[6 CONFIDENTIAL]

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FILE 4
ACC. 1998/0278

UNITED NATIONS
ASSISTANCE MISSION FOR RWANDA

NATIONS UNIES
MISSION POUR L'ASSISTANCE AU RWANDA

UNAMIR - MINUAR

UNAMIR

1996 FEB 13 A 11:23

OUTGOING CODE CABLE

UNAMIR 1996 FEB 13 A 11:37

TO: KITTANI/GOULDING/HANSEN/MEDILLI/SANBAR, UNATIONS, NEW YORK

INFO: GHAREKHAN/AIMÉ, UNATIONS, NEW YORK

FROM: SHAHARYAR M. KHAN, UNAMIR, KIGALI

DATE: 12 February 1996

NO.: MIR -371

NO. OF PAGES: 6

SUBJECT: **Radio UNAMIR**

1. When UNAMIR phases out on March 8, the question of whether, or not to continue with Radio UNAMIR needs to be addressed. Radio UNAMIR has been broadcasting since 17 February 1995 on a shoestring budget and with inadequate equipment. It broadcasts in three languages (Kinyarwanda, French and English) for 4 hours a day and in recent months has been able to reach the refugee camps due to transmitter space being made available by the Government of Rwanda. While opinions differ on the performance and impact of Radio UNAMIR, I believe that, within the limitations imposed by finance and equipment, its impact has been positive. For instance, news of incidents such as Kibeho, Kanama and the former Prime Minister's statements since his resignation have been, first, broadcast from Radio UNAMIR. Judging by reactions of locals, Radio UNAMIR is listened to for objective news reporting from Rwanda. There have been no major problems with the Rwandan Government which indicates that UNAMIR has steered a cautious, non political course.

Reçu le 14 FEV. 1996

 CRI-042 2/6

2. In the future, Radio UNAMIR's usefulness could be related to refugee return and to the need for conditions in Rwanda to be broadcast impartially, especially in the refugee camps. Accordingly, even after UNAMIR phases out there is a strong case for Radio UNAMIR [perhaps to be called Radio UN - Rwanda] to continue its role of reporting on UN activities and providing objective news programmes. If a UN presence is maintained in a civilian form after March 8, Radio UNAMIR could continue under its wing. On the other hand, if there is no UNAMIR successor presence, the Radio could be taken over by a combined UN Agency project in which either UNDP, UNHCR or UN Human Rights could play the leading or co-ordinating role. Radio UN Rwanda could become the mouthpiece of UN Agencies in Rwanda. The shared financing of this proposal needs to be worked out through the Agencies.

3. A third option is, of course, to phase-out radio UNAMIR. Its closure would not have an earth shaking impact around Rwanda, particularly as other independent radio stations - like the Swiss-sponsored Radio Gatasha - already broadcast over longer hours and with a better resource base.

4. My recommendation would be for Radio UNAMIR to continue broadcasting after UNAMIR phases out. It should become part of a successor UN set-up in Rwanda projecting UN Agency activity. If there is no successor UN presence, Radio UNAMIR could be taken over by UN agencies. However, in order to function effectively, Radio UNAMIR needs minimal financing, basic equipment and qualified personnel. I am attaching a paper that outlines Radio UNAMIR's minimal requirements so that it can broadcast at least 8 hours a day.

5. Finally UNESCO has already shown an interest in taking over Radio UNAMIR. However, UNESCO would then merge the radio into a national network e.g. Radio Rwanda II. This formula should be favourably considered after a year or so because I believe that in the immediate future there is an important, independent role for Radio UNAMIR to play particularly in the context of refugee return and reconciliation.

Best regards.

cfm-042 3/6 P4/7

UNITED NATIONS NATIONS UNIES
ASSISTANCE MISSION FOR RWANDA MISSION POUR L'ASSISTANCE AU RWANDA
UNAMIR - MINUAR

KIGALI, 13 DECEMBER 1995

TO: AMBASSADOR SHAHARYAR KHAN
SRSG

FROM: ZOUAOUI BENAMADI
Chief, Radio UNAMIR

The nature of the mandate adopted places importance on the broadcasting of information to the refugees to persuade them to return in large numbers. In this context we need to revaluate the role of Radio UNAMIR, its programming and the resources made available for its use. Let me put forward some suggestions and requests.

