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**PUBLIC ADMINISTRATION TRAINING INSTITUTIONS  
IN FRANCOPHONIC AFRICA: AN INVENTORY**

**A PRODUCT OF TECHNICAL COOPERATION  
-IN-  
PUBLIC ADMINISTRATION EDUCATION**

000878

**National Association of Schools of  
Public Affairs and Administration**

000220  
**U.S. Agency for International  
Development, Bureau for Science  
and Technology, Office of Rural  
Development and Development  
Administration**

**NASPAA  
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Washington, DC 20036**

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AFRICAIN	

I

## INTRODUCTION

This inventory constitutes the first phase of an ongoing study of Franco-phonetic African Development Management training institutions. In this first step the governing purpose is to identify centers, schools and other training institutions, both national and international, which engage in training Franco-phonetic Africans in management. This report serves as a working document and provides a preliminary survey of the existence, purpose, duration of studies and program content of Franco-phonetic African public administration and management training institutions including Law Schools which, in Franco-phonetic Africa as in metropolitan France, constitute the major institution for training civil servants. While it had been hoped that this phase could include a survey and an evaluation of the teaching materials used in these institutions, such a task proved infeasible due to the inadequate data currently available.

Our original mandate called for surveying resources on Franco-phonetic African management training which were available in American university libraries and research centers. However, we quickly realized that these resources were insufficient in many important respects: e.g., poor organization of information and scanty interest in Franco-phonetic African management issues except for recent embryonic developments in the health and agricultural fields. The most that can be said about the holdings of American university libraries and research centers with regard to Franco-phonetic African management training materials is that they are fugitive and ad hoc in nature. In fact such materials were so scanty that it seemed pointless to identify or classify them specifically at this time.

## II

The implications for librarianship and scholarship of these omissions seem grim indeed.

International institutions, non-governmental bodies and foundations constitute another source that was inadequately pursued due to lack of time and resources. A field trip to Washington, DC, allowed us to obtain data from a number of specialized sources, including the US Agency for International Development, the World Bank, the International Monetary Fund, the National Association of Schools of Public Affairs and Administration and some private consulting firms. However, neither specialized bookstores nor the United Nations research centers or libraries in New York could be visited. Therefore, despite our best efforts, it proved impossible locally to gather data on all of the institutions.

It became necessary to obtain materials from specialized sources overseas, including the Institut international d'administration publique and the Agence de cooperation culturelle et technique in Paris and the African Centre for Training and Research in Development Administration (CAFRAD) in Tangier. Several individual training institutions provided us with information and materials as well. Still, a certain number of institutions remain unknown to us, and others provided the scantiest of data. Indeed, as many of our sources date back to 1977 and 1979, we cannot guarantee that all data are fully accurate at the present time. This was one of the main reasons why we felt it would be inappropriate to attempt to appraise the quality or relevance of the materials used in these institutions or in related contexts. Indeed this study would have little meaning if it were not possible in the near future to deepen our knowledge about the programs and teaching materials of the institutions inventoried here.

### III

In the next phase of this study it would appear especially important to obtain sufficient data to be able to identify and evaluate both the programs and the teaching methods and materials used in some of the institutions studied. Some strategic reassessment of technical assistance approaches used to date for improving public management in general and public management training in particular definitely appears appropriate. It may be important to assess which institutions seem reasonably robust and relatively likely to benefit from some cooperation with American institutions including schools of public affairs and administration. Working from such a base it should be possible to envision moving on to collegial, cooperative ventures between African and American development management training specialists aimed at producing usable, relevant teaching approaches and materials combining the best of the American and the African experiences.

David J. Gould  
Mpenga K. Kabundi  
Claude M. Sooprayen  
N'tungamulongo M. Tshibanda

Graduate School of Public and  
International Affairs  
University of Pittsburgh

September 1980

DEMOCRATIC AND POPULAR REPUBLIC OF ALGERIA

ECOLE NATIONALE D'ADMINISTRATION (ENA)  
13, CHEMIN DE LA MADELEINE  
HYDRA  
ALGER

1. Background and Objectives:

This School was established in 1964 to provide training for top managers.

