared ready to take advice and to improve. In view of this, he was therefore recommending that the staff member's contract be renewed for a further period of one year.

DECISION: It was agreed to renew Mr. Kaulinge's contract for a further period of one year under the new conditions effective 19 July 1978.

4.6 Dr. O. Al-Nagar - Lecturer, Historical, Political and Cultural Division

Dr. O. Al-Nagar's contract would be expiring on 22 June 1978. However, the staff member had indicated to his Head of Division that he did not wish his contract to be renewed in the same capacity. He had stated that he would consider being appointed as a Consultant to do Research, or as the Publications Editor, since he had been dissatisfied with the post of Lecturer and was of the opinion that his qualifications and experience warranted a higher post.

However, the Head of Division had found the staff member's performance as a Lecturer unsatisfactory and below standard. The staff member was indolent and unco-operative and had failed to complete the research project relating to the two chapters on the History of Namibia, which had been assigned to him, even though special arrangements had been made to free him from teaching for an entire term in order that he could concentrate on research. Furthermore he had requested and had been granted special paid leave to go to London to collect data which was unavailable in Lusaka, in order that the two chapters could be completed.

The Head of Division had suggested that Dr. Al-Nagar should remain in Lusaka after completion of his contract to complete the project or to complete it from Khartoum, but Dr. Al-Nagar had rejected both suggestions.

NOTED: The following was noted:

- a) that Dr. Al-Nagar had not fulfilled his contractual obligations to the Institute relating to research;

- b) that the two chapters on the history of Namibia which had been assigned to him had not been completed;
- c) that he had rejected the suggestion, either to remain in Lusaka after the end of his contract to complete the project or to complete it from Khartoum;
- d) that the Institute had made special arrangements to enable him to complete the research project, i.e. freeing him from teaching for an entire term and sponsoring his trip to London to gather data that had been unavailable in Lusaka. For the purposes of the staff member's trip he had been supplied with a round trip ticket and per diem for 22 days in addition to receiving his normal salary; and
- e) that the documentation obtained in London and which was still in the staff member's possession, was the property of the Institute, since the photocopying costs had been borne by the Institute.

DECISION: After careful consideration it was decided:

- a) to confirm the mutual agreement reached, not to renew Dr. Al-Nagar's contract as Lecturer in the Historical, Political and Cultural Division; and
- b) to inform Dr. Al-Nagar in writing that he had failed to fulfill his contractual obligations to the Institute and consequently the following action would be taken:
 - i) that the cost of the round trip ticket to London valued at \$948.59 would be recovered from his terminal entitlements;
 - ii) that the per diem and terminal expense allowances paid to him for the 22 days in London and valued at \$1,156 would also be recovered;

- iii) that the 22 days or 15 working days would be deducted from his 23½ days annual leave accrued as at 22 June 1978, thereby leaving him with a balance of 3½ days annual accrued leave; and
- iv) that if and when he returned the two chapters to the Institute in an acceptable form, together with all the documentation which was photocopied and paid for by the Institute, the amount deducted would be refunded.

5. Any Other Business

5.1 Co-operation with the Government of Botswana

The Chairman reported that the Regional Representative from the Commissioner's office had held discussions among others, on the Institute with Officials from the Government of Botswana, during his recent visit. The officials had indicated the willingness of the Botswana Government to co-operate with the Institute in a number of fields. In particular, they had mentioned the field of Agriculture, in which they had collected extensive data and which they were willing to share with the Institute. They were also willing to take a number of Namibian students into the Agricultural Colleges for training. In addition, they had offered the facilities of various secondary schools when not in use during the long vacation and which could be utilised by the Institute.

It was therefore necessary that these offers be followed up and in this connection a trip to Botswana by the Agricultural Division would be justified.

Furthermore, an expression of gratitude should be conveyed to Mr. Omayad for having spoken on behalf of the Institute.

5.2 World Food Programme

The Deputy Director reported that the Ridgeway Hotel had advised that they did not have the storage facilities to accommodate the inputs from the WFP when it arrived and had given a breakdown of the quantities they

would require on a weekly basis. Since it would be possible to have these quantities delivered on a weekly basis from the WFP, the Institute would have to decide on whether to provide storage facilities or not to utilize the inputs from the WFP.

DECISION: It was agreed to request the Architects to provide an estimate for the building of the necessary storage facilities for submission to the Contracts Committee. However, the costs involved would have to be compared with the value of the WFP inputs to ascertain whether the project would be feasible.

The meeting terminated at 20.05 hours.

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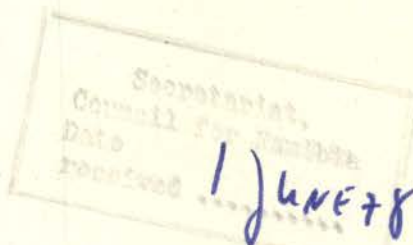
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United Nations Institute for Namibia
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Ref: ORG 320/7th SESS



RECORDS CONTROL

AUG 22 1978

18 May 1978

Your Excellency,

... Enclosed please find a copy of the minutes of the Seventh Meeting of the Senate of the UN Institute for Namibia, held in Lusaka, Zambia from 3 - 4 April 1978, for your information.

Accept, Your Excellency, the assurances of my highest esteem and consideration.

Hage G. Geingob
Director

Her Excellency
Ambassador G. Konie
President of the UN
Council for Namibia
Room 3310
United Nations
NEW YORK, N.Y. 10017

Note: Meeting was
attended by Mr. Vlasceanu
(Romanian) representing the
President of the Council.

UNITED NATIONS INSTITUTE FOR NAMIBIA
Lusaka, Zambia

7/SEN/LU/Minutes
April 1978

Seventh Meeting of the Senate
Lusaka, 3-4 April 1978

MINUTES OF THE MEETING

First Session - 3 April 1978

1. In welcoming the members of the Senate, and in particular Mr P.Vlasceanu, Rapporteur for the Committee of the United Nations Fund for Namibia, the Chairman pointed out that Mr Vlasceanu's attendance at the Seventh Meeting of the Senate would be useful in establishing a closer relationship between the Senate and the United Nations Council for Namibia. The Chairman also welcomed Mr J.Mufti, the new UNDP Resident Representative, who was attending the meeting of the Senate for the first time.

1.1. Before proceeding to the Agenda, the Chairman called upon Mr Vlasceanu to address the Senate on behalf of the President of the United Nations Council for Namibia (see Annex A).

2. Roll call

Professor Adebayo Adedeji, Executive Secretary, United Nations Economic Commission for Africa, Chairman;

Mr Martti Ahtisaari, United Nations Commissioner for Namibia;

Ms Anna Maria Demmer, Representative of the UNHCR;

H.E. Mr M.M.Gohar, Ambassador of the United Arab Republic of Egypt to Zambia;

Comrade L.H.Kalenga, Secretary of Education and Culture, SWAPO;

H.E. Mr U.Korhonen, Ambassador of Finland to Zambia;

Comrade M.Muyongo, Vice-President of SWAPO;

Mr S.H.Njelesani, Head, Scholarships, Bursaries, Placements and Graduate Affairs, Mining Industry, Manpower Services Unit;

Comrade M.K.Simumba, Director of the Sub-Regional Office of the Organization of African Unity (OAU), Committee for the Liberation of Africa;

Mr P.Vlasceanu, Representative of the President of the United Nations Council for Namibia, and Rapporteur of the Committee of the United Nations Fund for Namibia;

Mr H.G.Geingob, Director, United Nations Institute for Namibia, Secretary of the Senate.

Observers:

Mr J.Mufti, UNDP Resident Representative;

Mr P.Katjivivi, Secretary for Information and Publicity, SWAPO;

Mr J.F.Robson, Principal Secretary, Mission of the United Nations Council for Namibia to the Seventh Meeting of the Senate.

Absent:

Mr C.Thornicroft, Representative of the Government of the Republic of Zambia, Vice-Chairman of the Senate.

3. Approval of Agenda (7/SEN/LU/59)

The draft Agenda was approved.

4. Approval of the Minutes of the Meeting held on 1-2 November 1977

Commissioner Ahtisaari pointed out that Minute no. 18, regarding the attendance of the Rapporteur of the Fund at future meetings of the Senate, required clarification. It had been suggested that in addition to the Chairman of the Senate and/or the Director attending meetings of the Council when matters pertaining to the Institute were being discussed, it would also be desirable if the Rapporteur of the Fund could attend meetings of the Senate.

With this clarification, the Minutes of the last meeting, previously circulated, were approved and signed.

5. Matters arising from the Minutes of the Meeting held on 1-2 November 1977

5.1. 1977 Third Quarter Budget Review

Commissioner Ahtisaari reported that in accordance with the decision of Minute 10.1., he had held meetings with Mr Doo Kingue, the UNDP Assistant Administrator, concerning the subject of substantive backstopping for the Institute. Mr Doo Kingue had promised to look into the matter and to consult with the various specialized agencies who were assisting, and thereafter present a proposal for consideration by the Senate. The Council had not, however, had time to look into the matter.

Mr Vlasceanu reported that the Council would be holding consultations with the UNDP before the regular meeting of the General Assembly in September 1978. It would, therefore, be extremely useful if the Council could receive the Senate's recommendations before this meeting.

5.1.1. Auditor's Report

Commissioner Ahtisaari advised that the Auditor's Report on the Institute had not yet been submitted. The Chairman stated that this was regrettable, since the idea had been that the audited Budget could be incorporated in the Report of the Senate to the Council.

DECISION: It was agreed that if the Audited Report were received on time, and there were no controversial issues raised in it, the Chairman was empowered to attach it to the Report to the Council.

5.1.2. Contributions and Pledges

Commissioner Ahtisaari reported that at the pledging ceremony held on 21 March 1978 in observance of the International Day for the Elimination of Racial Discrimination, a total of \$1,057,236 was pledged for the Institute. The UNDP contribution for 1978 would be \$890,810, and there was a substantial sum transferred from 1977 due to the fact that some donors paid their 1977 contributions to the Institute in the latter part of 1977. In addition, some important donors had not as yet made their pledges for 1978. The Institute would, therefore, be able to cover its budget estimates for 1978 quite easily.

Mr Vlasceanu expressed appreciation on behalf of the Chairman and the Senate to the Commissioner for his effort in raising funds for the Institute.

5.2. Institute catering for students

Mr Mufti pointed out that the report on catering, previously circulated, required clarification. The agreement of the WFP was quickly obtained, but the inclusion of the Institute in the supply earmarked for SWAPO took a longer period. In addition, the agreement ran for one year, starting from the date of distribution of commodities and not from the date on which the agreement was signed, as indicated in the Paper.

The Chairman expressed the Senate's appreciation to the WFP for the prompt action taken in this regard.

Commissioner Ahtisaari enquired how the sum of \$26,300 as anticipated saving from the budget on provisions was arrived at as being the value of the WFP contribution and whether this would be the amount by which the Institute's costs would be reduced.

The Deputy Director explained that the Institute would be receiving one tenth of SWAPO's entitlement. Since the contribution to SWAPO was to the value of \$260,000, \$26,000 was one tenth of this amount. Savings by the Institute would be slightly higher in view of higher local prices at which the caterers would credit the Institute. However, the difference would not be substantial, since the major commodity would be maize meal which was purchased locally by the WFP.

DECISION: The Report was adopted

5.3. Second intake of students

Commissioner Ahtisaari stated that the Auditor had raised the issue of whether the Senate had authorized the payment of expenditure incurred in accommodating the twenty-three students outside the Institute. Since this action was necessary in view of the special circumstances, he was therefore proposing that the Senate endorse the expenditure incurred.

DECISION: It was agreed to ratify the expenditure incurred in maintaining the twenty-three students while they were off campus.

5.4. Goal Achievements

The Director raised the point that at the last meeting a Paper had been submitted to the Senate entitled 'Goal Achievements'. Contained in this paper were certain suggestions and recommendations concerning short-term courses. At that time, the Senate had merely noted the Paper. However, since then the matter had been raised by various persons, and the Senate was therefore being requested to give a ruling in this connection.

DECISION: It was agreed to defer discussion on this matter until item 7.

5.5. Minutes of the meetings of the Committee of Management

The Chairman stated that he had found the circulation of the minutes of the meetings of the Committee of Management very useful. It kept the Senators in touch with the Institute in between meetings of the Senate, and he would therefore like to record his gratitude to the Director and his colleagues for keeping the Senate informed. However, an expression of fear and anxiety by the members of the Committee of Management over the circulation of these minutes had been registered in one of the Reports. Committee members had felt that this was an infringement of their freedom of speech. Notwithstanding this reservation, the minutes had not shown any incidence of restrained discussion, and they were found to be frank and free. The purpose of circulating the Reports was not to influence discussion, but simply an acknowledgement of the right of Senators to be kept informed, so that once in every six months when the Senate made decisions, they would have been in possession of a flow of information which would provide the necessary background to some of the documents submitted. The Chairman added that he would therefore like to reassure members of the Committee of Management, through the Director, that it was not the intention of Senate to censor their discussions, but that this was being done to enable Senators to be kept informed, thereby enabling them to make rational decisions in the interest of the Institute.

5.6. Comments from the Rapporteur of the Fund

The Chairman reported that as previously agreed, a letter containing detailed comments on points raised by the Rapporteur in connection with the last budget had been sent to the Rapporteur. In addition, he had held discussions with the Rapporteur of the Fund for Namibia when certain issues were raised. From the first meeting of the Senate it was felt that there was a need to have a close relationship with the Council and the Committee for the Fund in order to avoid misunderstandings. The Senate was responsible to the Council, and through it to the United Nations. Consequently, it was essential for both the Council and the Senate that there were no misunderstandings, and that the Council would be an effective spokesman for the Senate.

The Council was represented by its President and two members on the Senate. However, it was still felt that whenever the Council would be discussing matters connected with the Institute, that the Senate should be informed in due time in order that it could be represented at these discussions. This would enable the Senate to clarify points and provide answers to questions raised there and then. The present system, whereby the Rapporteur transmitted his queries by letter and replies were also sent by letters, took about six months, and in the meantime certain impressions would have gained ground. Consequently, in order to obviate such a situation and to minimize queries, it would be best for the Council to advise the Senate in advance of any intended discussions on the Institute, in order that it could be represented.

Mr Vlasceanu observed that the Chairman's comments were very useful. At the same time, it would be beneficial to the Council if it could receive the budget estimates in advance, in order that it could provide the Senate with its preliminary views. At present, the Council had been discussing the budget estimates of the Institute some time after the Senate had approved the budget. It was therefore being suggested that the Council should receive the budget estimates before the Senate meeting in order that when the President of the Council and the Commissioner attended the meeting of the Senate they could express the views of the Committee for the Fund.

The Chairman stated that he was in agreement with the suggestions of the Rapporteur, but added that should the Rapporteur be unable to attend all the meetings of the Senate, he should make every effort to attend the meetings of the Senate when the budget estimates would be discussed, which would result in an improved working relationship between the Senate and the Council.

A. Administration and Finance

6. Draft Annual Report of the Senate to the United Nations Council for Namibia and the Secretary-General of the United Nations (7/SEN/LU/60)

6.1. The Chairman, before calling on the Director to introduce the above-mentioned Report, stated that the title page should indicate the period which the Report covered. He also enquired as to what had happened to the previous year's Report submitted to the Council, and whether it had either been considered or published by the Council.

Mr Vlasceanu replied that the Council took the Annual Report of the Senate as an information document, and would only discuss it should any problems arise therefrom. The first Report received was not discussed, but the matter would be brought before the Council when recommendations were being made on ways of strengthening the relationship between the Institute and the Council.

The Chairman observed that the Report of the Senate should be of wider interest. The normal practice in training and research institutions was that their annual reports, after approval by their governing bodies, were published and widely circulated. While the comments of the Council on the Report would be useful in terms of future work, the Report was post facto, and any comments of the Council would not affect its contents. Consequently, the possibility of having the Report printed and circulated widely should be considered.

Commissioner Ahtisaari stated that in the past he had circulated the Report, together with other documentation on the Institute, to donor countries and other persons who were interested in the work of the Institute. He also felt that the Report was a useful document and should receive the widest possible publicity.

Mr Vlasceanu enquired whether the Report should be published as a document of the Council. The Chairman noted that this was an important question, and wondered whether, after the Report had been transmitted to the Council and the Secretary-General, if it should be published as a Report of the Senate, or a Report of the Council, with the Council's comments.

Commissioner Ahtisaari stated that from past experience there had been no adverse comments from the Council. Since the Report was apparently only for the information of the Council and the Secretary-General, the Institute could have it printed and a number of copies sent to New York. If the Council had any comments on the Report, they could be taken as guidelines for future work.

DECISION: It was agreed that in future, the Institute should have one thousand copies of the Report printed, five hundred copies to be sent to New York, and the remaining five hundred copies to be retained for the Institute's use. The question of whether the copies should be cyclostyled or printed would depend on the costs involved.