1. PROGRAMMING

From the feedback we have received from our audience and from their listening habits, I think we ought to increase our daily broadcasts by 4 ~~two~~ hours. If so, I recommend the following programming schedule:

- 13H00-17H00 : KINYARWANDA
- 17H00-18H00 : FRENCH
- 18H00-19H00 : ENGLISH
- 19H00-20H00 : KINYARWANDA

The increase would only affect the Kinyarwanda service. The extra hours are designed to fit in with the rhythm of life in the countryside and the refugee camps. If you agree with this proposal, I will submit a full schedule including programmes made by UNHCR's mass information campaign.

2. MEANS

As you know, the radio has had to broadcast these past 11 months under much constrained circumstances. Today it is also impossible to meet the demands of our present schedule. The problems of under-equipment, understaffing, lack of space and transport -- problems which were apparent several months ago -- absolutely have to be solved.

CRN-042 4/6 P/7

a) Equipment

- Our present equipment is on its last legs. New York has to provide us quickly with equipment missing from the VOA studio-van in order to get that working.

- We also need at least six more professional tape recorders and four reel to reel machines to increase daily output.

b) Personnel

- International : We need to replace the two staff members who are leaving (Julian Bedford and Marcia Ward). Because of our urgency and the lengthy recruitment procedure in New York, I suggest we take on four journalists on SSA contracts. That would be quicker and cheaper.

- Local : We need 16 journalists to produce four hours of programming each day, a total which includes presenters, reporters and announcers. At present our local staffing level is four journalists, two of whom work with the French section, and two assistants. Consequently we ought to recruit 10 people if that many are available.

c) Space

It would be preferable both for reasons of security and comfort to allocate to the radio the whole of right wing of the ground floor of Trafipro, as was originally intended. Two rooms are currently occupied by MOVCON and EDP Training Courses.

d) Transport

The radio has to be a very flexible and mobile unit which can move its personnel at night and on holidays. To meet our needs, we need three more vehicles, two of which have to be 4x4s.

e) Information

According to our listeners, one of the most interesting parts of our service is the quality news bulletin drawn from information provided by the milobs and U.N. agencies. It would possible, however, to improve the bulletin if we could subscribe to an international press agency. We know ORINFOR subscribe to AFP and have learnt it would be possible to subscribe to the AFP wire through that parastatal. A practical sideline would be the availability of the wire to the office of the SRSG.

CRN-042 5/6 P6/7

CONCLUSIONS :

The enthusiasm and spirit of the team have allowed us to overcome our material insufficiencies. But the burden grows heavy. The above requests are the minimum necessary to meet the task before us. With your blessing, let me suggest once again a meeting under your powerful chairmanship with the relevant sections (Administration, personnel, Transport, Finace) to make these decisions as soon as possible.

Chron-022 6/6 P7/7

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	SUNDAY
1. UN AGENCIES	NGO ACTIVITIES	ECONOMY	HCR	HUMAN RIGHTS EDUCATION	LOCAL PRESS REVIEW	SPORTS-EVENTS LOCAL & INTERNATIONAL
2. HEALTH	AGRICULTURE	UN AGENCIES NGO	ENVIRONNEMENT	LIFE IN THE COMMUNES	GUEST OF THE WEEK	WORLD NEWS & LOCAL NEWS WEEKLY REVIEW
3. EDUCATION	UNAMIR ACTIVITIES	CHILDREN	WOMEN IN THE RURAL LIFE	HEALTH/WHO	MESSAGES TO THE REFUGEES	HCR-PROGRAM
4. WOMEN	HUMAN RIGHTS EDUCATION	POLITIC AND SOCIETY	AFRICAN NEWS WEEKLY ROUND-UP	UNAMIR ACTIVITIES	ICRC-PROG	UNESCO-PROGRAMMES
5. MUSIC	MUSIC	MUSIC	MUSIC	MUSIC	MUSIC	SONG REQUESTS &LETTERS FROM
6. JUDICIAL SYSTEM	REHABILITATION UNDP	LIFE IN THE COMMUNES	RWANDESE CULTURE	UNITED NATIONS' IN THE WORLD TO-DAY	RWANDESE CULTURE	LISTENERS SONG REQUESTS