2. Duration of Studies:

The program offers three-year full-time study leading to a Diplôme en administration publique.

3. Program Content:

ENA courses cover the usual administrative topics including finance, personnel and organization.

ECOLE SUPERIEURE DE COMMERCE (ESC)  
2 RUE DIDOUCHE MOURAD  
OR BP 313  
ALGIERS

1. Background and Objectives:

This Institution, founded in 1900, has been operating since 1966 under the aegis of the University of Algiers. It provides education for high-level managers from the public and private sectors.

2. Duration of Studies:

The program requires three years of full-time study and leads to a Diplôme de l'Ecole Supérieure de Commerce.

3. Program Content:

The ESC offers courses in:

- Finance and Accounting
- Marketing and Trade
- Business Administration
- Development Planning

INSTITUT DES SCIENCES EXACTES (ISE)  
DEPARTEMENT DE MATHEMATIQUES  
UNIVERSITE D'ORAN-ES-SENIA  
BP 1524  
ORAN  
TEL. 340075 (EXT. 230)  
TELEX: 22993 UNIOREX-ORAN-D2

1. Background and Objectives:

This Institution was founded in 1968. It provides education for students with a baccalauréat (mathematics).

2. Duration of Studies:

The program requires five years full-time study and leads to the degree of Engineer in Computer Science.

3. Program Content:

The ISE offers courses in:

- Mathematics; and
- Computer Science

INSTITUT NATIONAL  
DE LA PRODUCTIVITE  
ET DU DEVELOPPEMENT  
INDUSTRIEL (INPED)  
126 BIS RUE DIDOUCHE MOURAD  
ALGIERS

1. Background and Objectives:

This Institution was founded in 1967. It provides training for high-level managers from industrial enterprises, and consulting services to enterprises for solving management and organization problems.

2. Duration of Studies:

INPED offers short-term (one to four weeks) and long-term (twelve to fifteen months) internships. The media of instruction are French, Arabic and English.

3. Program Content:

INPED offers courses in:

- Project Management
- Management of Business Enterprises
- Computer-aided Management
- Personnel Management
- Economics and Finance

PEOPLE'S REPUBLIC OF BENIN

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COLLEGE POLYTECHNIQUE  
UNIVERSITAIRE (CPU)  
ABOMEY CALAVI  
BP 2009  
COTONOU  
TEL. 360006

1. Background and Objectives:

This Institution was founded in 1977 and provides education for students with a baccalauréat (and an entry examination).

2. Duration of Studies:

The program requires three years full-time study and leads to a Diplôme de Technicien Supérieur.

3. Program Content:

The CPU offers courses in:

- Executive Secretarial Training for Top Management
- General Administration
- Finance
- Statistics
- Applied Economics

FACULTE DES SCIENCES  
JURIDIQUES, ECONOMIQUES  
ET POLITIQUES  
UNIVERSITE NATIONALE DU BENIN  
BP 526  
COTONOU  
TEL. 360074

1. Background and Objectives:

This School was founded in 1970. It provides education for students with a baccalauréat.

2. Duration of Studies:

The program requires four years, full-time study and leads to undergraduate degrees in economics, law and political science.

3. Program Content:

The School offers the usual courses in economics, law, political and public administration. Much of the School's program related to administrative training is carried out by its Centre de Formation Administrative et de Développement (CEFAD).

REPUBLIC OF BURUNDI

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FACULTE DE DROIT  
(CAMPUS UNIVERSITAIRE A MUTANGA)  
BP 1550  
BUJUMBURA  
TEL. 2823

1. Background and Objectives:

This Institution is part of the National University of Burundi.  
It provides education in Law for students with a baccalauréat.

2. Duration of Studies:

The program requires one year full-time study for a baccalauréat  
in Law and four years (full-time) for an undergraduate degree in Law.

3. Program Content:

The School provides students with the standard courses in Law.

FACULTE DES SCIENCES  
ECONOMIQUES ET ADMINISTRATIVES (FSEA)  
(CAMPUS UNIVERSITAIRE A MUTANGA)  
BP 1550  
BUJUMBURA  
TEL. 2823

1. Background and Objectives:

The School was founded in 1960, educating students with a baccalauréat (or certificate of a special entry exam).