6.2. In considering the draft Report of the Senate to the Council and the Secretary-General, the following amendments were made:

- (a) paragraph 3. should be deleted;
- (b) in paragraph 10., the initials of organizations should be written out;
- (c) paragraph 11. should be redrafted to reflect the recognition of the Institute positively;
- (d) a separate section on international support should be inserted;
- (e) paragraph 14. should be rewritten in the light of the Director's comments regarding varying interpretations of staff members of the headings in the questionnaire;
- (f) the Annex to paragraph 14. should be omitted from the Report;
- (g) the Annex to paragraph 20. should be omitted and the paragraph rephrased to state that the overall academic performance was satisfactory, and the number of students who passed and those who failed given;
- (h) paragraphs 20., 21., and 22. should be combined and rewritten;
- (i) paragraph 24. should be rephrased to state the number of candidates tested, the number admitted, and the male and female ratio;

- (j) in paragraph 31. the brackets should be removed from Health Science;
- (k) paragraphs 32., 33., and 34. should be deleted;
- (l) in paragraph 40. research topics should indicate that they were related to Namibia or not;
- (m) Annex V should be rewritten, and a short paragraph written on each research project. The report on the seminar on manpower requirements should be separate and not part of the Report;
- (n) in paragraph 46. only the first two sentences should be in the Report and the remaining sentences deleted;
- (o) the first Annex of the Report should be the document establishing the Institute; and
- (p) the 1977 statement of actual expenditure and income should be annexed to the Report.

DECISION: It was agreed to adopt the Report with the above-mentioned amendments.

7. Staff Evaluation Report (7/SEN/LU/61)

Commissioner Ahtisaari noted that the Paper submitted formed a basis for discussion. However, the statistics presented were difficult to analyse in view of the discrepancies in the hours spent on various activities by different staff members.

The Director advised that some of the information contained in the Paper was incorrect. Most staff members did not have a clearcut understanding of what was meant by the different headings and consequently provided varying replies. On research there was the problem of unavailability of data, and time spent on this was difficult to compute. The statistics presented would therefore have to be revised and a correct and up-to-date Paper would be presented at the next meeting of the Senate.

The Chairman stated that the Director would have to work out a criterion for determining utilization of time, since some of the information given was either unnecessary or duplicated. In addition, judging from the analysis made, less than twelve percent of the staff members' time was taken up on research. This was not consistent with the plea previously made by the Senate that staff members ought to give as much time to research as to teaching.

There was a wide disparity in the hours reflected by staff members. Academic staff should ask themselves what was the minimum and maximum teaching load that an academic staff member ought to carry each week, since beyond a certain load inefficiency would creep in. On the other hand, if staff members were doing little teaching and not much research, an outsider would form the inescapable impression of under-utilization of resources. The section on office hours should be deleted and there should be no distinction between tutorials, guidance, and counselling.

DECISION: It was agreed that the Staff Evaluation Report should be rewritten for presentation to the next meeting of the Senate. The total hours being covered should be standardized. If the teaching load of some staff members was too heavy, this should be reduced in order that they could also participate in research activities. A minimum and maximum teaching load should be established.

8. Recommendations on Staff Benefits (7/SEN/LU/62)

The Chairman expressed his appreciation to the UNDP for providing the Senate with the Paper on staff benefits as previously requested. Mr Mufti stated that he would like to clarify a few points on the 'Observations of the Management Committee on the Paper presented by the UNDP'. First, the impression had been given that the UNDP had been slow in providing an expert. Although the Senate had made the decision in November 1977, the actual request from the Institute did not reach the UNDP until 13 February 1978. On receipt of the request, the UNDP had advised that the Institute should have requested an expert from Headquarters, but that UNDP Lusaka would provide its Administrative and Finance Officer to assist on an ad hoc basis. The Paper presented by the UNDP required further scrutiny by an expert from Headquarters or another agency, and was merely a draft.

The Chairman stated that the instructions were that the benefits should have been worked out as a package deal and compared with other packages in order to ascertain the relative weight of the packages. Comrade Simumba suggested that, since the Paper presented by UNDP had not been prepared by an expert, it would be best to await a final document before comments were made.

The Director stated that there would be administrative problems arising from the above-mentioned suggestion. One staff member had completed her contract and had since left the Institute. However, no benefits had as yet been paid to her, and could not be until a ruling had been made. In addition, new staff members were being affected.

DECISION: The following was agreed:

- (a) that a cable should be sent to Headquarters immediately, requesting the services of an expert for approximately two weeks, the costs to be borne by the Institute;
- (b) the Commissioner should follow up the cable on his return to Headquarters; and
- (c) when the final document comparing the package of benefits, with specific recommendations, was received, the Chairman was empowered to take action on behalf of the Senate.

9. 1977 Year-End Budget Review (7/SEN/LU/63)

9.1. The Director reported that it was the practice of Headquarters to send the run off of statements towards the end of March. Since the Institute's field expenditure was incorporated with Headquarters, the Institute would have to await the final statement from Headquarters.

The Chairman requested the Finance Officer to prepare a Paper based on actual expenditures for 1977, which would include funds transferred to the Institute, and deferred discussion on this subject until the next session when the Paper would be presented.

9.2. Observations on the Manning Table

The Director stated that an overall staff assessment had been made, and as a result it was felt that certain unfilled posts could be abolished.

The Chairman requested the Director to prepare a Paper with his recommendations in this connection, and the matter would be discussed with the Budget.

B. Academic

10. Draft Three-Year Curriculum (7/SEN/LU/64)

10.1. The Chairman pointed out that the issue of short courses should also be considered when discussing the three-year curriculum.

The Director, in introducing the Paper on the three-year curriculum, stated that the academic staff had felt it unwise to change the presentation of courses in the first and second years, and had therefore only added a third year. If the first and second years were maintained in their present form, then the third year would be more practical-oriented and would be used for longer periods of secondment. The Paper presented was slanted towards a three-year curriculum, but the views of SWAPO would be needed, since they were under the impression that students would be graduating at the end of 1978 and that they could therefore be utilized for other purposes.

Ms Demmer requested clarification on secondment and the steps which had already been taken, e.g. the number of places available; place; duration and conditions; how students would be selected; and whether all students would be seconded. The other point was that since it was felt that Mathematics and Science could be the object of remedial training, whether this would be undertaken in the first and second years, and whether the recruitment of specialized staff would be required, as was the case with English.

The Director replied that the Senate should give a clear ruling on a two or three year programme to enable the staff of the Institute to plan effectively. Originally, with the five-year curriculum, the period of secondment was lengthy, but when the programme was changed to a two-year curriculum, this period had had to be shortened. A three-year programme would be beneficial and allow for worthwhile secondment. As could be seen from minutes of the Management Committee meetings, the process of secondment was very involved, and might require the establishment of a special Committee to handle the matter.

Offers of places had been received from the African-American Institute, who preferred students to visit the USA, and, in order to justify the expenses involved, a minimum of three months' secondment was required. However, they had indicated that it would be possible to sponsor students to places in Africa. The Inter-Parliamentary Union had also offered places.

The Chairman stated that the Director and his colleagues would have to answer whether, if students completed their studies in two years, the Institute would be producing individuals who had the necessary tools to meet the challenges, or half-baked people who would be an embarrassment in terms of performance, bearing in mind the investment that was involved.

The Director stated that given the educational background of the students, it was felt that two years were not sufficient to produce responsible and capable administrators for an independent Namibia. Three years might also not be sufficient, but it provided a better chance.

The Chairman raised the issue of what would go into the third year. There were two possibilities; the third year could be a continuation of classroom work and attachment, or it could be devoted completely to attachment. He was of the opinion that attachment for one or two months was merely a study tour, and that in order to be beneficial, nine to twelve months were required.

Various suggestions were made on the duration of secondment, and how it should be carried out. After careful consideration, the following was decided:

DECISION: (a) to accept a three-year curriculum;
(b) to accept in principle serious attachments, which should be properly organized and carefully drawn up, for periods of nine to twelve months; and
(c) that the Management Committee should work out the details of a secondment programme for presentation to the Senate at its first extraordinary meeting (see Minute 17.2. below).

10.2. Crash Programmes

The Director referred to the Paper on 'Goal Achievements' presented at the sixth meeting of the Senate. Based on SWAPO's experience and following the visits to the Institute of representatives of the specialized agencies and other organizations, several suggestions had been put forward regarding certain short-term courses that should be carried out, e.g. secretarial/copy-typing courses, remedial teacher training, nurses' and/or medical assistants' training, coupled with an extension of remedial courses in English.

The Chairman agreed that there was a need for short courses if the manpower to be trained was available. He did not, however, regard secretarial training as a short-term crash programme which could be completed in six months.

The Commissioner pointed out that his idea of crash programmes was slightly different from those proposed by the Director. He had been thinking of preparatory courses to enable Namibians to benefit from the offers they received from international organizations. English, Mathematics, and Science could be taught for six months, and thereafter the trainees could be sent to other training institutions where places had been offered. The problem facing SWAPO was not manpower, but the calibre of manpower, which needed up-grading in order to make use of the scholarships offered.

Mr Mufti stated that the SWAPO representatives should make comments on what SWAPO required. UNDP was prepared to finance courses. At present there were no specific ones in mind, but they could be created in collaboration with SWAPO, the Institute, and other agencies such as UNESCO. The programme would be executed by OTC or another agency.

Comrade Muyongo stated that the Senate should address itself to whether these crash programmes should be undertaken at the Institute. SWAPO needed typists, medical assistants, and refresher courses for teachers who were trained in Namibia. The Institute should try to develop these areas.

Comrade Kalenga stated that it was best if these courses were offered at the Institute, where the staff had an understanding of the nature of the problems facing Namibian students.

Commissioner Ahtisaari enquired whether the Institute in its present form could accommodate additional courses, and whether the physical facilities would be adequate.

The Director stated that with the EEC's contribution of approximately \$600,000 for additional accommodation, the Institute would be able to incorporate additional courses.

The Chairman stated that there was no doubt that there were many advantages in accommodating the additional courses at the Institute. However, the Institute and SWAPO would have to present concrete proposals on what could be offered at the Institute, bearing in mind the limitations imposed by space, availability of potential students, and which programmes could be offered elsewhere.

Commissioner Ahtisaari stated that from the comments of SWAPO there was a need to organize courses for teachers, etc. The implications of personnel needs and localities should therefore be taken into consideration when the new facilities were being planned. In addition, the question of whether the Institute could conduct two five-month courses per year in English, Mathematics, and Science should be examined. Students graduating from these courses would either join the Institute or take up bilateral offers which had been made to SWAPO.

DECISION: It was agreed that the Institute should draw up a programme on the above for presentation to the Senate at the extraordinary meeting in May 1978.

11. Report on Students' Performance (7/SEN/LU/65)

DECISION: The Report was noted by the Senate.

12. Draft Rules governing the withdrawal of students from the Institute due to academic failures (7/SEN/LU/66)

The Director pointed out that the draft rules submitted would have to be amended to include the third year.

Ms Demmer stated that the rules should reflect the close co-operation that existed between students and staff. In addition, a written warning at the end of the first term appeared harsh. The first term should make allowance for adjustment, and a written warning should be given at the end of the second term.

The Chairman pointed out that students who failed the first year examination marginally should be given an opportunity to resit the examination, thereby making an allowance for marginal failures.

DECISION: It was agreed that:

- (a) the rules should reflect the close co-operation that existed between students and staff;
- (b) a written warning should be given at the end of the second term;
- (c) students who passed in a minimum of three out of five papers should be allowed to resit the examination in the papers which they had failed at the end of the first term;

- (d) provisions should be made in the rules for the third year;
- (e) to submit the revised rules to the Senate for approval; and
- (f) the rules, whenever approved, should be kept under constant review.

13. Report on the former twenty-three students (7/SEN/LU/67)

DECISION: The report was noted by the Senate.

C. Research and Consultancy

14. Report on Research Activities (7/SEN/LU/68)

The Director, in introducing the report on research activities, pointed out that there had been problems in gathering data for the research projects. Thus far, only two projects had been completed, and the minutes of the Committee of Management reflected the disappointment with the slow progress which had been made by staff members. Efforts would therefore be made to improve on the situation.

The Chairman stated that he had earlier expressed disappointment with the low priority which had been given to research in terms of time by the staff members. The Institute should also contact the various agencies and make use of their assistance. He also wondered whether there was an overall research co-ordinator.

The Director stated that for the project on manpower requirements, there had been a co-ordinator, and the Economics Division was co-ordinating the project on development strategy. However, the other projects were being co-ordinated by the Management Committee, and the onus was on the Heads of Divisions to put pressure on their staff members.

Commissioner Ahtisaari pointed out that on looking at the report of discussions between the various agencies and the Institute, it could be seen that a pattern had been established and this information was valuable in helping his office to co-ordinate activities.

DECISION: The report was noted by the Senate.

15. Report on Meetings with Specialized Agencies

Comrade Simumba referred to the report on discussions held between the Institute and Mr Doo Kingue, the UNDP Assistant Administrator, wherein Mr Doo Kingue had questioned the seriousness of the Senate, but had not offered any suggestions as to how he would like the Senate to be serious.

Mr Mufti stated that he had been present at these discussions and that Mr Doo Kingue had been misunderstood. Mr Doo Kingue had raised the issue of the frequency of meetings of the Senate, since he considered meeting twice a year inadequate.

The Director, however, pointed out that the word 'serious' had been used by Mr Doo Kingue, and when this had occurred he had requested Mr Doo Kingue to clarify whether officials such as Professor Adedeji and Commissioner Ahtisaari were being accused of not being serious. The Director further stated that other Management Committee members who were present at the meeting could attest to the fact that the remark had been made.

Commissioner Ahtisaari stated that Mr Doo Kingue had expressed the desire to attend the Seventh Meeting of the Senate, and would have attended had he not been called away on urgent business. The point raised concerning the frequency of Senate meetings warranted discussion, and the opinion of the Institute on this matter would be welcome. The Commissioner further added that Mr Doo Kingue had written him a personal memo expressing his views on the Institute, to which he had replied. He regarded the comments made as a positive sign, which reflected the interest that Mr Doo Kingue had in the Institute.

Comrade Muyongo wondered why Mr Doo Kingue had raised the issue, and stated that if this was the opinion of people like Mr Doo Kingue, then he saw no point in the meetings of the Senate. He further questioned why Senators, who were responsible people, should be subjected to that type of language.

Ambassador Korhonen suggested that the Commissioner should take the matter up with Mr Doo Kingue, who should be informed of how seriously affronted the members of the Senate felt by his remarks.

Mr Mufti stated that in the past there was a lack of communication between UNDP Lusaka and the Institute. Consequently, UNDP Lusaka had failed to keep UNDP New York fully informed on matters pertaining to the Institute. However, efforts were being made to correct the situation, and he was therefore requesting the Director to allow the Institute and UNDP to start off on the right footing and accept that the statement attributed to Mr Doo Kingue was a deviation from what was intended.

The Director pointed out, however, that his integrity was being questioned in reporting what Mr Doo Kingue had stated, and that the matter should therefore be clarified.

The Chairman assured the Director that the Senate was not questioning his integrity, but that there appeared to have been a failure in communication, resulting in a misunderstanding, since a colleague in the United Nations would not have made such comments after only a few hours' visit. The Senate should therefore look at the positive side, and accept this as a manifestation of the interest that the UNDP had in the activities of the Institute. However, it appeared that UNDP Lusaka, which had been participating fully in the meetings of the Senate right from the start, had not kept UNDP New York fully informed. It also appeared that Mr Doo Kingue did not agree with the basic document establishing the Institute, which was drawn up by the Council and approved by the General Assembly. The Senate was merely implementing what had been approved, and even if the Senate had other views, it would be acting ultra vires to attempt to change the basic document.

After some other members had also expressed very strong objections to the remarks attributed to Mr Doo Kingue, it was decided that the Commissioner should discuss the matter with Mr Doo Kingue.

The meeting adjourned at 17.00 hours until 11.00 hours on 4 April 1978.

Second Session - 4 April 1978

16. 1977 Year End Budget Review (7/SEN/LU/63)

16.1. The Finance Officer, in introducing the Statement of Assets, Liabilities and Unencumbered Fund Balance as at 31 December 1977, pointed out that the financial statement for 1976/77 had not yet been received from United Nations Headquarters. The figures presented were the fourth run, and the fifth run would be the final document. The adjustment fund balance as at 31 December 1977 was expected to be \$997,112.94, which included the contributions from Canada and Sweden.

The Chairman noted that the financial position of the Institute was healthy.

DECISION: It was agreed to note the Report based on the fourth run, and that the fifth run should be attached to the Report of the Senate to the Council and the Secretary-General.

16.2. National Provident Fund Accounts

The Finance Officer reported that the pension contributions for both international and local staff were in ordinary savings accounts and could not be invested. He was therefore seeking guidance from the Senate on whether funds for international staff, being held by Chemical Bank, New York could be invested.

DECISION: It was agreed that the Finance Officer should invest the pension contributions being held by Chemical Bank, New York.

16.3. Recommendations on posts to be abolished or maintained

The Director, in introducing the recommendations on posts to be abolished or maintained, stated that the Institute having been in existence for over two years, it was time to have an overall staff assessment to ascertain whether all the staff on the Manning Table should be maintained, or some posts abolished while others were reclassified.