NOTE : We will start broadcasting at 1 p.m and sign off at 9 p.m. Taking into account the rythm of life in the countryside and in the refugee camps , this is a suitable timetable. Of the 8 broadcasting hours, 6 will be in Kinyarwanda , 1 in French, and 1 in English. The chosen themes are to be seen above in the tables. (This schedule applies only to daily broadcasting in Kinyarwanda).

UNITED NATIONS
ASSISTANCE MISSION FOR RWANDA

NATIONS UNIES
MISSION POUR L'ASSISTANCE AU RWANDA

UNAMIR - MINUAR

UNAMIR
JAN 25 P 7 59

CRN 027

P1/4

OUTGOING CODE CABLE

TO: KITTANI/GOULDING, UNATIONS, NEW YORK

INFO: GHAREKHAN, UNATIONS, NEW YORK

FROM: For KHAN, UNAMIR, KIGALI

DATE: 25 JANUARY 1996

NO.: MIR 213

NO. OF PAGES: 4

SUBJECT: **Press Conference of Mr. Patrick Mazimpaka, Minister for Rehabilitation and Social Integration**

1. On Wednesday 24 January 1996, Mr. Patrick Mazimpaka, Minister for Rehabilitation and Social Integration gave a Press Conference on the question of Rwandan Refugees. Please find attached the main points of his statement as broadcast by Radio Rwanda and transcribed by Radio UNAMIR Unit.

2. I should like to draw your attention to the last two paragraphs in which the Minister made comments on a statement he attributed to the Secretary-General.

3. Best regards.

UNAMIR
JAN 25 P 8 05

CRN 027
P2/4

UNITED NATIONS NATIONS UNIES
ASSISTANCE MISSION FOR RWANDA MISSION POUR L'ASSISTANCE AU RWANDA
UNAMIR - MINUAR

TO : W. DE SOUZA Executive Director	From : Zouaoui Benamadi Chief RADIO UNAMIR

MAZIMPAKA'S PRESS CONFERENCE

Tuesday 25 January 1996 : The Minister for Rehabilitation and Social Integration Mr. Patrick MAZIMPAKA yesterday Wednesday 24th 1996, held a press conference at 5p.m in Hotel des Diplomates in Kigali. Here are the main points of his speech :

"Thank you very much for coming to this press conference that I hope will be a brief press conference, and we apologize for the short notice that we gave you. There reasons are we have been having a situation that was not understood concerning some of our refugees in Burundi and you have brought us the news and the media not ourselves about their plight and their attempt to cross into Tanzania. I will make a brief statement and I welcome any questions to clarify the situation.

You know that following the genocide that occured in Rwanda in 1994, over 200.000 Rwandese people fled to exile in Burundi and most of them went into the province of Ngozi in Nothern Burundi. During the last one and half years, there has been continuous refugee movements in that particular region. These movements are involved refugees moving from camp to camp, and also from country to country. With regugees in Burundi there has been movements from Eastern region of Burundi as the aerea of MUYINGA into Tanzania, and this has caused the number of refugees in Tanzania to swell to close to half a million.

You have heard that during last week over 10.000 first refugges moved from MUGANO camp in Muyinga province into Tanzania. On Monday this week very early in the morning, Rwandese refugees numbering close to 15.000 to 16.000 in Ntamba camp in Muyinga province attempted to cross into Tanzania. We have learned that for clearly understood reasons the Government of Tanzania could not take in any more of our refugees from Burundi. We have also reliably learned that there was no apparent threat or any violent action to have caused the mass exodus. As you know there have been any hardly any casualties that were reported.