2. Duration of Studies:

The program requires four years of full-time study.

3. Program Content:

The FSEA offers courses in:

- General and Applied Economics
- Organization and Methods
- General Administration
- Law
- Personnel and Finance

CENTRAL AFRICAN REPUBLIC

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ECOLE NATIONALE D'ADMINISTRATION (ENA)  
AVENUE DE FRANCE  
BP 659  
BANGUI  
TEL. 2977

1. Background and Objectives:

This School was established in 1963 to provide training for top and middle managers. Applicants are expected to be either one of the following:

--civil servants having at least four years of practical work experience and at most 30 years of age.

--recent high school graduates between 18 and 22 years old.

2. Duration of Studies:

The program offers long-term study (two or three years) leading to either a brevet de l'ENA or a certificat de l'ENA.

3. Program Content:

ENA courses cover the usual administrative topics including organization, finance and personnel.

FACULTE DE DROIT ET DES SCIENCES ECONOMIQUES  
BP 927  
BANGUI  
TEL. 2424 (POSTE 39)

1. Background and Objectives:

The School trains high-school graduates to become economists and lawyers.

2. Duration of Studies:

The program in economics lasts two years and leads to a diplôme d'études économiques générales. The law program is more developed and offers two different possibilities:

- (capacité en droit): one year
- (diplôme d'études juridiques): two years

Graduates must complete their undergraduate training elsewhere.

3. Program Content:

The School offers the usual courses in Law and Economics.

UNITED REPUBLIC OF CAMEROON

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ECOLE NATIONALE D'ADMINISTRATION  
ET DE MAGISTRATURE (ENAM)  
BP 1180  
YAOUNDE'  
TEL. 223754

1. Background and Objectives:

Institution founded in 1959 to provide advance education to students with a baccalauréat and offer training to civil servants (magistrates and executives in the tribunal).

2. Duration of Studies:

The program requires two to three years of full-time study in the Administrative section, while training lasts one or two years for magistrates and judicial management specialists.

3. Program Content:

The ENAM offers courses in administration and law.

The Administration section covers topics such as:

- General Administration
- Economics and Public Finance
- Labor Laws
- Taxes and Excise
- The judiciary section focuses on law and its administration.

FACULTE DE DROIT  
ET DE SCIENCES ECONOMIQUES (FDSE)  
BP 1365  
YAOUNDE  
TEL. 220744

1. Background and Objectives:

This Institution provides training in economics for students without a baccalaureat and advanced education for those with a baccalauréat.

2. Duration of Studies:

The program requires one, two or four years of full-time study, and leads to either a Certificat de capacité, a diploma in economics or law or an undergraduate degree. The instruction is in French.

3. Program Content:

The FDSE offers the standard courses for an undergraduate degree in economics and law.

INSTITUT D'ADMINISTRATION  
DES ENTREPRISES (IAE)  
DOUALA

1. Background and Objectives:

This Institution was established in 1969. It provides training for middle and top managers (and students with a baccalauréat).

2. Duration of Studies:

The program requires two years of full-time study for a diploma in business administration or 15 months for a diplôme de 3e cycle.

3. Program Content:

The I.A.E. offers courses in:

- Finance
- Administration
- Marketing

INSTITUT DE FORMATION  
STATISTIQUE DE YAOUNDE (IFSYP)  
BP 294  
YAOUNDE

1. Background and Objectives:

This Institution was established with a special UN contribution. It provides training for students with a baccalauréat.

2. Duration of Studies:

This program requires one or two years of full-time study and leads to a diplôme d'agent technique or d'adjoint technique.

3. Program Content:

The IFSY offers courses in:

- Statistical Methods
- Applied Statistics
- Mathematics
- Business Accountancy

REPUBLIC OF CHAD

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ECOLE NATIONALE D'ADMINISTRATION (ENA)  
BP 758  
NDJAMENA  
TEL. 2707

1. Background and Objectives:

Established in 1963, the School trains public managers and organizes short-term, in-service training sessions for civil servants.