(a) Publications Editor - P-4

The post of Publications Editor had been left open intentionally. This was mainly due to the fact that the research projects were at varying stages of progress and were therefore not ready for publication. However, since some projects were either just completed or nearing completion, a Publications Editor would shortly be required.

Recommendation: It was being recommended that the post of Publications Editor be maintained and that the Institute actively try to identify a suitable candidate.

DECISION: It was agreed to maintain the post of Publications Editor, but to lower the level to P-3.

(b) International Secretaries

In the past, criticisms had been levelled against the Institute over the post of Secretary in the Director's office at G-5 level, and the post of Secretary in the Office of Administration at G-4 level. These criticisms were however unjustified, since the post in the Director's office was created at the United Nations Headquarters, and the staff member concerned had had her contract drawn up and signed in New York before coming to the Institute. Likewise, in the case of the Secretary in the Office of Administration, this staff member was a United Nations official on loan, who had maintained her grading on secondment to the Institute. However, these posts had since become vacant.

Recommendation: It was therefore being recommended that:

- (a) the post in the Director's office be localized to the L-7 level;
- (b) the post in the Chief Administrator's office be localized to the L-6 level.

Financial implications: In the case of (a), a saving of \$4,038 per annum would be effected, and in the case of (b), a saving of \$2,796 per annum would be effected. It should be noted that the posts at G-5 and G-4 levels also had certain fringe benefits which when localized will be abolished.

DECISION: It was agreed to localize the post in the Director's office to the L-7 level, and the post in the Chief Administrator's office to the L-6 level.

(c) Medical Officer - P-3

Criticisms had also been levelled at the post of Medical Officer. Previous justification for maintaining the post was based on the teaching and research aspects. WHO indicated that it would be willing to assist with research and provide consultants on a short-term basis to give specialized lectures. More importantly, a Namibian doctor inside Namibia was being approached to collect data for transmission to the Institute. The data could then be written up by a WHO expert. Minor ailments of students and matters relating to general hygiene were being adequately attended to by the Nurse, with major problems, as in the past, being referred to the University Teaching Hospital.

Recommendation: It was therefore being recommended that:

(a) the post of Medical Officer be abolished;
and

(b) in view of the increased responsibility of manning the clinic and carrying a teaching load, the post of Nurse be upgraded from L-6 to P-1.

Financial implications:

P-3 post \$18,193.

P-1 post \$11,917.

L-6 post presently being occupied by Nurse \$6,024.

Savings incurred if post of Medical Officer is abolished and post of Nurse upgraded to P-1 is \$6,024.

DECISION: It was agreed to:

(a) abolish the post of Medical Officer;
and

(b) upgrade the nursing post to P-1.

(c) Assistant Librarian - P-1

The library was quite small, and thus far the post of Assistant Librarian had never been filled. There was a qualified Senior Librarian and five trainee Archivists. A Consultant Archivist, donated by the Commonwealth Secretariat, would be arriving shortly to train the five trainee Archivists, and when trained they, together with the Senior Librarian, should be able to run the library efficiently.

Recommendation: It was therefore being recommended that the post of Assistant Librarian be abolished.

Financial implications: a saving of \$11,917. would be effected.

Mr Vlasceanu raised the issue of the programme presently being worked out by the Council which, if approved, would require the services of an additional qualified librarian at the Institute. He was, however, advised by the Chairman that such a post would have to be filled by someone at a higher level than that of a P-1 Assistant Librarian. Consequently, when the time arose, a new post would have to be created.

Commissioner Ahtisaari requested that for the next meeting of the Senate, a paper on the holdings in the library should be presented, since Senators were unclear on the state of the library.

DECISION: The following was agreed:

(a) to abolish the post of Assistant Librarian; and

(b) that the Institute should submit a paper to the Senate at its next meeting on the state of the library.

(e) Offset Printing Technician

The post of Offset Printing Technician had never been filled. However, in view of future printing requirements and the contribution by the Italian Government of an offset printing machine to SWAPO, which would be housed at the Institute and utilized by both SWAPO and the Institute, it was felt that this post should be maintained.

Recommendation: that the post of Offset Printing Technician be maintained, and that the Namibian being trained to operate the machine be appointed on completion of his training.

DECISION: It was agreed that the post of Offset Printing Technician should be maintained.

(f) Clerical Vacancies

There were three clerical vacancies in the General Service category: Visa/Inventory Clerk; Clerk Procurement; and Clerk Personnel. Previously, only the post of Clerk Procurement had been filled, but this was now vacant. However, in the office of the General Service Officer there was a need for one additional member of staff to assist in all three of the above-mentioned categories.

Recommendation: It was therefore being recommended that the three posts be combined into one, that of Administrative Clerk at the L-3 level, and that the vacancy be filled.

Financial implications:

Three posts at L-3 level \$9,760.

One post at L-3 level \$3,253.

Saving \$6,507.

DECISION: It was agreed to combine the three L-3 posts into one, that of Administrative Clerk at the L-3 level.

17. Any other business

17.1. Expiry of Contract - Mr G.Semiti, Assistant Director, Agricultural and Land Resources Division

The Director reported that the contract of the above-mentioned staff member would be expiring on 29 June 1978, which would be before the next meeting of the Senate.

There was no doubt that the staff member's qualifications and requisite experience would have been most useful to the Institute if put to full use. However, he had been one of the most difficult staff members of the Management Committee the Institute has had, particularly in the initial period.

The intention, therefore, would have been to recommend separation from the Institute. However, in view of the scarcity of agriculturalists, and in view of the staff member's improved performance lately, which might have been due to awareness that his contract was about to expire, it was being recommended that he be given a probationary extension of six months, in order that his further conduct would be observed and, by the next Senate meeting, an official recommendation be made.

Commissioner Ahtisaari requested the Director and his staff to examine the structure of the Institute, since, from looking at the minutes of meetings of the Committee of Management, the Agricultural Division appeared to be the odd man out. The problem of how to prepare administrators to be sympathetic to agriculture should be examined and whether a second year of specialization in agriculture was really necessary. It would probably be an idea for agriculture to be taught to all students in the first year, but that the second year could be used by the Division for research.

After further discussions on the recommendations presented by the Director, the following was agreed:

- (a) to note the reservations made by the Director on Mr Semiti's performance over the past two years; and
- (b) to note the recommendations of the Director that Mr Semiti's contract be extended by six months.

The Senate, however, after taking into account the comments of the Director that lately there had been an improvement on the staff member's performance, and bearing in mind that in order to provide effective leadership at that level a six-month extension would present psychological problems for the staff member, agreed that:

- DECISION:
- (a) Mr Semiti's contract should be extended for a period of one year;
 - (b) the discussions held, and the reservations of the Senate, should be made clear to Mr Semiti by the Chairman in the presence of the Director;
 - (c) Mr Semiti should be advised that the extension of one year was subject to significant improvement in his performance; and
 - (d) the Director should submit a report to the Senate on Mr Semiti's performance, and if the report proved negative then he would be separated from the Institute.

17.2. Eighth Meeting of the Senate

- DECISION:
- (a) the Eighth Meeting of the Senate would be held from 28-30 November 1978; and
 - (b) an extraordinary meeting of the Senate, to consider short-term courses, would be held on 19 May 1978.

The Chairman thanked the members of the Senate for their co-operation and support, and in particular Mr Vlasceanu, the Rapporteur of the Fund, for the effective manner in which he had participated in the meeting. The Chairman further stated that he was grateful that Mr Vlasceanu had been able to attend, and that it was hoped that he would attend other meetings of the Senate, thus ensuring effective co-operation between the Senate and the Council.

The Chairman brought the meeting to a close at 12.35 hours.

(file)
~~TR 141/1(3) UNIN Report~~
UNITED NATIONS INSTITUTE FOR NAMIBIA
Lusaka, Zambia

DATE 8 Dec 1977
TO: Mr. Rego-Monterio
FOR: ☒ INFORMATION
☐ ACTION
☐ APPROVAL
Reply To File No. (if any)
BY: Mr. Seidman

8 DEC 77
TO: Mr. George Lansky
Director, FOS/OGS

FROM: Hage G. Geingob
Director

28 DEC 1977

SUBJECT: Administrative Report No. 77/46 - 18 November 1977

I. REPORT

1. Your Administrative Report No. 77/44 dated 1 November 1977 has been received by this office with all enclosures.

II. SECRETARIAT

2. Mail to Messrs John Devine and Norman Roberts

Please be advised that the above named UN staff on loan to the Institute have returned to their original duty station and mail in respect of them should be forwarded to their respective present address.

3. Post for the Chief Administrative Officer

Please be informed that effective 14 November 1977, Mr. Peterson David Lombe has been appointed Chief Administrative Officer of the Institute. We suggest that in future Administrative Reports be addressed to him.

III. FINANCE

4. Bank Reconciliation - Chemical Bank

.... We enclose the subject reconciliation as at 31 October 1977.

- 5. Cheque No. 492 - \$8,984.01 for deposit

..... We enclose the subject cheque for onward transmittal to the Manager Chemical Bank.

IV. COMMUNICATIONS & SUPPLIES

6. NIL

V. MISCELLANEOUS

7. Research paper Towards Manpower Development for Namibia.

.... We enclose 30 copies of the subject document for transmittal to Mr. Rego-Monterio, Secretary to the UN Council for Namibia in Room 3310.

Discussed
20/12/77 with
Pres. of UN
Council for
Namibia.
Read +
distribute to
all Council
members
D. Thonke
28/12/77

BULK ENCLOSURE
FILED SEPARATELY

BULK ENCLOSURE
FILED SEPARATELY

Mr. Rorer Pet

J.F. Robson

No. de bureau	Extension - Poste	Date
5309	5309	1 Sept. 1977
FOR ACTION	POUR SUITE A DONNER	
FOR APPROVAL	POUR APPROBATION	
FOR SIGNATURE	POUR SIGNATURE	
FOR COMMENTS	POUR OBSERVATIONS	
MAY WE DISCUSS?	POURRIONS-NOUS EN PARLER ?	
YOUR ATTENTION	VOTRE ATTENTION	
AS REQUESTED	COMME CONVENU	
AS REQUESTED	SUITE A VOTRE DEMANDE	
FOR INFO AND RETURN	NOTER ET RETOURNER	
FOR INFORMATION	POUR INFORMATION	

RECORDS CONTROL

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FICHE DE TRANSMISSION

TO: Mr. Roger Pet		
FROM: J.F. Robson		
Room No. - No de bureau	Extension - Poste	Date
5310	5399	1 Sept. 1977
FOR ACTION	POUR SUITE A DONNER	
FOR APPROVAL	POUR APPROBATION	
FOR SIGNATURE	POUR SIGNATURE	
FOR COMMENTS	POUR OBSERVATIONS	
MAY WE DISCUSS?	POURRIIONS-NOUS EN PARLER ?	
YOUR ATTENTION	VOTRE ATTENTION	
AS DISCUSSED	COMME CONVENU	
AS REQUESTED	SUITE A VOTRE DEMANDE	
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ADVANCED CLIPPING

11 SEP 1977

TR 141/3(3)

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UNITED NATIONS
ECONOMIC COMMISSION FOR AFRICA



NATIONS UNIES
COMMISSION ECONOMIQUE POUR L'AFRIQUE

RECORDS CONTROL

ADDIS ABABA - ETHIOPIA
25 NOV 1976

CABLE: ECA. ADDIS ABABA
P. O. BOX 3001
TELEPHONE: 447000-447200

DATE 28 October 1976

REFERENCE OES/3.1/80


Dear Ambassador Kamana,

In accordance with the United Nations Document A/AC.131/34 dated 7 October 1974 establishing the United Nations Institute for Namibia which enjoins inter alia the Senate of the Institute to submit an Annual Report to the Council for Namibia and to the Secretary-General of the United Nations", I have great pleasure in forwarding herewith Document No. 4/SEN/LU/31 entitled Report of the Senate of the United Nations Institute for Namibia covering the activities of the Institute during the past year.

May I seize this opportunity to acknowledge your Excellency's communication dated 21 June 1976 and which unfortunately only reached me on the 23 August 1976. However, the Senate at its Fourth Meeting held on 27 August 1976 gave careful consideration to the contents of the letter.

It was the view of the Senate that some of the issues raised in the letter are best dealt with by a personal appearance before your Council so as to have a proper dialogue. If this suggestion is acceptable to you and your Council, I will be willing to appear before it to present the report of the Senate and to answer such questions as you and the distinguished members of the Council may wish to raise. In this connection, I would like to inform you that I will be in New York from the 9th to 16th November 1976.

Accept, Dear Ambassador Kamana, the assurances of my highest consideration.


Adebayo Adedeji
Chairman of the Senate
United Nations Institute for Namibia

H.E. Mr. Dunstan W. Kamana
Ambassador Extraordinary and Plenipotentiary
Permanent Representative to the United Nations
President of the United Nations Council for
Namibia
Room 3310
NEW YORK, N.Y. 10017.

UNITED NATIONS
INSTITUTE FOR NAMIBIA
LUSAKA

REPORT OF THE SENATE OF THE UNITED NATIONS
INSTITUTE FOR NAMIBIA

TO

THE UNITED NATIONS COUNCIL FOR NAMIBIA

AND

THE SECRETARY GENERAL OF THE UNITED NATIONS

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I. INTRODUCTION

1. The Report of the Senate of the United Nations Institute for Namibia, covering the period July 1975 to August 1976, to the Council for Namibia and to the Secretary-General of the United Nations is in accordance with the United Nations document A/AC.131/34, dated 7 October 1974, establishing the United Nations Institute for Namibia. Point No. 5, "Organization of the Institute" states:

"...The Senate shall submit an annual report to the Council for Namibia and to the Secretary-General of the United Nations."

II. PREPARATORY WORK DONE BY THE OFFICE OF THE COMMISSIONER

2. On 5 February 1974 the then newly elected United Nations Commissioner for Namibia, Mr. Sean MacBride, placed a programme of action before the United Nations Council for Namibia for its consideration. One of the proposals called for the "establishment, in Africa itself, preferably in Zambia, of a research and training institute for Namibia. The functions of (which) would be twofold: to provide accurate information on conditions and developments in the country and to form the nucleus of an administration for Namibia for the day when the country would become free." 1/

3. Following the submission of the proposal to the Council for Namibia, the Commissioner made a visit to Africa to discuss the practical implications of the draft proposal with SWAPO, President Kaunda and President Nyerere, as well as the Administrative Secretary-General of the Organization of African Unity (OAU). The proposals of the Commissioner were heartily welcomed and endorsed by all parties consulted.

4. As a result of this positive initial response to his proposals, the Commissioner made further trips to Africa in 1974 to discuss the administrative and technical details with SWAPO and President Kaunda and President Nyerere. These discussions covered among other things, premises and location of the Institute, co-ordination of the work of the Institute with existing educational institutions in Zambia and the question of accommodation and status of the Institute. Subsequent to these visits the proposals were finalized into a formal working paper for consideration by the United Nations.

5. At its meeting of 27 September 1974, the United Nations Council for Namibia decided to establish the Institute for Namibia. By this decision contained in document A/AC.131/34, Establishment of the Institute for Namibia, the Council formally launched the Institute which is to equip Namibians with the necessary skills and enable them to prepare documentation and plans for the future participation in the organization and administration of government departments and public services of an independent Namibia. The decision of

the Council for Namibia was further approved by the General Assembly by its resolution A/RES/3295 of 13 December 1974.

6. Following this decision, the Office of the Commissioner for Namibia was charged with the administrative responsibility for the establishment of the Institute in Zambia. In view of the importance the Government of the Republic of Zambia attached to this, the Commissioner for Namibia received the fullest co-operation of all Government departments concerned, in ensuring the necessary priority for the target date for the opening of the Institute.

7. Following negotiations by the Commissioner with the Ministry of Power, Transport and Works, the Government of Zambia agreed in early 1975 to allocate to the Commissioner for Namibia for use by the Institute, the premises of the old Government Printing Works in Lusaka.

8. Immediately thereafter, the Commissioner for Namibia arranged for a United Nations consultant to inspect the building and to make preliminary arrangements for renovations. In April 1975, Mr. E.A. Van Name, Consultant and Chief of the Architectural and Engineering Section of the United Nations, examined the proposed site for the Institute and consulted with Mr. Montgomerie of the firm, Montgomerie, Oldfield and Kirby, Architects and Town Planners. The resulting proposals for plans for converting and renovating the premises to accommodate the Institute are incorporated into this report (see Chapter X).

9. As soon as the report was submitted, the Commissioner reviewed with the consulting architects, priorities and target dates for the completion of the work of the Institute, as soon as the necessary approval and funding were made available.

10. In the meantime, the Commissioner also raised with the Government of Zambia, the question of accommodation for the staff of the Institute in Lusaka. As a result of these discussions, the Ministry of Local Government and Housing agreed to give top priority to the housing of Institute staff and to this end both temporary office accommodations were given until the renovations were completed on the Institute itself in early 1976 and housing was allocated for staff members.