Its probable that the anxiety on the part of the refugees may have contributed to the decision to move. We however learned later

Reçu le 25 JAN. 1996

CRN027
P3/4

on that some political organisations like RDR and other individuals have been trying ti use the refugees as a bargaining shape for political games. This statement you have heard made from Brusels and from Geneva from those individuals.

We deeply regret all these happenings and wish to reiterate our position and firm commitment that all regugees are welcome home unconditionally. At this juncture we would like to plead with the refugees to heed our call and come home. We have received since mid 1994, 130.000 refugees from Burundi. We continue to receive refugees from Burundi. As an example, the month of December and half of January we received over 10.000 refugees from Burundi. There is no reason why therefore our brothers in Burundi should not head home whenever they feel in trouble and wherever they are and even before they get into trouble.This is a result of concrete efforts by our Government and UNHCR that helps us to repatriate refugees from the countries around us.

We have made extraordinary steps in the direction of making the refugees in Burundi in particular understand that they are safe in this country and they are free to come. And that's why we have had a highest rate of repatriation of any country in the region. The Government has put in place the necessary reception mecanisms and over the week-end the threats of those refugees coming home massively became clear, we activated the mecanisms and our personnel and UNHCR personnel were ready with necessary logistics to move refugees comfortably to their home communes.

We were therefore ready to take in all the refugees immediately after the closure of Ntamba camp in fair and secure conditions. Furthermore the Government is dispatching a high ranking delegation to Bujumbura on the 28th this month to hold discussions with the Burundian Government and UNHCR on ways of enhancing a quick return of all the refugees now still in Burundi. The Government is appealing to all agences, organisations and Governments that can exercise reasonnable influence to render all possible assistance to make possible the return of the Rwandese refugees now in exile in neighbouring countries.

The Government regrets the continued political activities and manipulations now are being conducted in refugee camops. Those responsible should refrain from holding genuine refugees as hostages and thus furthering their guilt in the genocide of the year before last year but they should come and exercise their political rights in this country.

Dr. BOUTROS GHALI says on Rwanda that there are signs that the Government is not pursuing a policy of reconciliation anymore; frictions between the more modest members of the Government and hardliners are deep; the fact that the Rwandan Government insisted on the termination of UNAMIR Mission and expelled a number of NGOs demonstrated the hardliners have the upper hand.

Would you expect refugees to return to this country after such a statement from the Secretary General of the UN ? Certainly it's

CRN027
P44

not only the RDR and the other people responsible for genocide who are creating an atmosphere that does not conduce to the return of refugees, but you can clearly see that a statement like that in our situation is highly irresponsible. I don't believe that those living in this country, can sense this abandoned by this Government of reconciliation. We have been working very hard with UN Aid agencies present here, UNHCR knows we had tried to repatriate refugees, and we consider this statement by the Secretary General unwanted in the situation".

cc :FC
ED
DFC
Spokesman
MPAO
PA
CPO
SASRSG
SPAO
HAO
LA
PO
CAO
CISS
G2
Force PM
CO UNAMIR MP Coy
CSO/ASC
COS
Tribunal Internat. B.P 34
FLSG
IOM
UNV FOR UNAMIR
LO
CCPO
UNESCO
CO MaliCoy
CO IndBatt
CO GhanBatt
CO MalawiCoy
CO NiCoy
CO SenBatt
Force Engineer Coy
MILOBS
UNREO
UNICEF
UNDP
FAO
WFP
UNHCR
UNHCHR
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NORMED
ICRC
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ECHO
WHO

UNITED NATIONS NATIONS UNIES
ASSISTANCE MISSION FOR RWANDA MISSION POUR L'ASSISTANCE AU RWANDA
UNAMIR - MINUAR

UNAMIR
1996 JAN 19 P 7:41

CRN 023

OUTGOING CODE CABLE

TO: KITTANI/GOULDING/HANSEN, UNATIONS, NEW YORK

INFO: GHAREKHAN, UNATIONS, NEW YORK

FROM: For SHAHARYAR M. KHAN, UNAMIR, KIGALI

DATE: 18 January 1996

NO.: MIR 158

NO. OF PAGES: 1

SUBJECT: Radio UNAMIR

Kindly note that we have still not received a response to the issues raised in our MIR-4043 dated 29 November 1995 on the above-captioned subject. May we suggest that this issue be discussed during the forthcoming visit of the SRSG to Headquarters.