2. Duration of Studies:

The School confers two degrees;

- Brevet (three years' study)
- Diplôme (two years' study)

3. Program Content:

The two first years of studies are a kind of core program all students have to take. The third year is a period of specialization. Students have to choose between central and regional administration.

INSTITUT UNIVERSITAIRE  
DES SCIENCES JURIDIQUES  
ECONOMIQUES ET DE GESTION (IUSJEG)  
SECTION GESTION  
ET TECHNIQUES ECONOMIQUES  
AVENUE MOBUTU BP 117  
N'DJAMENA  
TEL. 2176

1. Background and Objectives:

This Institution provides education for students with a baccalauréat (or special entry exam).

2. Duration of Studies:

The program requires two years of full-time study leading to a diplôme universitaire in management and three years for an undergraduate degree.

3. Program Content:

The IUSJEG offers courses in such concentration areas as:

- Management Information Systems
- Management of Public Enterprises
- Marketing
- Law

PEOPLE'S REPUBLIC OF CONGO

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ECOLE NATIONALE D'ADMINISTRATION  
BP 2107  
BRAZZAVILLE

1. Background and Objectives:

This School was established in 1966 to provide training for top and middle managers. It operates under the aegis of the Ministry of Higher Education, Culture and Arts.

2. Duration of Studies:

The program offers long-term study (two or three years).

3. Program Content:

ENA courses cover the usual administrative topics. Emphasis is on:

- Foreign Studies
- Statistics
- Personnel Management
- Financial Management

INSTITUT SUPERIEUR  
DES SCIENCES ECONOMIQUES  
JURIDIQUES, ADMINISTRATIVES  
ET DE GESTION (ISSEJAG)  
BP 2469  
BRAZZAVILLE  
TEL. 810523

1. Background and Objectives:

This Institution was established within the University of Brazzaville for the education of middle and top managers.

2. Duration of Studies:

The program requires three years of full-time study leading to an undergraduate degree in economics, management, law or administrative science.

3. Program Content:

The ISSEJAG offers courses in Economics and Planning, in Management

- Finance
- Development Planning
- Accountancy
- Business Management

GABONESE REPUBLIC

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ASSOCIATION  
POUR LA FORMATION  
DES CADRES DE L'INDUSTRIE  
ET DE L'ADMINISTRATION (AFCA)  
BP 878  
LIBREVILLE  
TEL. 721614

1. Background and Objectives:

This Institution, established in 1965, provides medium-term training for middle managers in industrial enterprises and in Public Administration.

2. Duration of Studies:

The programs are variable in duration (six months to one year) and are aimed at the promotion of African nationals in enterprises and administration.

3. Program Content:

The AFCA offers courses and internships in:

- Customs Procedures
- Middle-level Business Management
- Personnel Management and Labor Laws
- Inventory Management
- Accountancy

ECOLE NATIONALE D'ADMINISTRATION (ENA)  
BP 86  
LIBREVILLE

1. Background and Objectives:

The School was established in 1962. It functions under the supervision of the Civil Service Ministry. It provides training for top and middle managers of the public sector.

2. Duration of Studies:

The School offers both long-term and short-term study programs. The former leads to a degree called Diplôme de l'ENA.

3. Program Content:

In addition to general topics such as administrative theories, political systems and economics, the long-term program provides specialized training in personnel management, development planning, financial management, quantitative techniques, etc. The short-term program deals with more practical issues of policy implementation; it thus aims to teach primarily managerial tools.

FACULTE DE DROIT  
EN DES SCIENCES ECONOMIQUES  
CAMPUS UNIVERSITAIRE  
BP 13131  
LIBREVILLE  
TEL. 32506

1. Background and Objectives:

This Institution provides education in law and economics to students with a baccalaureat.

2. Duration of Studies:

The program requires two years for a Diplôme Universitaire D'Etudes Economiques and four years for an undergraduate degree in Economics. It also confers the following degrees in laws:

- capacité en droit ou en économie: two years
- diplôme universitaire d'études juridiques ou économiques: two years
- licence en droit ou en économie; four years

3. Program Content:

The program offers core courses in economics and law with specialization for students working towards an undergraduate degree (licence).