11. Concurrently, the Commissioner for Namibia also initiated discussions with the Government of Zambia with regard to the legal status of the Institute. This involved the preparation of the draft agreement on its legal status in Zambia. Following these preliminary discussions, a final draft agreement was prepared by the Commissioner for consideration by the Government and the Senate of the Institute. The final negotiations were completed by the Director and the Commissioner, together with the Government of Zambia (see Chapter VII).

12. By its decision to establish the Institute (see para. 5), the United Nations Council for Namibia provided for the establishment of the Senate of the Institute as the governing body of the Institute. Consequently, as soon as the nominees for the Senate seats were known in May 1975, preparations began for the first Senate meeting.

13. The composition of the members of the Senate takes care of all possible legitimate interests in the Institute and is as follows (see Annex I):

The President of the Council or his nominee;

Two representatives of the Council nominated by the President of the Council;

One member appointed by the Chancellor of the University of Zambia;

One member appointed by the Government of the Republic of Zambia;

Two members appointed by the Secretary-General of the United Nations;

One member appointed by the Organization of African Unity (OAU);

Two members appointed by the South West Africa People's Organization (SWAPO); and

United Nations Commissioner for Namibia or a deputy nominated by him.

14. At the first meeting, in keeping with its terms of reference, the Senate elected Professor Adebayo Adedeji, Executive Secretary of the United Nations Economic Commission for Africa, as the Chairman, and Charles Henry Thornicroft, Director of Technical Education and Vocational Training in Zambia as the Vice-Chairman.

15. At this same meeting, the Commissioner outlined the progress of the Institute and reviewed the priorities for the earliest possible starting of the Institute. Subsequently, the Senate decided that the Commissioner was to proceed with administrative arrangements for the Institute, including securing on loan for the Institute, United Nations staff; fund raising; and preliminary arrangements for the second meeting of the Senate.

16. At this first meeting of the Senate, the Director of the Institute, Mr. Hage G. Geingob, was unanimously chosen and Mr. Marc D. Boman was subsequently appointed Deputy Director at the second Senate meeting.

17. In late August and September, the United Nations staff on loan to the Institute began to take up their respective responsibilities and when the Director assumed duty in Lusaka in October, he and the core of supporting staff assumed the responsibilities for the Institute.

III. MEETINGS OF THE SENATE

18. The Senate held its inaugural meeting in July 1975 and between then and the formal launching of the Institute on 26 August 1976, it appointed the most senior academic and administrative personnel of the Institute, prepared a curriculum and work programme and adopted a five-year financial and manpower budget (Annex II). It also approved the guidelines for the admission of students to the five Divisions of the Institute, as well as a Code of Conduct to govern the behaviour of the students (Annex III).

IV. ORGANIZATION OF THE INSTITUTE

19. The purpose of the United Nations Institute for Namibia is to enable Namibians, under the aegis of the United Nations Council for Namibia, to undertake research, training, planning and related activities, with special reference to the struggle for freedom of the Namibians and the establishment of an independent State of Namibia.

20. The three guiding principles of the Institute in realizing its objectives are:

- (a) A Namibian outlook - the Institute is first and foremost a Namibian Institute and should as far as possible, be administered in such a manner as to benefit the Namibian people and further their interests;
- (b) An African character - having been established outside Namibia, but within Africa, the Institute should reflect an African character; and
- (c) An international scope - the Institute has been created by the international community and should be international in scope.

21. To assist the Director in carrying out his various responsibilities, a number of Committees have been established.

(a) Committee of Management

The Director, Deputy Director and Assistant Directors constitute the Committee of Management of the Institute. The Committee of Management is responsible for the appointment of lecturers, researchers and consultants, as may be necessary, subject to ratification by the Senate.

(b) Appointments Committee

The Deputy Director, Chief Administrative Officer, an Assistant Director, the Finance Officer and the Personal Assistant to the Director,

constitute the Appointments Committee of the Institute. The Appointments Committee is entrusted with the following:

- i. to interview and screen all non-professional applicants and to arrange for testing where appropriate; and
- ii. to prepare a report containing its recommendations to the Committee of Management.

(c) Contracts Committee

The Director, Deputy Director, Chief Administrative Officer, Finance Officer, General Service Officer and Consultant, constitute the Contracts Committee of the Institute. The Contracts Committee is entrusted with the following:

- i. to study all contracts that the Institute considers undertaking with private companies; and
- ii. to choose the most suitable bid, taking into account price, quality, after sales service, etc.

(d) Admissions Committee

The Director, Deputy Director, Heads of Divisions, Registrar and two Senior Lecturers appointed by the Director, constitute the Admissions Committee of the Institute. The Admissions Committee is responsible for all matters pertaining to students' admission.

(e) Disciplinary Committee

The Registrar, two members nominated by the Committee of Management, two Hostel Wardens and two student representatives constitute the Disciplinary Committee of the Institute. The Disciplinary Committee decide what penalties to give to students violating the rules and regulations of the Institute.

(f) Ad Hoc Committee on the Official Opening of the Institute

The Deputy Director, Chief Administrative Officer, an Assistant Director, Finance Officer, General Service Officer and the Consultant constitute the Ad Hoc Committee on the official opening of the Institute. This was a temporary Committee appointed to co-ordinate the activities relating to the official opening of the Institute.

22. The general administration of the Institute is divided into two distinct areas of responsibility: one under the direction and control of the Chief Administrative Officer; and the other under the Registrar. Both staff members deal direct with the Director of the Institute. However, owing to the integration of their responsibilities, they work in close co-operation and liaison with each other.

23. The Chief Administrative Officer is primarily responsible to the Director for all financial aspects of the Institute, the day-to-day functioning of the Institute, all staff personnel matters, administration and reporting to United Nations Headquarters on all administrative matters which are the concern of the United Nations. As all financial matters are transacted strictly in accordance with United Nations Financial Rules and Regulations, the administrative staff of the Institute includes a Finance Officer and Assistant Finance Officer, both of whom are staff members of the United Nations who are on reimbursable loan to the Institute.

24. The Registrar is responsible to the Director for the administration and discipline of all students attending the Institute and for all administrative matters concerning the academic side of the Institute.

V. STAFFING

25. Recruitment of personnel for the Institute commenced as soon as the Institute was set up and most staff members have been given a two-year fixed term appointment. The complement of personnel recruited as at 30 September 1976 is as follows (see Annex IV):

Academic	16
Administrative	5 (this includes two United Nations officials on reimbursable loan)
General Service	45

Most positions have now been filled. The aim of the Institute was to employ as many qualified Namibians as possible and a target of 50 per cent of all professional posts to be filled by Namibians was set. These Namibians would receive on-the-job training. This target has already been met. Out of 21 professional posts which have so far been filled, seven are filled by Namibians. In addition, two senior Namibian staff who were appointed, have for various reasons, asked for a postponement of their appointment for one year. The post of Medical Officer was also offered to a Namibian. Unfortunately, due to the shortage of Namibian doctors, the services of this officer are still needed by SWAPO. She is, therefore, unable to assume duties immediately and has requested a postponement of one year, during which time another Namibian doctor should have completed his training. There are still 7 professional vacancies and Namibians are being sought to fill these posts. Only when there are no qualified Namibians available for a particular post, are experts from within Africa sought and thereafter from the international community.

VI. FINANCIAL ADMINISTRATION

26. The financial administrative procedures of the Institute are strictly in line with the Financial Rules and Regulations of the United Nations.

27. Monthly remittances of funds from United Nations Headquarters are directly transferred to the bank accounts of the Institute maintained both in New York and Lusaka. All payments of budgetary expenditures, advances and inter-office vouchers in respect of services rendered or goods supplied, are made by cheque against disbursement vouchers, properly signed by the authorized officers who certify:

- (a) that such payments are in accordance with the rules and regulations and instructions governing the United Nations finances;
- (b) that unencumbered balances are available in the appropriate budgetary provisions; and
- (c) that expenditures are reasonable and in accordance with purposes for which the budgetary provisions were made.

Minor payments which normally do not exceed the equivalent of US\$25.00 are made out of petty cash funds.

28. The monthly statements together with all pertinent documents such as disbursement vouchers supported by certified invoices, cash receipt vouchers, journal vouchers, inter-office vouchers, journals and various statement schedules are submitted to United Nations Headquarters through Field Operations Service for their verification and replenishment of expenditures for the month. These financial records, as recommended by the Senate and as agreed upon by Field Operations Service, are subject to periodic review and thorough audit by the Internal Audit Services of the United Nations.

VII. RELATIONSHIP WITH THE HOST GOVERNMENT

29. In order to implement the various decisions of the Senate, the Institute established contact with the Government of the Republic of Zambia, resulting in an Agreement which was entered into on 3 December 1975 (Annex V). This Agreement deals with the status of the Institute in Zambia and the privileges of the Institute and staff. It spells out the areas of co-operation between the Government of the Republic of Zambia and its agencies and the Institute. The provisions of this Agreement were given legal effect by Statutory Instrument No. 49 of 1976, issued under Section 4 of the Diplomatic Immunities and Privileges Act, Chapter 36 of the Laws of Zambia, signed by H.E. the President of the Republic of Zambia, on 29 February 1976.

30. Section 4 of Statutory Instrument No. 49 states:

"The Institute shall have the like inviolability of official archives and all documents in its custody as is accorded in respect of the official archives and documents of a diplomatic agent of a sending State accredited to Zambia."

31. Section 9 accords full diplomatic privileges and immunities to the Director and Deputy Director of the Institute. This has enabled the Institute to be represented at diplomatic meetings and functions, resulting in fruitful contacts being established with various governments, including the members of the United Nations Council for Namibia, through their representatives in Zambia. Quite a large number of these representatives have visited the premises of the Institute and expressed appreciation for what has thus far been achieved. This has also provided the Director, who is a Namibian, and his fellow Namibian members of staff, with an opportunity of receiving on-the-job training in the diplomatic field.

32. The Institute received excellent co-operation from the Government of the Republic of Zambia and its various Ministries. The assistance provided by the Ministries facilitated, among other things, the immigration procedures for staff arriving to take up their appointments, the entrance of students to the Institute, staff housing and the establishment of contacts with institutions of higher learning within Zambia.

33. Meaningful co-operation was entered into with the University of Zambia. The main areas covered were:

- (a) Library facilities - staff and students at the Institute would be able to use the library facilities at the University of Zambia Library, including borrowing facilities;
- (b) Exchange of research materials, particularly those relating to southern Africa;
- (c) Seminars - the University of Zambia would assist with the holding of seminars by providing specialists and presenting papers; and
- (d) Underwriting of the Diploma of the Institute - subject to the Senate of the University of Zambia giving its approval to the courses of the Institute, the University of Zambia would underwrite the Diploma of the Institute.

34. The co-operation with the Government of the Republic of Zambia accelerated the progress made by the Institute, thus enabling it to meet the deadline of the opening date of 26 August 1976, when the Institute was officially opened by H.E. Dr. K. Kaunda, President of the Republic of Zambia, in the presence of over 400 guests and 100 students.

VIII. RELATIONSHIPS WITH NON-GOVERNMENTAL ORGANIZATIONS

35. Contacts were established with a number of non-governmental organizations including:

African American Institute;
British Council
Centre for the Co-ordination of Social Science Research
and Documentation in Africa (South of the Sahara)
European Economic Community
Ford Foundation; and
International University Exchange Fund.

These organizations all expressed interest in the activities of the Institute and pledged their support. The International University Exchange Fund has already honoured its pledge and has agreed to donate \$10,000 towards the cost of the language laboratory.

IX. RELATIONSHIPS WITH THE UNITED NATIONS SPECIALIZED AGENCIES

36. The following United Nations specialized agencies have offered their assistance:

International Labour Organisation (Lusaka and Geneva)
United Nations Development Programme
United Nations Economic Commission for Africa (Lusaka
and Addis Ababa)
United Nations Educational, Scientific and Cultural
Organization
Food and Agricultural Organization

United Nations Development Programme

37. The United Nations Council for Namibia requested the Commissioner for Namibia to explore with the United Nations Development Programme the establishment of an Indicative Planning Figure for Namibia. Following these discussions, the General Assembly by resolution 3295 (XXIX) requested the establishment of an Indicative Planning Figure for Namibia.

38. The Administrator, therefore recommended the establishment of an Indicative Planning Figure of \$1 million for the remainder of the 1972-1976 cycle, as well as the establishment of an illustrative Indicative Planning Figure of \$3.5 million for the 1977-1981 period.

39. The Commissioner then requested that the total amount of the Indicative Planning Figure for Namibia be used for the Institute for Namibia. Following this proposal the Administrator requested guidance from the Governing Council on whether the entire Indicative Planning Figure would be used for the Institute or whether assistance to the South West Africa People's Organization (SWAPO), should also be financed out of the Indicative Planning Figure or out of the Trust Fund for Assistance to Colonial Countries and Peoples.

40. In view of this, the Governing Council at its 512th meeting, requested the Administrator to utilize the Indicative Planning Figure for Namibia to finance requests submitted by the United Nations Commissioner for Namibia and to continue to respond to requests for assistance submitted by the South West Africa People's Organization (SWAPO), by utilizing the resources available for programmes of humanitarian assistance to the African liberation movements recognized by the Organization of African Unity.

X. PREMISES OF THE INSTITUTE

41. In 1974, when H.E. Dr. Kenneth D. Kaunda, the President of the Republic of Zambia learned from Mr. Sean MacBride, United Nations Commissioner for Namibia, of the project for a Namibia Institute of learning, he immediately offered to house the Institute in Lusaka, and to this end stated that a building for the Institute would be made available by the Government of the Republic of Zambia, on a rent and rate free basis.

42. Following the offer by the President, a building vacated by the Government Printer was suggested by the Government and Mr. Van Name, an architectural consultant from United Nations Headquarters, was sent to Lusaka to carry out a study of the premises with a view to assessing its suitability in meeting the requirements for an Institute.

43. A summary of the April 1975 report by Mr. Van Name states:

- "1. Based on the preliminary estimate of requirements, the existing printing building should accommodate the various elements of the Institute.
- "2. Facilities for housing approximately 66 students can be provided in the building.
- "3. Housing for 22 junior staff will have to be provided in other existing facilities or in pre-fab buildings to be constructed.
- "4. The building covers most of the site and the remaining open area would provide space for limited car parking.

- "5. Only minimal green area could be developed adjacent to the student housing facilities.
- "6. Outside sports facilities for the students cannot be provided on the site. However, it may be possible to arrange with the Evelyn Hone College, which is within walking distance of the Institute, for the use of their outside sports and recreational facilities.
- "7. The time required to perform the necessary phases of work, planning, bidding and construction is estimated to be 45 weeks or approximately 11 months after approval of preliminary plans.
- "8. The total cost required to perform this work for the Institute building and student housing shown on the preliminary sketch plans is estimated to be roughly K200,000.00 or US\$300,000.00.
- "9. In view of the limited period (five years) that the Institute is expected to function in Lusaka, the estimates are predicated upon the utilization of materials and finishes that will result in maximum economy and minimal acceptable standards."

44. Following the Van Name report, a submission was made to the United Nations Headquarters Committee on Contracts regarding the commissioning of architectural services for the preparation of plans, schedules, specifications and supervision of the work for the renovation of the proposed building. On 22 August 1975 at the 1663rd meeting of the Committee, approval was given for the issuance of a Letter of Intent to the firm of Montgomerie, Oldfield and Kirby, Architects and Town Planners, with offices in Lusaka, to undertake the work. The approval specified that architectural fees would be K18,500 (US\$28,700) which was based upon 10% of the expected contract price and was in accordance with Zambian law. Provision was also made for an additional sum of between \$400 and \$500 to cover printing and duplicating costs for the necessary drawings and schedules.

45. The Letter of Intent covering the approvals of the Committee of Contracts was accepted by the architectural firm and a contract between the Institute and the firm was signed on 8 October 1975.

46. On 15 December 1975, the architects advised that four building contractual firms had been invited to submit tenders for the conversion of the building to meet the requirements of the Institute and that three of the firms had expressed interest by tendering for the contract. Of the three firms, the bid of Buckley Construction (1968) Limited, which submitted the lowest tender with a bid of K207,823.75 (US\$258,487.25), plus 5% contingency fee, was accepted by the United Nations Contracts Committee on 29 December 1975.

47. On 6 January 1976, the architect advised that the contractor and the electrical sub-contractor had commenced work on the Institute and on 3 February 1976, a formal agreement between the Institute and Buckley Construction was signed. The agreement met all the requirements of the Contracts Committee and made provision for the completion of the conversion by 5 August 1976.

48. At the second meeting of the Senate on 6 - 7 December 1975, it was decided that the student intake should be raised from 66 to 100 students and the Senate instructed the Director of the Institute to find suitable accommodation for the additional 34 students. As it was expected that the extra students would be accommodated privately, the sum of US\$60,996 was included in the budget to cater for the extra costs involved.

49. In view of the acute shortage and high cost of accommodation in Lusaka, the architect was requested to examine the plans of the building with a view to their modification to provide for the additional accommodation requirements within the building itself. The architect submitted the revised plans as requested and advised that the cost would be on the same basis as the original contract and would be approximately K1,000 (US\$1,500) per room.