Best regards.

UNAMIR
1996 JAN 19 P 7:44

UNITED NATIONS
ASSISTANCE MISSION FOR RWANDA

NATIONS UNIES
MISSION POUR L'ASSISTANCE AU RWANDA

UNAMIR - MINUAR

UNAMIR
1995 NOV 29 P 3:04

CRN 421

OUTGOING CODE CABLE

TO: KITTANI/GOULDING/CORELL/SANBAR, UNATIONS, NEW YORK

INFO: GHAREKHAN, UNATIONS, NEW YORK

FROM: SHAHARYAR M. KHAN, UNAMIR, KIGALI

DATE: 29 November 1995

NO.: MIR 4043

NO. OF PAGES: 3

SUBJECT: Implications for Radio UNAMIR of the termination of UNAMIR's current mandate

UNAMIR
1995 NOV 29 P 3:37

FD
Please file
23-9-96
WS

1. Facing the termination of the current mandate for UNAMIR, some thoughts are being given to the possibility of the independent continuation of Radio UNAMIR.

2. Radio UNAMIR has been broadcasting without interruption for over 10 months. Its broadcasts cover now 100% of the territory of Rwanda and reach the refugee camps in eastern Zaire. Its role in transmitting unbiased information which promotes a message of peace and reconciliation among the Rwandese population has been widely recognized.

3. As the end of UNAMIR's mandate approaches, it is as yet not clear whether or not a United Nations presence in Rwanda would continue to be maintained. In any eventuality, it would be most desirable that the excellent work being done so far by Radio UNAMIR not be interrupted at a time when so much still needs to be done in promoting national reconciliation among the Rwandese.

4. The independent continuation of the Radio raises, no doubt, numerous legal questions. It seems to us that Radio UNAMIR as such has no legal personality. Could the United Nations continue to operate this radio in Rwanda even after its peace-keeping operation is no

longer in the country? It may be worth noting in this respect that the duration of the Agreement of Exploitation of Radio UNAMIR which was passed with the Government of Rwanda is of two years and is not linked to UNAMIR's existence. The name of the new radio would of course have to be changed in order to avoid any confusion, and it would therefore be advisable to negotiate a new agreement with the Government of Rwanda for the operation of the new radio.

5. If the response to the above question is negative, the possibility of transferring Radio UNAMIR to a United Nations Agency or even to the Government could be envisaged. UNESCO has already declared its interest in assisting the Government in progressively transforming Radio UNAMIR into a Rwandese public service (please find attached copy of the letter received).

6. In our opinion, any such transfer of Radio UNAMIR would merely imply a transfer of the assets currently used by Radio UNAMIR which would allow the new radio to operate. This would have to follow the normal procedures for the disposal of peace-keeping operations assets. It would also seem that in the case of such transfer of assets, consent from the Government would be required for the operation of the new radio.

7. Your guidance on the issues this complex matter raises would be most appreciated.

Best regards.

KIGALI RWANDA

CRN 421 P3/3

United Nations Educational, Scientific and Cultural Organization
Organisation des Nations Unies pour l'éducation, la science et la culture

REF. :
CII/COM/95/1298

15 novembre 1995

Monsieur l'Ambassadeur,

Depuis trois ans, l'UNESCO s'efforce de venir en aide aux médias indépendants en zones de conflit. Dans ce cadre, l'Organisation a récemment étendu son action au Rwanda et au Burundi.

D'abord orienté vers la formation de professionnels des médias, et particulièrement les journalistes, ce programme a également pour objectif d'encourager l'émergence de médias non-partisans dans cette région.

Nous sommes ainsi très sensibles à l'importance de l'impact du média radio sur la population de ce pays. Pour cette raison, l'Organisation s'est fixée comme objectif prioritaire pour 1996 de créer une radio indépendante (publique ou privée) au Rwanda.