INSTITUT AFRICAIN  
D'INFORMATIQUE  
BP 2263  
LIBREVILLE  
TEL. 20005-20011

1. Background and Objectives:

This Institution provides training in computer-programming for students with a baccalaureat (special entry exams required).

2. Duration of Studies:

The program requires either two years of full-time study leading to a diploma in programming or three years of full-time study for a diploma as analyst-programmer.

3. Program Content:

The IAI, which is an African regional institute, offers standard courses in computer technology, recognized in most African states.

INSTITUT NATIONAL  
DES SCIENCES DE GESTION (INSG)  
BP 13131  
LIBREVILLE  
TEL. 32506

1. Background and Objectives:

This Institution was established in 1973. It provides education in business management for students with a baccalauréat.

2. Duration of Studies:

The program requires four years of full-time study in two main areas: Finance and Marketing. The program leads to an undergraduate degree.

3. Program Content:

As part of the National University, the INSG offers standard courses in the management of private and public enterprises.

**REPUBLIC OF IVORY COAST**

CENTRE DE FORMATION  
A L'INFORMATIQUE  
IMMEUBLE SALOMON - AVENUE NOGUES  
BP. V69  
ABIDJAN  
TEL. 320630

1. Background and Objectives:

This Institution was established for the training in computer and information science of students with a baccalauréat.

2. Duration of Studies:

The program requires two years of full-time study leading to Diploma in programming or three years of full-time study for the Diploma of analyst-programmer.

CENTRE IVOIRIEN  
DE GESTION DES ENTREPRISES (CIGE)  
ZONE 4C PIERRE ET MARIE-CURIE  
BP 7322  
ABIDJAN  
TEL, 353484 AND 353761

1. Background and Objectives:

This Institution was established for the in-service training of middle and top managers in public administration and corporations.

2. Duration of Studies:

The program requires short-term to medium-term full-time study, ranging from two weeks to six months.

3. Program Content:

The CIGE offers courses in

- Accountancy
- Finance
- Personnel Management
- Marketing
- Organization

CENTRE UNIVERSITAIRE  
DE TRAITEMENT DE L'INFORMATION  
(CUTI)  
BIBLIOTHEQUE UNIVERSITAIRE  
ABIDJAN  
TEL. 312395

The CUTI was established in 1974 for the training of  
trainers and researchers to the use of computer languages:  
FORTRAN, COBOL, BASIC, LPS, ASSEMBLER, MAG 15, etc.

ECOLE NATIONALE D'ADMINISTRATION (ENA)  
BP V20  
ABIDJAN  
TEL. 311351 AND 311604

1. Background and Objectives:

The ENA was established in 1960, reorganized in 1966 and 1978. It is a subdivision of the Ministry of Civil Service and provides advanced education for students with a licence degree in Law, Economics, Linguistics or Human Sciences and training for top and middle-level managers in the public sector.

2. Duration of Studies:

The programs require two years of full-time study for the areas of concentration: the Cycle Supérieur, the Cycle Moyen Supérieur and the Ecole Pratique de la Fonction Publique which trains middle-level personnel.

3. The ENA offers courses in various areas of administration:

- Public Administration (general)
- Administration of the Economy
- Financial Management
- International Relations
- Administration of Social Services

And specific areas in Economics:

- Public Finance
- Accountancy
- Taxes
- Customs

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ECOLE NATIONALE  
DES STATISTIQUES D'ABIDJAN (ENSA)  
BP 8003  
ABIDJAN  
TEL. 312380 AND 311994

1. Background and Objectives:

This Institution was established in 1961 for the education of students with a baccalaureat (entry exams required).

2. Duration of Studies:

The program requires four years of full-time study leading to a Diplôme d'Ingénieur des travaux statistiques or two years leading to a Diplôme d'Adjoint technique de la statistique.

3. Program Content:

The ENSA offers courses in

- Mathematics
- Statistics
- Demography
- Economics
- Computer Systems

ECOLE SUPERIEURE DE COMMERCE  
D'ABIDJAN (ESCA)  
CAMPUS UNIVERSITAIRE COCODY  
UNIVERSITE D'ABIDJAN  
BP V79  
ABIDJAN

AND

INSTITUT DE TECHNOLOGIE  
TERTIAIRE (ITT)  
(SAME ADDRESS)

1. Background and Objectives:

This Institution was established for the education of students with a baccalauréat to become middle and top managers in business and public corporations.