50. The Director accepted the modified plans and cost estimates on the understanding that the new work involved would not interfere with the completion date of the rest of the building, i.e. 5 August 1976. This was agreed upon by the builder and on 26 August 1976, the Institute, capable of providing office space for all staff, accommodation for the 66 students, classrooms, cooking and eating facilities for 150 students, was officially opened by H.E. Dr. Kenneth D. Kaunda, the President of the Republic of Zambia.

51. Temporary accommodation for the additional 34 students has been arranged within the building, pending construction of the additional rooms, the completion date of which is uncertain, owing to the acute shortage of building materials at this time.

XI. STAFF ACCOMMODATION

52. There is generally an acute shortage of accommodation in Lusaka. Although it is the responsibility of staff members to find their own accommodation, the Institute has, however, undertaken to negotiate housing on behalf of the staff members with the various governmental agencies concerned. The Government has rendered the Institute a great deal of assistance in this connexion. It has provided housing for staff members from its pool and to date, the Institute has obtained eight houses, six flats and one hostel accommodation. Considering that the Institute has only been in existence for about one year and bearing in mind the acute shortage of housing in Lusaka, the help the Institute has received from the Government is most encouraging.

XII. STUDENTS

Student admission

53. Two hundred and thirty-six prospective candidates drawn from Lusaka, the Western Province of Zambia and Botswana, sat the Aptitude Test and 100 of the successful candidates were selected. Of these, 40 are women. The 100 students are now all at the Institute, registered as full-time students, regardless of their political affiliations (see Annex VI).

54. The normal rules of admission for students are as follows:

A. Entrance qualifications

1. Save in the case of students from the University of Zambia whose admission has been sanctioned by the Committee of Management, ONLY persons of Namibian origin shall be admitted as students to the Institute.
2. Preferably, candidates will have completed their secondary education or its equivalent. Notwithstanding this requirement, a candidate who, in the opinion of the Admissions Committee, shows ability to follow and profit by the courses offered and who shows commitment to the cause of Namibia, will be admitted.
3. Candidates must have a working knowledge of English.
4. Candidates will be required to pass a medical examination for fitness.
5. Candidates will be required to adhere to the Code of Conduct of the Institute.
6. In addition to (2) above, the normal requirement for entrance to a course in the Institute shall be Cambridge School Certificate, G.C.E., Matriculation Certificate or their equivalent. Students will however be required to pass the Aptitude Test of the Institute.
7. At the discretion of the Admissions Committee, candidates may be admitted without taking the Aptitude Test as students of the Institute, provided they satisfy the conditions laid out in (2) above.
8. There may be additional special requirements for entry to particular courses.

B. Other

1. Students are not permitted to register privately for courses with other institutions for learning, save with the approval of the Admissions Committee.

2. Students are not permitted to register for courses of any other kind without the permission of the Admissions Committee.
3. Students who enter, or who return to the Institute late, shall not be entitled to special tuition.
4. At the discretion of the Admissions Committee, a programme of study may be offered to a student who is unable to come into residence either for the whole or for a part of the period of study.
5. Normally no course will be given to less than three students.
6. A student will be expected to go through the course as approved for him/her except in exceptional cases when changes may be made with the approval of the Admissions Committee.
7. Attendance at the lectures and seminars is compulsory.

Student administration

55. Student administration falls under the Registrar who is assisted by an Advisory Committee comprising of the Heads of the Divisions, the Chief Administrative Officer, a Sports Officer, two Wardens, two Resident Tutors and a Medical Officer.

Resident tutors

56. Each hostel has a Resident Tutor who is a teaching or research member of the academic staff. He has the following responsibilities:

- (a) to establish and maintain a personal relationship with students in his/her hostel;
- (b) to maintain an interest in the general welfare of the students in his/her hostel;
- (c) to offer counselling and advice to students in their personal problems and matters affecting residential life;
- (d) to liaise with tutors on the academic progress (or lack of it) of students in his/her hostel and to assist where possible in all cases where a student's personal problems may be affecting his/her academic progress; and
- (e) in co-operation with the Hostel Council, to help maintain a sound academic atmosphere and healthy community life in the hostel.

Hostel wardens

57. Each hostel has a warden whose duty is to assist students with any immediate residential problems. For this reason, they should be available all the time.

Hostels

58. The men's hostel is called KUTAKO HALL and the women's hostel is called HAINYEKO HALL.

Hostel Councils

59. Residents in each hostel annually elect a Hostel Council which runs the day-to-day government of the hostel. Most disciplinary or other cases involving hostel residents are dealt with by the Hostel Council. The Resident Tutor is an ex-officio member of the Hostel Council. Two members of the Hostel Council, one male and one female, sit in various Committees that deal with matters affecting students.

Accommodation arrangements

60. As a rule, the Institute does not at the moment offer married quarters to married students. Married students must, therefore, make arrangements for the accommodation of their families outside the Institute. Bed-study rooms are provided on a shared basis between two students. Basic furniture and beddings are provided, but students are free to bring with them any additional items such as heaters, electric kettles, irons, and towels, which are not provided by the Institute.

Catering service

61. The following feeding plan is in operation:

- (a) that students and staff use the same dining room, the same facilities and the same food;
- (b) that students use identity cards for admission to the dining room; and
- (c) that visitors are paid for by their host before they take the meal (the charge is K1.50 per meal).

Identification

62. For security reasons, it is necessary for all students to carry some means of identity. Students have, therefore, been issued with identity cards. These cards were issued by the Registrar. Students are required to show their identity cards for admission to the dining room and to surrender their identity cards to the Office of the Registrar on leaving the Institute, either at the end of their courses or for some other reason.

63. Identity cards are issued free. Students will, however, be required to pay for the replacement of a lost card.

XIII. CURRICULUM OF THE INSTITUTE

64. The aims of the Institute as laid down by the United Nations Council for Namibia at its 209th meeting held on 27 September 1975, and approved by the General Assembly on 13 December 1974 by resolution A/RES/3296 (XXX) are as follows:

- (a) to provide for the Namibians the necessary education and training so as to strengthen all their efforts, including those at the political level, in the struggle for freedom and to equip them for the organization and administration of various government departments and public services in an independent Namibia;
- (b) to undertake and carry out research relating to the five different divisions of the Institute;
- (c) to prepare reports on various aspects of the research work undertaken and such other material which will be useful to the liberation movement and the Government of an independent Namibia; and
- (d) to publish, on the basis of the research carried out, the basic documentation (statistics, memoranda and briefs) that may be required by the liberation movement and the government departments of an independent Namibia.

65. Combining concurrently, research and training, staff and students will work in close collaboration as research teams. They will specialize in the particular fields of public administration that have been specified by the United Nations in its terms of reference for the research programme to be carried out by the Institute.

66. Although the Institute staff have already prepared provisional curricula for the full courses to be offered to the students, it has been considered prudent to concentrate in the first instance on the curriculum for the first term running from 1 September to 17 December 1976. The reasons for this approach are many and obvious. The students recruited are from different academic backgrounds as confirmed by the entrance examination of the Institute. The programme of the Institute, as laid down by the Council is interdisciplinary in nature. The staff of the Institute are still being recruited and therefore, some time will be required for them to form a strong and united team required for the development of a sound curriculum. The ability of the students to follow lectures given in English cannot be guaranteed at present, and therefore, an intensive English tuition is essential in the first term. On this occasion, therefore, the Senate considered and approved

the first term curriculum, which is an Introductory Course, with the understanding that the Committee of Management will present a detailed curriculum for 1977/78 to the next meeting of the Senate.

First term curriculum: introductory courses

67. The introductory courses offered to all students during their first term at the Institute have been designed with the following broad aims in mind:

- (a) to give the students an opportunity to appreciate the interdisciplinary nature of the problems and solutions to the socio-economic development of the world in general, and of a newly independent African country in particular; and
- (b) to enable the students and staff to determine the most suitable areas of specialization for each student.

68. The introductory courses are presented under each of the five Divisions and will comprise three main sections, namely:

- (a) an introduction to the specific objectives of the Division;
- (b) an introduction to course content of the Division; and
- (c) a selected list of topics which will give the students an insight into the subject matter to be covered by the Division.

A. Agriculture and Land Resources Division

Introduction to the principles and practice of tropical agriculture

69. The first term course is intended to serve primarily as an introduction to the principles and practice of tropical agriculture. In offering the course it is hoped to achieve three main objectives:

- (a) to give the students a description of the specific objectives of the Division;
- (b) to present the range of subjects to be covered in the course; and
- (c) to attempt to give in considerable detail a few selected topics which will give the students an understanding of the work to be covered by the Division, as well as an appreciation of the central role of agriculture and land resources in the national economy of Namibia.

70. In order to prepare the students for their vital role in supporting agricultural development in the future Government of Namibia, the role of administration and organization in agricultural production will be emphasized.

71. Since an interdisciplinary approach is to be adopted throughout the whole training programme, maximum collaboration with other Divisions will be made through cross references and exchange of lectures in order to bring out the complementarity of the various disciplines in the socio-economic development process.

72. The training objectives of the Division are as laid down in the instrument creating the Institute.

73. The course content of the Division is to include all the major elements of tropical agriculture suitable for the administrative cadres being prepared. This will give an appreciation of the major factors limiting agriculture in the tropics, namely historical development; geographical attributes; scientific and technical evolution; and social, economic and political factors.

74. The selected topics will include:

- (a) A definition and historical development of agriculture to show the value of land and its resources: to emphasize the importance of man's creativity as illustrated by the invention of tools; the domestication of plants and animals; and the discovery of meteorological phenomena and seasons. The evolution and revolution of agriculture to the present time.

The early contribution of the African continent in the agricultural development will be emphasized and the co-existence of traditional and modern agriculture in Africa will be explained.

- (b) Physical factors in agriculture

Tropical climates: rainfall, temperature, wind, humidity, etc.

Tropical soils: their formation, characteristics, and conservation; soil fertility and maintenance. The soils of Namibia and their agricultural potential.

Tropical vegetation: forests, woodlands, grasslands and desert. Vegetation types and their agricultural potential in Namibia.

(c) Social factors

Human resources: population; education; culture; human health and nutrition. Land tenure and inheritance. To be illustrated from Namibia.

(d) Economic factors

Central role of agriculture in a national economy, and need for balanced development of agricultural and other sectors. Agricultural industries, value added and employment generation.

(e) Political factors

Government priorities and policies in food and agriculture. Africa from pre-colonial to present times. Organization and administration of agriculture, and the role of an administrator and planner.

B. Economics Division

Introduction to economics

75. The aim and purpose of this course will be to acquaint the student with the immediate academic environment and also to prepare him/her for the future tasks of economic development and management in Namibia. The Division aims not only at enlightening students about Namibia, but also at making them become knowledgeable of the burning economic issues facing Africa and the other developing areas of the world. The teaching of the following course will be closely co-ordinated with the other Divisions.

(a) Introduction to economics - course content

- i. What is economics?
- ii. Why should we study economics?
- iii. Areas covered by the subject matter of economics.
- iv. Government economic policy and the role of an economist in a developing independent State.
- v. Economics as an historical science dealing with units of analysis (modes of production, production relations, forms of exchange and distribution) that are constantly changing.

(b) Economic dependence

- i. Namibia and South Africa - economic dependence of Namibia on South Africa in areas of investments, technology and manpower, marketing and finance. An examination of the implication of the notorious policy of separate development or apartheid in the economic development of Namibia will be made.

- ii. Namibia and the multinationals (using the theory of economic dependence) - their impact on the economic, social and political developments in Namibia.

C. Historical, Political and Cultural Division

Introduction to history, politics and government

76. Since the main concern of the Institute is the training of public administrators, it is essential to offer a one term (three months) introductory course on politics and government.

77. The primary objectives of the course is to give the student a basic understanding of the nature of politics by providing tentative definitions of politics and by explaining its terminology and key concepts.

78. The second consideration of the course is that in order to prepare the student for advanced lectures in public administration, as a training in the management of state organization, it is important for him/her to come to grips with both the limiting forces and the limiting structures of political activity and governance. Therefore, the course will also examine the nature of the state, its historical evolution, its relation to the organization of society, and the range of its activities in modern society.

79. The third consideration is that in order to prepare the student for a systematic study of the political, cultural and economic development of the Namibian society, it is necessary to give introductory lectures in African history, with specific focus on southern Africa and Namibia. History is the matrix through which the student will understand all the other courses offered at the Institute through other Divisions.

80. The topics to be discussed in this one term introductory course can be outlined under the following two sub-headings:

(a) Politics and government

- i. What is politics?
- ii. What determines the different political practices found among societies today?
- iii. The State, its meaning, origin, historical evolution, and role in modern society.
- iv. What is public administration?

(b) History

- i. What is history?
- ii. The colonial historian and the history of Namibia.
- iii. Regional survey of African history from ancient times to the present.

D. Social and Educational Division

An introduction to society

81. Since the students are being trained for the civil service of an independent Namibia, it behoves them to have some understanding of both that which they are to serve, as well as of themselves in their role as civil servants.

82. This three-month introductory course is intended, therefore, to acquaint the students with some of the conceptual, structural, organizational, and functional issues of society; the interaction between the individual (civil servant) and society, as well as between man and his environment and finally, the processes of change in society.

83. Under the present illegal occupation of Namibia, the above mentioned aspects devolve around an exploitative racist ideology, and its concomitant practices and institutional arrangements. As such, this introductory course will be so designed as to highlight the element of race relations in the teaching about these aspects.

84. After completing this course, and with particular reference to Namibia, the students will be expected to:

- (a) appreciate the interdisciplinary nature and identify some of the major characteristics of society;
- (b) comprehend and identify the causal factors, the application, and the practical consequences of the apartheid system;
- (c) explore and formulate ways and means of promoting and achieving an egalitarian society in place of the apartheid system; and pursuant to this
- (d) understand the crucial role of the civil servant as one of the important agents of this change.

85. The teaching of the following will be closely co-ordinated with the other Divisions.

(a) Course content

- i. The nature of race and racism.
- ii. Causal factors of racism and apartheid:
 - economic
 - socio-political
 - culture and language
 - psychological

iii. The practice and consequences of racism
(apartheid):

- public administration
- Bantu education
- labour relations
- social services

iv. Towards an egalitarian society:

- elements of culture and society
- social change
- the individual (particularly the civil servant) and society
- social organization

(b) Selected areas of concentration

i. National unity

Considerable time will be spent on the problems arising out of the fact that Namibia is presently a stratified and class society. Emphasis will be on the ways and means of achieving unity through this diversity.

ii. Education for development

Attention will be focussed on aspects such as educational reforms, educational planning (management, financing, employment, evaluation), adult education, and non-formal education.

iii. The civil servant and development

Focus will be placed on the role of the civil servant as a key agent for social change and national development.

(c) English - spoken and written

Finally, in order to upgrade the ability of the students in both spoken and written English, this Division will give priority to training in the English language during this period.

E. Constitutional, Legal and Judicial Affairs Division

General introduction to law and the legal system

86. In conformity with the primary object of the Institute to train public administrators for Namibia, the Division intends to provide, during the first three months, a general course in introduction to the nature and process of law and the legal system. This will be at both the municipal and international law level.

87. The purpose of the course is to give the student a basic background in legal concepts and logical thinking, which is essential to an understanding of the function of law in the organization and administration of the State and its organs, and also to stimulate interest in further legal studies.

88. Current developments over Namibia require students to be introduced during this course to constitutional problems and the international legal status of Namibia.

89. The general introduction to law and the legal system covers the following:

(a) Nature of law

- i. What is law?
- ii. Types of law.
- iii. Law as an instrument of society.
- iv. Role of law in development.

(b) Sources of law

- i. The legal system.
- ii. The Constitution.
- iii. Legislature and legislation.
- iv. The courts and judicial decisions.
- v. Customs and customary law.

(c) Selected topics

- i. Imported law and legal system.
- ii. Nature and function of the Constitution in State organization.
- iii. Definition and function of international law with particular reference to the international status of Namibia.

Teaching of this course will be closely co-ordinated with the efforts of the other Divisions.

XIV. OFFICIAL OPENING OF THE INSTITUTE

90. On 26 August 1976, Namibia Day, the Institute was officially opened by His Excellency, the President of the Republic of Zambia, Dr. Kenneth D. Kaunda, at a colourful ceremony, attended by over 400 dignitaries and invited guests, including representatives of the following:

Government of the Republic of Zambia;
United Nations Council for Namibia;
United Nations Secretary-General;

United Nations specialized agencies;
Organization of African Unity;
South West Africa People's Organization (SWAPO); and
Diplomatic corps.

91. The programme commenced with introductory remarks by the Director of the Institute, Mr. Hage G. Geingob, who extended a warm welcome to the gathering on this historic occasion. He thanked all those concerned for their support in establishing the Institute and expressed his appreciation to the many people who had assisted with the preparations for the opening. Mr. Geingob paid special tribute to His Excellency, the President of the Republic of Zambia, Dr. Kenneth D. Kaunda, for honouring the occasion with his presence.