Parmi les différents projets actuellement à l'étude, nous serions très intéressés de connaître votre point du vue sur la possibilité de transformer progressivement, après la fin de la mission MINUAR, la radio des Nations Unies à Kigali en un service public rwandais. Dans ce contexte, l'UNESCO serait prête à assurer la responsabilité de cette radio pendant la phase de transition nécessaire pour le bon déroulement de cette opération.

Dans l'attente de vous lire, je vous prie d'agréer, Monsieur l'Ambassadeur, les assurances de ma haute considération.

Alain Modoux
Directeur
Division de la communication

Son Exc. Monsieur Shaharyar KHAN
Représentant spécial du Secrétaire général des Nations Unies
MINUAR
KIGALI
Rwanda
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CNR 320 P 1/2

FC
ED
8.11.95 IR

OUTGOING CODE CABLE

UNAMIR
1995 NOV -8 A 6:59

IMMEDIATE

TO: KHAN, UNAMIR, KIGALI
FROM: KITTANI, UNATIONS, NEW YORK
DATE: 7 November 1995
NUMBER: 3495

RECEIVED
08 NOV 1995
OFFICE OF THE SRSG
UNAMIR

SUBJECT: **RPA attack on "rebel base"**

1. Please find attached an AFP news report, apparently based on a UNAMIR radio broadcast, indicating that over 140 Rwandese were killed during a surprised attack by the RPA on a "rebel base" on Iwawa island in Lake Kivu, near the Zairean border, on 5-6 November.

2. We would be grateful for any information you may be able to provide on this serious incident and on its implications. We wonder, in particular, whether this fairly major military operation signals a change in the RPA strategy and an intention to respond more aggressively to the destabilization activities of the former RGF. We would also be grateful if such incidents could be reported to this Headquarters before the press is informed or, at least, at the same time, to enable us to respond adequately to queries from member States. Regards.

Reçu le 8 NOV. 1995

Rwandan army strikes at border rebels
(ADDS separate incident of violence)

KIGALI, Nov 7 (AFP) - One hundred and forty-one Hutu rebels and five Rwandan army soldiers were killed when Rwandan forces launched a "surprise attack" on a Hutu rebel base near the border with Zaire, the UN radio service reported here Tuesday.

Rwandan troops using amphibious vehicles attacked the base -- on Iwawa island in Lake Kivu, near the Zairean border -- overnight Sunday, said the radio, run by the UN Assistance Mission in Rwanda.

There was "ferocious fighting" in the ensuing confrontation with the rebels, former soldiers in the national army overthrown in a civil war last year, the radio report added, citing Colonel Charles Ngoga of the Rwandan Popular Army (RPA).

Many rebels committed suicide when they saw the government troops approaching, according to Ngoga. Dozens of bodies were later found in the lake, the report added.

The assault, carried out by 200 government troops, lasted 24 hours and 'estroyed an important rebel network, the radio said. A number of weapons, ncluding heavy weapons, were seized.

Eighteen prisoners were taken by the RPA, which "has complete control over the situation" on the island, according to the broadcast.

UN military observers were unable to confirm the death toll Tuesday but said they would try to gain access to the island on Wednesday.

Hutu rebels, accused of committing atrocities in Rwanda before fleeing into exile, have long been suspected of using the island as a base for guerrilla attacks carried out on mainland Rwanda.

More than one million Hutu refugees -- many of them former soldiers and militia -- are being sheltered in eastern Zaire, close to the shores of Lake Kivu.

In a separate incident, Rwandan radio reported that a Rwandan government soldier Monday opened fire on a crowd, killing 14 and wounding 19 before turning the gun on himself.

The shooting occurred in the region of Gikongoro in the south of the country.

It said the soldier opened fire when surrounded by a crowd angered over an incident in which he injured a peasant during an altercation on Sunday. The rcumstances of this were not immediately clear.