2. Duration of Studies:

The program requires two through five years of full-time study.

3. Program Content:

(A) Diplôme Universitaire de Technologie (two years) involves the following concentration areas: Finance, Accountancy, Business and Trade Management.

(B) Diplôme de l'Ecole Supérieure de Commerce (five years).

FACULTE DES SCIENCES ECONOMIQUES (FSE)  
CAMPUS UNIVERSITAIRE  
UNIVERSITE D'ABIDJAN  
BP V34  
ABIDJAN  
TEL. 312395

1. Background and Objectives:

This Institution was established for the education of students with a baccalauréat.

2. Duration of Studies:

The program requires two years or more of full-time study and leads to a Diploma in Economics (two years), an undergraduate degree (four years) or a diplôme d'études approfondies (Masters).

3. Program Content:

The FSE offers courses in:

- Business Economics
- Public Economics
- Finance and Monetary Economics
- Development Economics

**DEMOCRATIC REPUBLIC OF MADAGASCAR**

CENTRE UNIVERSITAIRE  
DE TAMATAVE  
BP 591  
TOAMASINA  
TEL. 34986

This Institution provides education for students with a baccalauréat.

The program requires one year and covers the first year of education in management. Students then normally transfer to ESDEGS.

ETABLISSEMENT  
D'ENSEIGNEMENT SUPERIEUR DE DROIT  
D'ECONOMIE, DE GESTION ET DE SOCIOLOGIE (ESDEGS)  
DEPARTEMENT DE GESTION  
ET DE SCIENCES ECONOMIQUES  
BP 905  
ANTANANARIVO  
TEL. 26000 AND 20013

1. Background and Objectives:

This Institution provides students at baccalauréat level with an education in economics and business management.

2. Duration of Studies:

The program offers various options: diplomas in management, an undergraduate degree in management and science (four years), a master's degree in economics (five years), or a pre-doctoral degree in economics.

3. Program Content:

The ESDEGS covers topics such as:

- Computer-aided Management
- Trade
- Insurance and Banking
- Rural Economics

In the pre-doctoral program the options are:

- National Economics and Planning
- Post and Telecommunications
- Finance
- Banking
- Insurance
- Education
- Diplomacy

REPUBLIC OF MALI

ECOLE DES HAUTES  
ETUDES PRATIQUES (EHEP)  
ECOLE NATIONALE  
DES INGENIEURS  
BP 242  
BAMAKO  
TEL. 22736 AND 22147

1. Background and Objectives:

Institution established in 1975 to provide advanced education to students with a baccalauréat.

2. Duration of Studies:

The program requires three years of full-time study leading to the Diplôme Universitaire de Technicien Supérieur.

3. Program Content:

The EHEP offers courses in three sections:

- Executive Secretarial Training for Top Management  
(including Economics, Law and Administrative Organization).
- Accountancy  
(including Financial Mathematics, Statistics, Economics, Law and Introduction to Computer Systems).
- Management  
(including Sales and Financial Management, Statistics, Economics, Law and Computer-aided Management)

ECOLE NATIONALE D'ADMINISTRATION (ENA)  
BP 276  
BAMAKO  
TEL. 22719

1. Background and Objectives:

This institution's origins go back to 1958, but its official birthday was in 1963. Supervised by the Ministry of Education, the School aims to train managers in critical areas of public life such as: national economy management, civil service, legal systems. Applicants are submitted to an admission test. They have to be either high school graduates or professional, experienced civil servants, 35 years of age at most.

2. Duration of Studies:

The long-term study (four years) includes in-class work and internships lasting six months.

3. Program Content:

The programs offer specializations in law, administrative science and economics. Upon successful completion, the student receives the Diplôme de d'ENA.

INSTITUT DE PRODUCTIVITE  
ET DE GESTION PREISIONNELLE (IPGP)  
AVENUE MOHAMED V  
BP 1300  
BAMAKO

1. Background and Objectives:

This Institution was established in 1972. It provides training for top and middle managers, and advanced education for students with an undergraduate degree.