92. This was followed by a statement by Professor Adebayo Adedeji, Chairman of the Senate of the Institute. Professor Adedeji stated that by setting up the Institute and thus institutionalizing the education and training of Namibians, using Namibian material and data and in an African environment, not dissimilar from that in which future Namibian officials would function, the United Nations was building on the foundations which SWAPO laid several years ago. The opening of the Institute, while it would confound and confuse the forces of racism and colonialism wherever they may be, would reassure all the forces of progress that the international community was determined not only to bring about an independent Namibia, but also to guarantee its sovereignty through appropriate preparatory measures.

93. Mr. Sean MacBride, United Nations Commissioner for Namibia, before proceeding with his address, conveyed the apologies of the Secretary-General of the United Nations, Mr. Kurt Waldheim, who was unable to attend the ceremony, but had requested Mr. MacBride to deliver a message on his behalf. In his message, Mr. Waldheim stated that the inauguration of the Institute must be seen as a positive expression of the determination of the United Nations to translate the collective will of Member States into positive action in order to help meet this very serious challenge to decolonization in southern Africa.

94. Mr. MacBride then continued in his own right by emphasizing the urgency of the task of the Institute and the importance of ensuring that its progress and development should not be hampered by lack of adequate support from the international community. He launched an appeal to the distinguished guests to use their best endeavours to persuade their governments to provide financial support for the Institute.

95. Mr. Vladimir Pavicevic delivered a statement on behalf of the Special Committee on the Situation with regard to the Implementation of the Declaration on the Granting of Independence to Colonial Countries and Peoples and stated that the creation of the Institute was itself a response of Namibian patriots and all anti-colonial forces against the supporters of colonialism and apartheid.

96. His Excellency, Mr. Dunstan W. Kamana, President of the United Nations Council for Namibia, spoke on behalf of the Council and stated that all the members of the Council shared a deep sense of fulfilment at the inauguration of the Institute. This occasion marked the blossoming of an ideal for which all of the United Nations, the Government and people of the Republic of Zambia and SWAPO had joined their efforts with a strong sense of commitment. He continued by emphasizing the importance of public administration and stated that public administration will be a central concern of the Institute for Namibia. The ethical basis of public administration is service to the people. Thus, gaining insight into the historical experience of the Namibian people will require much time and study of the future administrator. The members of the Senate and of the Committee of Management have before them the challenges of an infinite horizon. They would not be alone in their endeavours however, as the solidarity and support of the United Nations Council for Namibia would never waiver.

97. The President of the South West Africa People's Organization (SWAPO), Mr. Sam Nujoma, then reminded the gathering of the significance of Namibia Day and of the sacrifices made by the Namibian people in pursuing their goal of freedom and independence. He pointed out the discriminatory practices that exist within the educational system in Namibia, resulting in untrained Namibians. The establishment of the Institute, which is the first institution of higher learning for Namibians, was therefore, not only opportune and welcome, but was a significant and great achievement. Mr. Nujoma expressed the heartfelt appreciation of the Namibian people to the United Nations and the international community, the President of the Republic of Zambia and the Zambian people for making the Institute a reality.

98. His Excellency, the President of the Republic of Zambia, Dr. Kenneth D. Kaunda, then addressed the gathering (Annex VII). President Kaunda stated that the joyous and historic moment being witnessed was yet another milestone in the historic march of the Namibian people toward their cherished goal of freedom and independence.

99. He went on to say that the problem of Namibia was compounded, among other things, by the collaboration with racist South Africa of international capitalism and certain Western governments. It was a fact that the human and natural resources of Namibia continued to be exploited by a number of Western countries. Several Western countries had signed bilateral treaties or agreements with South Africa which extend to or cover Namibia. Yet the authority over Namibia rests with the United Nations Council for Namibia for that international territory. The collaboration of certain Western countries with racist South Africa made a mockery of the stand of those countries at the United Nations purporting to be in favour of the oppressed people of Namibia. The ambivalence and hypocrisy of these countries was deplorable. The President called upon the international community to demonstrate a greater degree of commitment to the just cause of the oppressed people by increasing moral and material

support to the struggling people in southern Africa to assist them to liberate themselves from the clutches of oppression.

100. He further stated that the role being played by the Institute was part of the struggle of the Namibian people for their birthright. The Party, Government and people of the Republic of Zambia were proud to host the Institute. Its establishment in Zambia was welcomed because Zambia shared in the aspirations of her Namibian brothers and sisters. President Kaunda reiterated the support of Zambia to the Namibian people in their untiring efforts for freedom and independence and stated that as the host country, Zambia would do everything possible to facilitate the work of the Institute.

101. This was followed by the unveiling of the plaque by President Kaunda, who declared the Institute officially opened. After the unveiling, he and his party were escorted on a tour of the premises of the Institute.

XV. CONCLUSION

102. As can be seen from the above, the Institute has, in a very short period, made tremendous progress in realizing its objectives and therefore deserves financial assistance from the international community to carry out its task successfully.

103. The Senate of the Institute therefore commends the Report of the Institute to the United Nations Council for Namibia and the Secretary-General of the United Nations.

ANNEX I

List of present Senate members

- Professor Adebayo Adedeji, Executive Secretary, United Nations Economic Commission for Africa
- H.E. Mr. Martti Ahtisaari, Ambassador of Finland to the United Republic of Tanzania, the Somali Democratic Republic and the People's Republic of Mozambique
- Ms. Anna Maria Demmer, Representative of the United Nations High Commissioner for Refugees
- H.E. Mr. Ahmed Salah el-Zahid, Ambassador of the Arab Republic of Egypt
- Mr. Theo-Ben Gurirab, Representative at the United Nations and to the Americas of the South West Africa People's Organization (SWAPO)
- Mr. L. Kalenga, Secretary for Education, South West Africa People's Organization (SWAPO)
- H.E. Mr. Dunstan W. Kamana (ex officio), President of the United Nations Council for Namibia and Permanent Representative of the Republic of Zambia to the United Nations
- Mr. Sean MacBride (ex officio), United Nations Commissioner for Namibia
- Mr. Severin H. Njelesani, Section Head, Manpower, Planning, Training and Zambianization, Copper Industries Services Bureau, Zambia
- Comrade Musyani Kalekwa Simumba, Director of the Sub-Regional Office of the Organization of African Unity (OAU) Committee for the Liberation of Africa
- Mr. Charles H. Thornicroft, Representative of the Government of the Republic of Zambia

ANNEX II

UNITED NATIONS INSTITUTE FOR NAMIBIA
Lusaka, Zambia

INA-3159-xxx

SUMMARY OF 1976 - 1980 BUDGET ESTIMATES

Code	Account titles	1976	1977	1978	1979	1980	Totals
-010	Salaries - International staff	\$ 779,940	\$ 834,540	\$ 884,610	\$ 928,840	\$ 975,280	\$ 4,403,210
-015	Salaries and wages - Local staff	247,590	264,920	280,810	294,850	309,590	1,397,760
-100	Common staff costs (International staff)	141,890	151,830	160,940	168,980	177,430	801,070
-120	Common staff costs (Local staff)	74,990	80,240	85,050	84,530	88,750	413,560
-212	Travel and Per Diem (Senate)	21,380	22,880	24,250	25,460	26,730	120,700
-220	Travel and Per Diem (Staff)	277,720	146,220	71,230	74,790	140,610	710,570
-300	Contractual services	459,640	701,530	912,170	1,121,130	1,333,260	4,527,730
-410	Rent/Maintenance of premises	101,720	105,000	105,300	105,570	101,500	519,090
-430	Rent/Maintenance of equipment and local transport	1,000	1,070	1,140	1,200	1,260	5,670
-432	Operation of transport equipment	20,000	21,400	22,680	23,810	25,000	112,890
-440	Communications	5,510	2,400	2,550	2,680	2,700	15,840
-450	Hospitality	5,000	5,000	5,000	5,000	5,000	25,000
-491	Air freight, packing and crating	45,300	15,000	5,000	3,000	1,000	69,300
-492	Insurance	5,680	6,080	6,450	6,780	7,110	32,100
-494	Internal Auditor	2,190	2,330	2,450	2,620	2,450	12,040
-500	Stationery, internal reproduction, office supplies and materials	15,820	12,750	13,510	14,190	14,900	71,170
-510	Library supplies and services	15,000	15,000	10,000	10,000	5,000	55,000
-600	Furniture, fixtures and equipment	282,720	45,000	41,700	35,130	36,900	441,450
-641	Motor transport equipment	92,120	-	-	-	-	92,120
-720	Alteration and improvements to premises	341,980	-	-	-	-	341,980
-813	Stipend to scholars	192,300	373,300	533,600	691,790	855,010	2,646,000
GRAND TOTALS		\$3,129,490	\$2,806,490	\$3,168,440	\$3,600,350	\$4,109,480	\$16,814,250

ANNEX III

UNITED NATIONS INSTITUTE FOR NAMIBIA
Lusaka, Zambia

4/SEN/LU/32

Fourth meeting of the Senate
Lusaka, 27 August 1976

RULES AND REGULATIONS FOR STUDENTS

1. Undertaking On admission to the Institute every student shall be required to sign an undertaking to keep these rules and to abide by them.
2. Behaviour and general conduct Students shall not behave in any way which would render them liable to prosecution in a Court of Law under the general law of the land, or which is likely to discredit them, or bring them into disrepute as members of the Institute.
3. Manner of Conduct A student shall not conduct himself at any time or place in such a manner as to bring the Institute into disrepute or disturb its order and well-being.
4. Attendance Students shall punctually attend all lectures, class tests, examinations and other forms of instruction prescribed in the Academic Regulations or set by the responsible instructor or the Institute Authorities.
5. Behaviour in class-rooms and during visits and training courses While receiving instruction in lecture rooms, workshops, sites, training centres, and laboratories etc, students shall at all times conduct themselves in a seemly and orderly manner.
6. Manner of dress Students must observe a reasonable degree of cleanliness and decency in their manner of dress.
7. Intoxication substances Drunkenness, the manufacture and use of narcotic drugs and other intoxicating substances are not permitted.

8. Smoking

Smoking is prohibited in:

- (a) the library;
- (b) lecture rooms - during lecture time; and
- (c) laboratories.

9. Sickness

In case of sickness, students should report to the Medical Officer at the times and manner to be specified by the Medical Officer.

10. Check in times

(a) Students must be within the Campus of the Institute by 22.00 hours (10.00pm) every evening except on Fridays and Saturdays.

(b) In exceptional cases, the Hostel Warden may issue a LATE PASS to a student to enable him to be back in residence later than the time set out above.

(c) The gates to the Institute's premises will be closed at 20.30 hours and the times specified at 11 (a) above must produce their students Identity Cards to be allowed in.

11. Radios, players and T.V. sets

Students must ensure that radios, record players or T.V. sets are played at a reasonable volume. Students who feel the use of such instruments is disturbing them should report the matter to the Hostel Warden

12. Week-end Routine

Students are free to go out during week-ends except those involved in routine Institute duties done on a rota basis. Students who wish to leave the Campus for the week-end must inform the Hostel Warden.

13. Repairs of Institute property

(a) Wilful damage of the Institute's property will be severely dealt with. All breakages and electrical faults must be reported to the maintenance section of the Institute or to any Institute Authority available.

Under no circumstances may students attempt any repairs themselves.

(b) In the event of any loss of or damage to Institute property by a student, the Institute reserves the right to ask the student to pay for the damage or loss.

14. Institute's surroundings

No games may be played on the lawns within the Institute's Campus except in places specially provided for such games.

15. Visitors

Students may entertain friends/relatives at the Institute. ONLY in places and at times set aside for this purpose by the Institute Authorities. No meals will be provided for such visitors unless meal tickets are purchased for them in advance. All visitors must leave the Institute by 20.30 hours. For security reasons NO visitors are allowed into students' bedrooms.

16. Bedrooms

No student is allowed to entertain a member of the opposite sex in his or her room after 21.00 hours.

17. Violation of Rules

Any student who violates these rules or any such rules that the Institute may from time to time make shall be liable to disciplinary action by the Disciplinary Committee.

18. (a) Disciplinary Committee

The Disciplinary Committee shall be composed of the following:

- (i) the Registrar (Chairman);
- (ii) two members nominated by the Management Committee;
- (iii) two Hostel Wardens; and
- (iv) two student representatives.

(b) Powers of the
Disciplinary
Committee

The Disciplinary Committee shall decide what penalties to give to students violating the Institute's rules and regulations. Students will be given a fair hearing and afforded an opportunity to defend themselves.

(c) Appeal

Students will have a right of appeal to the Management Committee.

ANNEX IV

STAFF LISTING/MANNING TABLE

<u>Post</u>	<u>Grade</u>	<u>Name</u>	<u>Country of origin</u>	<u>Remarks</u>
OFFICE OF THE DIRECTOR				
Director	D-2	Geingob, Hage G.	Namibia	Leave w/o pay UN
Personal Assistant	P-1	Tabor, Constance	Jamaica	2-yr. fixed term
Secretary	G-5	Kornegay, Henrietta	USA	5-yr. fixed term
Secretary/Typist	L-4			Vacant
Secretary/Typist	L-3	S'hidika, Phanny	Namibia	2-yr. fixed term
Publications Editor	P-4			Vacant
CONSTITUTIONAL, LEGAL & JUDICIAL AFFAIRS				
Deputy Director	D-1	Bomani, Marc D.	Tanzania	2-yr. fixed term
Secretary	L-5	Kaluba, Joyce	Zambia	2-yr. fixed term
Senior Lecturer	P-3	Ushewokunze, C.M.	Zimbabwe	2-yr. fixed term
Lecturer	P-2			Vacant
Assistant Lecturer	P-1	Sichilongo, M.D.F.	Zambia	2-yr. fixed term
Secretary/Typist	L-4	Musonda, Grace	Zambia	2-yr. fixed term
HISTORICAL, POLITICAL & CULTURAL				
Assistant Director	P-4	Hamutenya, Hidipo	Namibia	2-yr. fixed term
Secretary	L-5	Kalala, Julia	Zambia	3-mth probation.
Senior Lecturer	P-3	Ncube, Mtshana M.	Zimbabwe	2-yr. fixed term
Lecturer	P-2	Al-Naqar, Omar A.R.	Sudan	2-yr. fixed term
Assistant Lecturer	P-1	Parker, Kwadwo	Ghana	2-yr. fixed term
Secretary/Typist	L-3	Nghishidimbwa, Esta	Namibia	2-yr. fixed term
Secretary/Typist	L-3			Vacant
ECONOMICS				
Assistant Director	P-4			Vacant
Secretary	L-5	Mulelley, Dorothy	UK	3-mth probation.
Senior Lecturer	P-3			Vacant
Lecturer	P-2	Kaulinge, M.J.	Namibia	2-yr. fixed term
Assistant Lecturer	P-1	Matengu, Lemmy	Namibia	2-yr. fixed term
Secretary/Typist	L-3	Luwewa, Eunice	Zambia	2-yr. fixed term
AGRICULTURAL & LAND RESOURCES				
Assistant Director	P-4	Semiti, G.A.J.	Tanzania	2-yr. fixed term
Secretary	L-5	Makwaia, Halima	Tanzania	3-mth probation.
Senior Lecturer	P-3			Vacant
Lecturer	P-2	Mshonga, Shakespeare	Zimbabwe	2-yr. fixed term
Assistant Lecturer	P-1			Vacant
Secretary/Typist	L-3	Nangula, Sophia	Namibia	2-yr. fixed term

<u>Post</u>	<u>Grade</u>	<u>Name</u>	<u>Country of origin</u>	<u>Remarks</u>
SOCIAL & EDUCATIONAL				
Assistant Director	P-4	Modise, Billy	S. Africa	2-yr.fixed term
Secretary	L-5	Mwanza, Christine	Zambia	2-yr.fixed term
Senior Lecturer	P-3	Tjitendero, Mose	Namibia	2-yr.fixed term
Lecturer	P-2	Muundjua, Festus	Namibia	2-yr.fixed term
Lecturer	P-2			Vacant
Assistant Lecturer	P-1	Diallo, Aminata	USA	2-yr.fixed term
Assistant Lecturer	P-1			Vacant
Secretary/Typist	L-3	Nghipanudulua, Kash.	Namibia	2-yr.fixed term
Secretary/Typist	L-3			Vacant
Medical Officer	P-3			Vacant
Nurse	L-6			Vacant
OFFICE OF THE REGISTRAR				
Registrar	P-3	Shana, Stan S.B.	Zambia	2-yr.fixed term
Secretary/Typist	L-3	Agorah, Marian	Nigeria	2-yr.fixed term
Sen.Arch./ Librarian	P-2	Jario, Koukoro G.	Namibia	2-yr.fixed term
Archivist (Trainee)	L-5	Katanga, Silvija	Namibia	3-mth probation.
Archivist (Trainee)	L-5			Vacant
Archivist (Trainee)	L-5			Vacant
Archivist (Trainee)	L-5			Vacant
Archivist (Trainee)	L-5			Vacant
Asst. Librarian	P-1			Vacant
Secretary/Typist	L-3			Vacant
Matron	L-3	Katongola, Margaret	Zambia	Month-to-month
Dormitory Super.	L-3	Kanangolo, Festus	Namibia	3-mth probation. (Trainee at L-2)
OFFICE OF ADMINISTRATION				
Chief Admin.Officer	P-5	Chaila, M. Siwakwi	Zambia	UN at P-3
Secretary	G-5	Walker, Janet	UK	UN at G-4
Finance Officer	P-3	Desta, Engda	Ethiopia	UN at P-1
Secretary	L-4	Nyaywa, Christa	Zambia	2-yr.fixed term
Asst. Finance Off.	P-1	Chevannes, George	Jamaica	UN at G-5
Finance Clerk	L-5	Kumwenda, George	Zambia	2-yr.fixed term
General Service Off.	L-5	Devine, John	Ireland	UN at FS-4
Secretary/Typist	L-3			Vacant
Handyman/Supervisor	L-2	Kumwenda, Charles	Zambia	3-mth probation.
Clerk Procurement	L-3)	Matengu, Gideon	Namibia	2-yr.fixed term
Clerk Visa/Invent.	L-3)			
Clerk Personnel	L-3			Vacant
Despatcher	L-3			Vacant
Senior Driver	L-3			Vacant
Driver	L-2	Phiri, Edson	Zambia	2-yr.fixed term
Driver	L-2	Lusambo, Geoffrey	Zambia	2-yr.fixed term
Driver	L-2	Chaaba, Rodwell	Zambia	2-yr.fixed term
Driver	L-2	Gulamu, Mohomud	Tanzania	3-mth probation.
Driver	L-2	Choma, N.S.	Zambia	3-mth probation.