AFPviaNewsEDGE

KEYWORDS: Rwanda-violence
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Received by NewsEDGE/LAN: 11/7/95 5:23 PM

UNITED NATIONS NATIONS UNIES

ASSISTANCE MISSION FOR RWANDA — MISSION POUR L'ASSISTANCE AU RWANDA

UNAMIR - MINUAR

RECEIVED
20 SEP 1995
OFFICE OF THE SRSG
UNAMIR

CONFIDENTIAL

- NOTE TO SRSG -

1. The Rwandese journalists working with Radio UNAMIR have been complaining about their conditions of service, including in particular the grade at which they were recruited. They stress that they are university-trained and experienced professionals but have been placed at the "General Service" (G/S) level normally reserved for secretaries, clerks and other non-professional-level personnel.

2. I have looked into the matter and discovered that as reflected in the Secretary-General's report on the financing of UNAMIR (A/49/375/Add. 2) dated 6 March 1995 (copy of relevant page attached hereto), the functions performed by the Rwandese, as broadcast journalists, are graded at the P-2 level.

3. I have discussed the matter with our Chief Civilian Personnel Officer (CCPO) who has explained that the recruitment of professional-level personnel is handled at United Nations Headquarters in New York. The Rwandese journalists, he has pointed out, were recruited locally and UNAMIR has placed them at the highest level it is authorized to assign locally (G/5). For the Rwandese journalists to be considered for recruitment at the professional level, their applications and supporting documents should have been forwarded to New York and the Department of Public Information (DPI) would have had to evaluate their papers along with those of other candidates. This was not done.

4. The nationals also protest that they are not compensated for overtime work and are required to work on Saturdays although in accordance with existing UNAMIR regulations and practice, locally-recruited "General Service" staff do not work on weekends.

5. I do not know what, if anything, can be done at the present stage should the staff concerned continue to complain; may be New York would have to be consulted on the issue of grade. I am told by our colleagues in Personnel, with regard to overtime and weekend duties, that local staff are not given financial compensation but receive "days-off" (Compensatory Time Off) instead. What should, in my view, be avoided is any appearance of "exploitation of locals" by UNAMIR.

Sammy Kum Buo
19 September 1995

cc.: ED

The question of grades needs to be handled at HQ with our inputs. We need to take into account the nature of work, qualifications. Incidentally we work only every Saturdays.

20.9

Radio Project Manager - P-4

Responsible for [illegible]rising the overall design, installation and day-to-day operation of the radio station. Develops operational plans and policies to effectively explain UNAMIR actions and policies within Rwanda to the Rwandese public. Selects, in consultation with UNAMIR personnel, station personnel and trains staff as necessary in the operation of equipment. Advises senior UNAMIR staff in the effective use of electronic mass media to further the goals and policies of the Mission.

6. Senior Editor - P-3

Supervises all translation activities by the radio staff, including those by other translators and the broadcasts of journalists. In consultation with senior UNAMIR administrators, develops editorial policies and standards for the station. Advises station management on editorial and/or translation issues that may affect how Radio UNAMIR programmes are received and accepted by the Rwandese public. Sets policies related to standards of translation from Kinyarwanda into English and/or French.

7. Senior Broadcast Journalist - P-3

Supervises other journalists in the radio unit, making reporting assignments for each on a daily basis. Researches, writes and reads scripts for radio broadcast; reports on meetings and events taking place in Rwanda; conducts interviews with government officials and private individuals regarding current events and issues confronting Rwanda; evaluates that quality and quantity of programmes produced by other journalists; and provides feedback to each on any areas requiring change or improvement.

8. Editor - P-2 (2 posts)

Reads radio scripts prior to broadcast and performs editorial supervision over informational programmes broadcast over Radio UNAMIR, ensuring that material presented conforms to good journalistic practice, as well as to UNAMIR policies. Researches topics of an informational nature, providing written materials and summaries to the broadcast journalists for production into radio programmes. Represents Radio UNAMIR at daily UNAMIR military and press briefings to ensure up-to-date knowledge of policies and conditions in the region.

9. Broadcast Journalist - P-2

Researches, writes and reads scripts for radio broadcast. Reports on meetings and events taking place in Rwanda; conducts interviews with government officials and private individuals regarding current events and issues confronting Rwanda. Translates radio scripts and recorded interviews from Kinyarwanda into English and/or French.