2. Duration of Studies:

The program involves both long-term study (12 to 18 months) leading to a certificate in management of enterprises and short-term training seminars in accountancy.

The IPGP also provides the possibility of preparing a doctoral degree in management; this is done in cooperation with universities overseas.

3. Program Content:

The IPGP offers courses in the following areas:

- Social and Economic Environment
- Management for Top Executives
- Psycho-sociology and Human Relations
- Mathematics and Statistics for Management
- Computer-aided Management
- Organization and Administrative Methods
- Economic and Financial Management
- General and Analytical Accountancy
- Sales Management and Marketing
- Production Management
- Personnel Management

**ISLAMIC REPUBLIC OF MAURITANIA**

ECOLE NATIONALE D'ADMINISTRATION (ENA)  
BP 252  
NOUAKCHOTT  
TEL. 342

1. Background and Objectives:

The school was established in 1966 under the supervision of the Ministry of Education. Its objective is to train civil servants.

2. Duration of Studies:

The training lasts 20 to 28 months, respectively, for the cycle A program and the cycle B and C programs.

3. Program Content:

The curriculum covers both administrative and technical matters. The administrative aspect is developed through courses in the following areas:

- Organization and Administrative Methods
- Diplomacy and international Administration
- Financial Management
- Administration of Taxes and Customs
- Communications

KINGDOM OF MOROCCO

ECOLE NATIONALE D'ADMINISTRATION PUBLIQUE (ENAP)  
1 AVENUE DE LA VICTOIRE  
RABAT  
TEL. 25061 AND 24400

1. Background and Objectives:

The School was established in 1958 to provide training for top and middle managers of the public sector.

2. Duration of Studies:

The School offers a two-level program:

- Diplôme du cycle normal de l'ENAP: three years
- Diplôme du cycle supérieur de l'ENAP: 18 months beyond the first degree.

3. Program Content:

The program offers core courses during the two first years of study. In the third year of residence, students may specialize in:

- General Administration
- Diplomacy
- Economics and Finances
- Law
- Government Contracting

FACULTE DES SCIENCES JURIDIQUES, ECONOMIQUES ET SOCIALES DE RABAT  
DEPARTEMENT DE DROIT ET DE SCIENCES POLITIQUES  
AVENUE DES NATIONS-UNIES  
RABAT  
TEL. 70151 AND 71337

1. Background and Objectives:

The School exists since 1951 and is supervised by the Education Ministry. It trains high school graduates for different areas including political science and law.

2. Duration of Studies:

Three years.

3. Program Content:

The political science program confers the following degrees:

- Licence in political science
- Diplôme d'études supérieures de sciences politiques

Its subdivisions are:

- General Trends of Political Science
- Political Doctrines
- International Relations
- Administrative Science
- Public Finance

The law program confers two degrees:

- Licence in law
- Diplôme d'études supérieures de droit

Its subdivisions are:

- Civil Law
- Business Law
- Magistrature
- Criminology
- International Law

FACULTE DES SCIENCES JURIDIQUES, ECONOMIQUES ET SOCIALES  
DEPARTEMENT DE DROIT ET DE SCIENCES POLITIQUES  
UNIVERSITE MOHAMED BEN ABDELLAH  
DAR MEHRAZ  
BP 42  
FES

1. Background and Objectives:

The School is a public institution established to train high-school graduates in law and political science.

2. Duration of Studies:

Three years.

3. Program Content:

The School confers the law degree and the undergraduate degree in political science.

FACULTE DES SCIENCES  
JURIDIQUES, ECONOMIQUES  
ET SOCIALES  
UNIVERSITE MOHAMED BEN ABDALLAH  
DEPARTEMENT DES SCIENCES ECONOMIQUES  
DAR MEHRAZ  
BP 42  
FES  
TEL. 41664 AND 42172

1. Background and Objectives:

This School provides advanced education for students with a baccalauréat.

2. Duration of Studies:

The program requires three years of full-time study leading to an undergraduate degree in Economics, Law or Social Sciences.