<u>Post</u>	<u>Grade</u>	<u>Name</u>	<u>Country of origin</u>	<u>Remarks</u>
Cleaner	L-1	Simbao, Whiteson	Zambia	2-yr.fixed term
Cleaner	L-1	Nyangu, Michael	Zambia	2-yr.fixed term
Cleaner	L-1	Tembo, Stephen	Zambia	2-yr.fixed term
Cleaner	L-1	Ndhlovu, Ronnery	Zambia	2-yr.fixed term
Cleaner	L-1	Tembo, Andrew	Zambia	3-mth probation.
Cleaner	L-1	Tembo, Pelulani	Zambia	3-mth probation.
Registry Officer	G-5			Vacant
Codifier	L-5	Sekelo, Boniface	Namibia	3-mth probation (Trainee Reg. Officer)
File Service/Mail Op. Clerk	L-3	Phiri, Biswell	Zambia	3-mth probation (at L-1)
Offset Print. Tech.	L-5			Vacant
Asst. Print. Tech.	L-2			Vacant
Messenger	L-1	Kaniki, Michael	Zambia	3-mth probation.
Messenger	L-1	Chisala, John	Zambia	3-mth probation. (cleaning staff held against these posts)
Chief of Security	G-5			Vacant
Security Officer	L-4			Vacant
Security Guard	L-2	Mpila, Orphan	Zambia	2-yr.fixed term
Security Guard	L-2	Goma, Norman K.	Zambia	2-yr.fixed term
Security Guard	L-2	Njovu, Mathew	Zambia	2-yr.fixed term
Security Guard	L-2	Botha, James	Zambia	2-yr.fixed term (all at L-1)
Security Guard	L-1	Banda, Gelesom	Zambia	3-mth probation.
Security Guard	L-1	Mwase, B.W.	Zambia	3-mth probation.
Security Guard	L-1	Nyirenda, Richard	Zambia	3-mth probation.
Security Guard	L-1			Vacant
Switchboard Op.	L-2			Vacant
Consultant		Halliday, Ian C.	Australia	3-mth. ends 27/11/76

STAFF LISTING - PROFESSIONAL

Name	Country of origin	Division	Title	Educational background and experience
Al-Naqar, Omar A.R.	Sudan	Historial, Political & Cultural	Lecturer	<p>B.A. Hons. History, Khartoum, Upper Second Division, 1961</p> <p>B.A. Hons. African History, London, Lower Second Division, 1964</p> <p>Ph.D. African History, London, 1969</p> <p>1969-1974, Lecturer, Department of History, University of Khartoum (promoted to Senior Lecturer July 1973)</p> <p>1974-1976, Senior Lecturer, Department of History, University of Dar es Salaam (on secondment from Khartoum)</p>
Bomani, Marc D.	Tanzania	Constitutional Legal & Judicial Affairs	Deputy Director	<p>B.A. Makerere University, History, Economics, Political Science, 1957</p> <p>LL.B. London University, Law, 1961</p> <p>Barrister, Lincoln's Inn, 1961</p> <p>1962-1964, Deputy Solicitor General, Government of the United Republic of Tanzania</p> <p>1964-1965, Solicitor General, Government of the United Republic of Tanzania</p> <p>1965-1976, Attorney General, Government of the United Republic of Tanzania</p>
Chaila, Siwakwi M.	Zambia	Office of Administration	Chief Admin.Off.	<p>LL.B. University of London, Law, 1969</p> <p>Barrister, Gray's Inn, 1967</p> <p>1968, Barrister & Solicitor, Zambia</p> <p>1969-1974, Senior State Advocate, Government of the Republic of Zambia</p> <p>1974, Principal State Advocate & Deputy Director, Law Development Commission,</p>

<u>Name</u>	<u>Country of origin</u>	<u>Division</u>	<u>Title</u>	<u>Educational background and experience</u>
				Government of the Republic of Zambia 1975, Political Affairs Officer, Regional Office of the United Nations Commissioner for Namibia
Desta, Engda	Ethiopia	Office of Administration	Finance Officer	B.Sc. Accounting, Wagner College, USA, 1971 M.B.A. Business Administration, Long Island University, USA, 1973 1971-1973, Office of Finance, United Nations, New York 1973-1975, Finance Officer, United Nations Emergency Forces, Egypt
Diallo, Aminata	USA	Social and Educational	Assistant Lecturer	B.A. English, Beaver College, USA, 1964 M.S.Ed. Education, University of Pennsylvania, 1969 1964-1966, Reservationist, American Airlines 1966-1968, English teacher, The George School, Pennsylvania 1969-1976, English teacher, School District of Pennsylvania
Geingob, Hage G.	Namibia		Director	Primary Lower Teacher's Certificate, Augustineum Teacher Training 'College', 1961 A.A. degree, Liberal Arts, Manhattan College, 1968 B.A. Political Science, Fordham University, USA, 1970 M.A. International Relations, New School for Social Research, USA, 1972 1964-1971, Chief representative of SWAPO to the United Nations and the Americas 1972-1975, Political Affairs Officer, Office of the United Nations Commissioner for Namibia

<u>Name</u>	<u>Country of origin</u>	<u>Division</u>	<u>Title</u>	<u>Educational background and experience</u>
Hamutenya, Hidipo	Namibia	Historical, Political & Cultural	Assistant Director	B.A. Political Science, Lincoln University, USA, 1969 M.A. Political Science, McGill University, Canada, 1973 1972-1973, Teaching Assistant, McGill University, Canada 1973-1976, Head of SWAPO's Department of Education and Culture, Lusaka
Jario, Koukoro	Namibia		Senior Archivist/ Librarian	Primary Higher Teacher's Certificate, Strydom Teacher Training College, S.A., 1958 A.A. Liberal Arts, Corning Community College, USA, 1968 B.A. Sociology, State University of New York, 1971 M.L.S. School of Library and Information Science, State University College of Arts and Science, USA, 1974 1959-1964, Junior High School Teacher, Windhoek, Namibia 1973-1974, Custodian, Westminster Presbyterian Church, USA 1973-1974, Student Archivist, School of Library and Information Science, USA 1975-1976, Cataloger, The Herrmann Library, Wagner College, USA
Kaulinge, Mandume J.	Namibia	Economics	Lecturer	B.Sc. Business Administration, St. Joseph's College, Philadelphia, 1972 M.A. Economics, Long Island University, USA, 1975 1972-1973, Teacher, Philadelphia Public Schools

<u>Name</u>	<u>Country of origin</u>	<u>Division</u>	<u>Title</u>	<u>Educational background and experience</u>
Matengu, Lemmy	Namibia	Economics	Assistant Lecturer	M.Sc. Economics, Academy of Economic Studies, Bucharest, Romania, 1975
Modise, Billy	S.Africa	Social and Educational	Assistant Director	B.A. Psychology, Setswana, Economics, Rhodes University, S.A., 1956 Diploma University Education, Rhodes University, S.A., 1959 M.Soc.Sc., Sociology, Lund University, Sweden, 1970 1965-1970, Junior Lecturer, Lund University 1970-1973, Lecturer, Lund University 1973-1976, Deputy Director, SIDA, Sweden
Mshonga, Shakespeare	Zimbabwe	Agricultural & Land Resources	Lecturer	B.Sc. Agronomy, Ohio State University, USA, 1970 M.Sc. Tropical Agricultural Development, University of Reading, 1975 1964-1965, Teacher, Salvation Army, Zimbabwe 1970-1974, Lecturer, Chibero Agricultural College, Zimbabwe 1975-1976, Lecturer, University of Botswana, Lesotho and Swaziland, Swaziland
Muundjua, Festus U.	Namibia	Social and Educational	Lecturer	B.A. History, Long Island University, USA, 1969 M.Ed. University of Massachusetts, 1973 1959-1962, Primary School Teacher, Windhoek, Namibia 1971-1975, Teacher, Providence Public Schools Department, Rhode Island, USA 1975-1976, Teacher, Kagoro Secondary School, North Central State, Nigeria

<u>Name</u>	<u>Country of origin</u>	<u>Division</u>	<u>Title</u>	<u>Educational background and experience</u>
Ncube, Mtshana	Zimbabwe	Historical, Political & Cultural	Senior Lecturer	<p>B.A. Hons. Political Science, Harpur College 1968</p> <p>M.A. Comparative Politics of Developing Nations and International Relations, State University of New York, 1969</p> <p>LL.B. Common Law and aspects of French Civil Law, McGill University, 1972</p> <p>Ph.D. Politics and International Relations, McGill University, 1976</p> <p>1968-1969, Teaching Assistant, SUNY, USA</p> <p>1971-1972 and 1974-1976, Teaching Assistant, McGill University, Canada</p> <p>1973-1976, Teacher, John Abbot College, USA</p>
Parker, Kwadwo	Ghana	Historical, Political & Cultural	Assistant Lecturer	<p>B.A. Hons. Political Science, University of Ghana, 1966</p> <p>Diploma in Public Administration, Ghana Institute of Management & Public Administration, 1968</p> <p>1966-1969, Assistant Secretary, Ministry of Transport & Communications, Ghana</p> <p>1969-1970, Teacher, Ministry of Education, Uganda</p> <p>1971-1976, Lecturer, NIPA, Lusaka, Zambia</p>
Semiti, G.A.J.	Tanzania	Agricultural and Land Resources	Assistant Director	<p>B.Sc. Botany, Zoology and Chemistry, Makerere University, 1957</p> <p>Diploma, Plant Breeding Institute, Cambridge 1960</p> <p>Certificate, Development studies in food and nutrition planning, Sussex University, 1974</p> <p>1969-1974, Director, Research and Training, Ministry of Agriculture, Tanzania</p>

<u>Name</u>	<u>Country of origin</u>	<u>Division</u>	<u>Title</u>	<u>Educational background and experience</u>
				1974, Director, Food and Nutrition Centre, Tanzania
				1974-1976, Food and Agriculture Adviser, Ministry of Education, Tanzania
Shana, Stan S.B.	Zambia		Registrar	B.A., P.C.E. (UBLS), Lesotho, 1968 M.Ed. UNZA, 1975 1959-1960, Teacher, St. Mary's School, Zambia 1961-1964, Headmaster, Regiment School, Lusaka, Zambia 1969-1970, Headmaster, Chalimbana Secondary School, Zambia 1970-1971, Headmaster, Chipepo Secondary School, Zambia 1971-1972, Deputy Headmaster, David Kaunda Secondary School, Lusaka, Zambia 1972, Headmaster, Libala Secondary School, Zambia 1972-1975, Regional Inspector of Secondary Schools in charge of Lusaka Region and Eastern Region, Zambia 1975-1976, Director, Curriculum Development Centre, Lusaka, Zambia
Sichilongo, M.D.F.	Zambia	Constitutional, Legal and Judicial Affairs	Assistant Lecturer	LL.B. Law, University of Zambia, 1972 LL.M. International and Comparative Law, McGill University, Canada, 1974 1973, Learner Legal Practitioner, Ministry of Legal Affairs, Zambia 1974-1976, Lecturer, University of Zambia
Tabor, Constance	Jamaica	Office of the Director	Personal Assistant	Diploma in Secretarial Studies, Sheffield College of Commerce & Technology, UK, 1960 Certificate, Philosophy and German, University of Vienna, 1966

<u>Name</u>	<u>Country of origin</u>	<u>Division</u>	<u>Title</u>	<u>Educational background and experience</u>
				1967-1969, Executive Secretary, International Folk Music Council, Denmark 1969-1971, Journalist, free lance, USA 1972-1976, Administrative Assistant, Library, University of Zambia
Tjitendero, Mose	Namibia	Social and Educational	Senior Lecturer	B.A. History and Political Science, Lincoln University, USA, 1970 M.A.T. Education and History, University of Massachusetts, USA, 1972 D.Ed. Education, University of Massachusetts, USA, 1976
				1972-1974, Teaching Assistant, University of Massachusetts, USA 1974-1975, Research Assistant, University of Massachusetts, USA 1973-1976, Resident Director, Mt. Holyoke College, USA
Ushewokunze, C.M.	Zimbabwe	Constitutional, Legal and Judicial Affairs	Senior Lecturer	LL.B. Law, University of Edinburgh, 1970 LL.M. International economic law, law of international institutions, African law, comparative and constitutional law in Africa, University of London, 1971 1974-1976, Lecturer, School of Law, University of Zambia

ANNEX V

2/SEN/LU/13

A G R E E M E N T

between

THE UNITED NATIONS INSTITUTE FOR NAMIBIA

AND

THE GOVERNMENT OF THE REPUBLIC OF ZAMBIA

PREAMBLE

The United Nations Institute for Namibia (hereinafter called "the Institute") and the Government of the Republic of Zambia (hereinafter called "the Government");

Desiring to conclude an agreement for the purpose of regulating matters arising from the decision by the United Nations Council for Namibia at its 209th meeting on 27 September 1974, approved by the United Nations General Assembly on 13 December 1974, by its resolution 3296 to establish the Institute, under the aegis of the United Nations, to undertake research, training, planning and related activities with special reference to the struggle for freedom of the Namibians and the establishment of an independent state of Namibia;

Considering that the Government agrees that the Institute shall be located in and operated from the Republic of Zambia until South Africa's illegal occupation of Namibia is terminated or until such other time as may be agreed to by and between the parties hereto;

Considering that the Convention on the Privileges and Immunities of the United Nations adopted on 13 February 1946 by the General Assembly of the United Nations, the Republic of Zambia being a member thereof, should insofar as it is convenient and agreed to by and between the parties hereto be applicable to the Institute;

Considering that it is desirable to conclude an agreement to create certain mutual obligations between the parties hereto, to provide for certain privileges and immunities to the Institute and to vest it with legal capacities of a body corporate;

Have entered into this Agreement in a spirit of friendly co-operation.

PART I

Operation and location of the Institute

Article 1

The Institute shall be located in and operated from the Republic of Zambia, until South Africa's illegal occupation of Namibia is terminated or until such other time as may be agreed to by and between the parties hereto.

Article 2

The Institute shall have the legal capacities of a body corporate. It shall have the capacity to sue and to be sued under its name, to enter into contracts, to acquire, purchase and hold all land and personal property, and to grant, demise, let, alienate, sell, mortgage, charge or otherwise dispose of the same and do all such acts and things as bodies corporate may by law do and as are incidental or appertain to a body corporate.

Article 3

The Government grants to the Institute and the Institute accepts the use and occupation rent and tax free of the old Government Printer's Premises (hereinafter called "the Premises") in Sadzu Road, Lusaka, for so long as the Institute remains and continues to operate in Lusaka.

Article 4

The Government shall agree to such alterations, adaptations and renovations to the Premises as the Institute may deem necessary, provided always that notice of such alterations, adaptations and renovations as may be made shall be given to the Government. On the vacation of the Premises by the Institute, the Institute shall hand over the Premises to the Government in reasonably good and serviceable condition but shall not be under any obligation to restore the building to its original condition or to unmake any structural alterations that may have been made in adapting the building for the purposes of the Institute.

Article 5

The Government shall take all reasonable steps, on suitable terms, to ensure that the Institute is supplied with the necessary public services, such as postal, telephone and telegraph services and electricity, water, gas, public transport, drainage, collection of refuse and fire protection.

Article 6

Without prejudice to the provisions of Article 5, the Institute shall be supplied with services provided by the Government or by the Government-controlled agencies at such tariffs as may be applicable to equivalent services supplied to the Zambian public administrations. In event of force majeure resulting in the partial or total interruption of the aforementioned services, the needs of the Institute shall be accorded the same priority as the needs of Zambian public administrations.

Article 7

The Institute shall have the power to make regulations operative within the whole of the Premises, for the purpose of establishing therein the conditions necessary for the execution of its functions and a copy of the regulations shall be made available to the Government.

Article 8

Without prejudice to the provisions of the preceeding Article the laws and regulations of the Republic of Zambia shall apply within the Premises.

PART II

Staff and related matters

Article 9

The Government shall assist insofar as it is within its competence to facilitate arrangements with the University of Zambia as to the exchange of archivists, research and teaching staff, publications, findings and reports.

Article 10

The Government shall, as far as possible, supply the Institute with public documents that may be relevant to the work of the Institute.

Article 11

The Government shall, subject to the normal legal requirements, facilitate the transit to and from the Republic of Zambia of persons concerned with the execution of official functions in the Institute or of other persons invited by the Institute.

Article 12

The Government shall undertake to permit, without visa charges and without undue delay, the entry and residence of the members of the Senate of the Institute for the duration of their official business with the Institute.

PART III

Administrative and financial provisions

Article 13

The Institute shall be responsible for:

- (a) the renovation of and alterations to the Premises;
- (b) the salaries of employees;
- (c) insurance of the employees and students; and
- (d) maintenance of the students of the Institute.

Article 14

The Government shall contribute to the cost of the Institute by providing the following facilities and services:

- (a) such medical and hospital services and facilities for the Institute personnel and students within the Republic of Zambia as may be available to Government employees and other ordinary citizens of the Republic; and
- (b) maintenance and repairs by the Public Works Department of the Premises.

Article 15

Where appropriate the Government shall invite its competent authorities to co-operate with the Institute in the provision of such facilities as may be mutually agreed upon.

PART IV

Facilities, privileges and immunities

Article 16

The archives of the Institute, and in general all documents belonging to it or in its custody, shall be inviolable.

Article 17

The Institute shall enjoy the like exemption or relief from taxes or duty on the importation of goods, required for the official use of the Institute, as is accorded to a sending State accredited to the Republic of Zambia.

Article 18

The Institute shall enjoy exemption from taxes or duty on the importation of goods, including publications, directly imported by the Institute for its official use, such exemption to be subject to compliance with such conditions as the Controller of Customs and Excise may prescribe for the protection of the revenue.

Article 19

The Institute shall have the right to avail itself, for telegraphic communications sent by it (including communications addressed to or despatched from places outside the Republic of Zambia), of the lowest reduced rates applicable for the press or official telegrams.

Article 20

The Institute may hold funds or currency of any kind and operate external accounts in any currency.

Article 21

Except insofar as in any particular case any immunity or privilege is waived by the Senate, all employees of the Institute shall enjoy:

- (a) exemption from income tax in respect of emoluments received by them as officials or servants of the Institute;
- (b) the right to import, duty free, their furniture and effects at the time of first taking up their post in the Republic of Zambia; and
- (c) immunity from National Service obligations for non-Zambians.

Article 22

The Director and Deputy Director may be granted such additional privileges and immunities as may be agreed upon between the Government and the Institute.

Article 23

The Government will take all practicable measures to facilitate the activities of the Institute under this Agreement and to assist the Senate of the Institute and other officials of the Institute in obtaining such services and facilities as may be required to carry out its activities. For these purposes and the implementation of this Agreement the Institute shall deal with the Ministry or Department responsible for education.

PART V

General provisions

Article 24

This Agreement shall come into force upon signature.

Article 25

This Agreement may be modified by agreement between the parties hereto. Any relevant matter for which no provision is made in the Agreement shall be settled by the parties in a spirit of mutual co-operation and joint endeavour. Throughout their relationship both parties should bear in mind and give effect to the resolutions and decisions of the assemblies, conferences and councils of the United Nations.

IN WITNESS WHEREOF the undersigned, duly appointed representatives of the Institute and of the Government, respectively, have on behalf of the parties signed this Agreement at Lusaka this day of 1975, in the English language in two copies.

For the Government of the
Republic of Zambia

For the United Nations
Institute for Namibia

ANNEX VI
S T U D E N T S

24 September 1976

STUDENT ADMISSION

<u>NUMBER</u>	<u>NAME</u>
76-01	Mr. Tarah Shinavene Shapt a
76-02	Mr. Thomas Ja Nekomba
76-03	Mr. Gilbert Linynga Sausini
76-04	Miss. Siporah Munalye
76-05	Mrs. Natalia Mavulu
76-06	Miss. Veronica Hiyalwa
76-07	Miss. Susan Shikongo
76-08	Miss. Menneth Mutilifa
76-09	Miss. Sigrid Tipinge
76-10	Mrs. Hileni-Nambahu Mvula
76-11	Mr. Kandere Pinehas
76-12	Mr. Billy Williams Mwaningange
76-13	Mr. Nghidimondjila Shoombe
76-14	Mrs. Joan Pashukeni Shoombe
76-15	Mr. Abel Eugene
76-16	Mr. Chunga Chunga
76-17	Miss. Rachel Akwenye
76-18	Mr. Denys Muyunda
76-19	Miss. Julia Shikulo
76-20	Mrs. Aina Shithigona
76-21	Mr. Mukwaita Shanjengana
76-22	Mrs. Susan Ngidinwa
76-23	Mr. Galen Kolokwe
76-24	Mr. Stanley Sitali
76-25	Mr. James Thubazumbe
76-26	Mr. Dunbar Mushwena
76-27	Mr. Richard Matengu
76-28	Miss. Kerthu Shidute
76-29	Miss. Magano Phanny Shidhikah
76-30	Mrs. Anna Nuujoma

76-31	Mr. Robert Sinyambo
76-32	Mr. Jansen Munyanya
76-33	Mr. Charles Matengu
76-34	Mr. Ananias Elago
76-35	Mr. Kayone Simon Akwaake
76-36	Mr. John Negumbo
76-37	Mr. Boniface Ntonda
76-38	Miss. Pendukeni Iivula
76-39	Mr. David Kawana
76-40	Mr. Albert Tubazumbe
76-41	Miss. Hendrina Hanghome
76-42	Mr. Linus Machinga
76-43	Mrs. Ndamona Hilkali
76-44	Mr. Ernest Likando
76-45	Mr. Francis Sibe
76-46	Miss. Ester Kalola
76-47	Mr. Vincent Nwange
76-48	Mr. Linus Kamwi
76-49	Mr. Barnard Mutame
76-50	Miss. Getrude Sibungo
76-51	Mrs. Elizabeth Imene
76-52	Miss. Agnella Sitwala
76-53	Mr. Sacky Amunyela
76-54	Mr. Taapope A. Muttotta
76-55	Miss. Aletha Gases
76-56	Mr. Cornelius Kanume
76-57	Mrs. Loide P. Shinavene
76-58	Miss. Elizabeth Christian
76-59	Miss. Nedutila Shitula
76-60	Miss. Sigrid Mshingenge
76-61	Miss. Agnes Limbo
76-62	Mr. Mubita Bernard
76-63	Mr. Herbert Endjala
76-64	Mr. Albert Kawana
76-65	Miss. Betty Hango
76-66	Mrs. Margaret Kaxuxena
76-67	Mrs. Naveuye yAmkuatah
76-68	Mr. Albert Tjizoo

76-69	Miss. Kasoonda Aihe
76-70	Mrs. Frieda Nambundunga
76-71	Miss. Tuuliki Uule
76-72	Mr. Augustinus Katjiuongua
76-73	Mr. Uanee Urbans Muundjua
76-74	Mr. Manfred Menjengua
76-75	Mr. Thitus N. Mbaeva
76-76	Mr. Joseph Kambamunu Hauanga
76-77	Mr. Eddie Ningiree Tjirare
76-78	Mr. Walter Uandara
76-79	Mr. Kenapeta J.H. Mupsinr
76-80	Mr. Abiud Murangi
76-81	Mr. Moses U. Uanguta
76-82	Mr. Kaitjindire I. Komomungondo
76-83	Miss. Sophia K. Karutjirda
76-84	Mr. Karipama I. Karumendu
76-85	Mr. Fanuel N. Tjingaete
76-86	Mr. Festus Ueriuka Tjikuua
76-87	Mr. Ephraim Uahoroka Kahorere
76-88	Mr. Mike Uapingena
76-89	Mr. Tjatindi J. Tjiweta
76-90	Mr. Edward T. Kamboua
76-91	Mr. Kazandu Festus Kauraratjo
76-92	Mr. Paulus Iilonga
76-93	Mr. Eddy Kadhila
76-94	Miss. Rachel Shilongo
76-95	Miss Aune Kasheeja
76-96	Miss. Judith Mafwila
76-97	Mr. Joubert Mutiya
76-98	Mr. Richard Africa Chiza
76-99	Mr. Cooks Muyoba
76-100	Miss. Beautrica Munsu

ANNEX VII

SPEECH DELIVERED BY HIS EXCELLENCY DR. KENNETH D. KAUNDA
PRESIDENT OF THE REPUBLIC OF ZAMBIA, AT THE OFFICIAL OPENING
OF THE UNITED NATIONS INSTITUTE FOR NAMIBIA ON

26TH AUGUST, 1976

Mr. Chairman,
 Comrade President of S.W.A.P.O.,
 Your Honour the Secretary-General of the Party,
 The Rt. Honourable Prime Minister,
 Mr. Chief Justice,
 Honourable Mr. Speaker,
 Honourable Members of the Central Committee,
 Honourable Ministers,
 Mr. President of the United Nations Council for Namibia,
 Mr. Commissioner for the United Nations Council for Namibia,
 Senators of the United Nations Institute for Namibia,
 Your Excellencies,
 Distinguished Guests,
 Sisters & Brothers;

It is with a great sense of joy and satisfaction that I am here today to officially open the United Nations Institute for Namibia.

This is a joyous and historic moment because we are today witnessing yet another milestone in the Namibian people's heroic march toward their cherished goal of freedom and independence.

The Party, Government and people of the Republic of Zambia are proud to host the United Nations Institute for Namibia. The destiny of the people of Namibia and Zambia is basically the same. The struggle for freedom and independence of Namibia is also our struggle. We welcome the establishment of the Institute in Zambia because we share in the aspirations of our Namibian brothers and sisters. While the task of running the Institute is the responsibility of the Director and his staff, Zambia, as the host country, will do her utmost to facilitate the work of the Institute.

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Mr. Chairman,

The role that the Institute is playing and will continue to play is part of the struggle of the Namibia people for their birthright. As is well-known, the United Nations General Assembly revoked in 1966, South Africa's mandate over Namibia because of that racist regime's failure to carry out her obligations to administer the territory in the interest of the Namibian people. South Africa was directed to withdraw from Namibia unconditionally and without delay so that the United Nations could administer the territory for the specific purpose of paving the way, for the oppressed people of Namibia, to regain their inalienable rights to freedom and independence.

To give meaning and substance to its decision, the United Nations General Assembly created the United Nations Council for Namibia in 1968. In 1971 the International Court of Justice endorsed the United Nations General Assembly resolution of 1966 by stating in very categorical terms that South Africa's continued occupation of that territory was illegal and ordered the Pretoria regime to withdraw forthwith from Namibia.

Having recognised that any step may be taken to secure the end of South African illegal occupation of Namibia should run concurrently with efforts to prepare Namibians to take over the administration of their country, the United Nations Council for Namibia adopted in 1974 a plan to establish the United Nations Institute for Namibia. The plan was approved by the United Nations General Assembly the same year.

The basic aims and objectives of the Institute are:-

First: to provide a nucleus of the future administrative infrastructure for an independent Namibia;

Second: to train a Namibian cadre of administrators; and

Third: to help foster a spirit of Namibian nationhood on the basis of unity.

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Thus, in essence, the basic function of this Institute is to help the struggle that is being waged by the oppressed people of Namibia, under the leadership of SWAPO, the sole and authentic representative of the people of Namibia. For while the Institute is preparing the necessary cadres to run a free Namibia, it should also work with SWAPO to create the necessary atmosphere for the unity and progress of Namibia. To this end, the Institute is expected to concentrate on such research work as will be relevant to the National Liberation Movement and to the Government of a free and independent Namibia.

To you Comrades who are undergoing the Institute's programme of education, I wish to emphasize that the training you are receiving is not an end in itself. It is a means to an end. It is merely one of the many ways of preparing you for the multiple challenges of national reconstruction that lie ahead. While, therefore, you are specialising in your respective fields, you should have a clear perception of the objectives of your National Liberation Movement. For it is only when you have a clear and correct perception of what a new Namibia should be that your training will be beneficial to your country.

Mr. Chairman,

Namibia today is an exploited and illegally occupied country by the South African racist and colonialist regime. The apartheid system and its practice of artificial separation of people on racial and ethnic grounds has been and continues to be ruthlessly applied in Namibia. The right of the people of Namibia to self-determination and genuine independence is being denied and attempts are being made to hoodwink the international community into believing that the intentions of the racist regime are in the best interests of the oppressed people of Namibia

/...

In 1974, South Africa announced a so-called Master Plan for Namibia. What that plan amounted to was the balkanisation of Namibia along racial and ethnic lines. That diabolical objective is being pursued with religious zeal by racist South Africa through the so-called constitutional talks currently going. The announcement from Windhoek to the effect that Namibia's independence has now been agreed to by South Africa's puppets and stooges in that international territory is a manoeuvre to perpetuate racist South Africa's stranglehold over that country. It is a sinister attempt to instal into power those narrow-minded people and opportunists who do not represent the genuine interests of the oppressed people of Namibia. Zambia, firmly rejects this as a smoke-screen to cover up racialism and South Africa's oppression of the Namibian people.

Mr. Chairman,

The problem of Namibia is compounded, among other things, by the collaboration with racist South Africa of international capitalism and certain Western governments. It is a fact that Namibia's human and natural resources continue to be exploited by a number of Western countries. Several Western European countries have signed bilateral treaties or agreements with South Africa which extend to or cover Namibia. Yet the authority over Namibia rests with the United Nations Council for that international territory.

The collaboration of certain Western countries with racist South Africa makes a mockery of those countries' stand at the United Nations purporting to be in favour of the oppressed people of Namibia. The ambivalence and hypocrisy of these countries is deplorable.

/...

SWAPO's stand on the question of the struggle for the freedom and independence of Namibia is unequivocal: there will be no peace in Namibia until South Africa relinquishes its hold on the territory. The racists have refused to honour numerous resolutions of the United Nations General Assembly and the Security Council aimed at a peaceful transfer of power in Namibia to SWAPO. Namibians have therefore taken up arms to regain their inalienable birth-rights to govern themselves.

Indeed in 1970 the Consultative Congress of SWAPO met in the sister Republic of Tanzania. This year SWAPO met here in Zambia. At both meetings and in numerous statements made at various international fora, SWAPO has reaffirmed its commitment to the armed struggle because it is the only option now left to the people of Namibia to end South African illegal occupation of their mother-land and set their country on the firm road to national reconstruction.

Zambia has always supported the struggle in Namibia. On this occasion, I reaffirm our total and unconditional commitment to that struggle. We will continue to give militant solidarity to our brothers and sisters until victory is won. Zambia will not be cowed into abandoning the just cause of the Namibian people by such desperate and cowardly acts on the part of racist South Africa as the blatant violations of our sovereignty and territorial integrity. It is our firm view that the struggle of the Namibian people will continue to intensify until:-

- First: South Africa relinquishes its illegal occupation of Namibia forthwith;
- Second: Namibia accedes to independence as a unitary state;
- Third: SWAPO takes her rightful place in Namibia as the government of the people of Namibia.

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To this end, Zambia once again calls on those countries which profess to be sympathetic to the Namibian cause but continue at the same time to fraternize with racist South Africa to desist forthwith from their political, economic, military, cultural and other forms of collaboration with that regime against the interests of the people of Namibia.

Mr. Chairman,

It is important for all of us to remember that the problem of Namibia is intimately linked with that of the liberation of Zimbabwe and the end of apartheid in South Africa. In all those three countries, the basic problem is one of intransigence on the part of racist minority regimes to yield to the just demands of the oppressed people to independence, freedom, peace and justice. This intransigence is the direct cause of the dangerous confrontation which now characterises the situation in Southern Africa. The oppression by the racist minority regimes in Southern Africa constitutes a grave menace to international peace and security.

We call upon the international community to demonstrate a greater degree of commitment to the just cause of the oppressed people by increasing moral and material support to the struggling people in Southern Africa to assist them liberate themselves from the clutches of oppression.

Mr. Chairman,

Let me once again reaffirm on behalf of the Party, Government and people of Zambia our desire to continue to render all possible assistance to the Institute so that it can achieve the noble objectives for which it has been established.

/...

Finally, Mr. Chairman, I wish to pay tribute to the gallant sons and daughters of Namibia who have sacrificed their lives in the heroic struggle against the tyranny of Souther African occupation. I also pay tribute to those courageous Namibians who are currently waging a **relent-**less struggle to hasten the road to the freedom and independence of their mother-land.

It is now my great pleasure to declare the United Nations Institute for Namibia officially open.

Long live SWAPO:

Long live the militant solidarity between the people of Namibia and Zambia:

Long live the African Revolution:

Long live the World Revolution.

Thank you.