3. Program Content:

The School offers the standard courses for a licence degree in Economics, Law and Social Sciences.

INSTITUT NATIONAL  
DE STATISTIQUE  
ET D'ECONOMIE APPLIQUEE (INSEA)  
HAUT AGDAL  
BP 409  
RABAT  
TEL. 70915 AND 90923

1. Background and Objectives:

This Institution provides advanced education for students with a baccalauréat or those with a graduate degree, training for students in the seventh year of secondary school.

2. Duration of Studies:

The programs require one year, full-time study for the Diplôme D'adjoint technique in statistics and computer-programming; two years for the Diplôme d'ingénieur statisticien économiste and the Diplôme d'adjoint technique in statistics, and three years of full-time study for the Diplôme d'ingénieur in statistics and computer systems.

3. Program Content:

The INSEA offers courses in two main areas:

- Statistics (General Mathematics, Statistical Methods, Economics and Surveys)
- Computer Systems (Computer technology, Programming, Mathematics, Statistics and probability)

INSTITUT SUPERIEUR  
DE COMMERCE  
ET D'ADMINISTRATION  
DES ENTREPRISES (ISCAE)  
ROUTE DE NOUACER KM 9.5  
CASABLANCA  
TEL. 55489 AND 55560

1. Background and Objectives:

This Institution provides advanced education for students with a baccalauréat (special entry exam required) towards top management levels in the public and private sectors.

2. Duration of Studies:

The program requires four to six years leading to a Diplôme de d'ISCAE (four years) and a masters degree (six years).

3. Program Content:

The ISCAE offers three options in the fourth year of the diploma:

- Financial Management
- Trade Management
- Organization

REPUBLIC OF NIGER

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ECOLE NATIONALE D'ADMINISTRATION (ENA)  
BP 542  
NIAMEY  
TEL. 2853

1. Background and Objectives:

Established in 1960, the School is affiliated with the Ministry of Civil Service and Labor. It trains government officials and managers for both the public and the private sectors.

2. Duration of Studies:

Programs are tailored to fit different backgrounds and expectations. Most courses are therefore organized on an on-the-job, short-term basis to improve the skills of working civil servants.

3. Program Content:

A top management program offers relatively high level courses for high school graduates who plan to apply for top positions in government. This program requires three years of full-time studies and provides specialization in general administration, finances, taxation and customs procedures.

**REPUBLIC OF RWANDA**

FACULTE DES SCIENCES  
ECONOMIQUES, SOCIALES ET DE GESTION (FSESG)  
BP 117  
BUTARE  
TEL. 111216

1. Background and Objectives:

This Institution is part of the National University of Rwanda and its foundation dates back to 1966. Since 1971, it provides advanced education for students with full secondary school diploma.

2. Duration of Studies:

The "Old Program" requires three years of full-time study leading to a University diploma called Baccalauréat des Sciences Economiques, Sociales, et de Gestion, and a fourth year to obtain an undergraduate degree (licence).

The "New Program" offers concentration areas for the diploma.

3. The Program Content:

The FSESG offers courses in the following main areas:

- Administrative Science and Organization
- Economics
- Social Sciences
- Accounting
- Management

REPUBLIC OF SENEGAL

CENTRE DE FORMATION ET DE PERFECTIONNEMENT  
ADMINISTRATIF (CFPA)  
BOULEVARD DE L'EST POINT E  
BP 5013  
DAKAR-FANN

1. Background and Objectives:

This Institution was established in 1965. It operates under the aegis of the Ministry of Higher Education to train middle level administrators. Generally, applicants are high school graduates.

2. Duration of Studies:

The program requires two years of full-time study.

3. Program Content:

The CFPA offers various courses in:

- International Law
- Diplomacy
- Personnel Management
- Business Law
- Public Accounting
- Administrative Theory
- Financial Management

ECOLE NATIONALE D'ADMINISTRATION ET DE MAGISTRATURE (ENAM)  
RUE DIAZ DIOP  
BP 5209  
DAKAR  
TEL. 33712

1. Background and Objectives:

The School was established to train top public managers and judicial cadres.

2. Duration of Studies:

Courses are spread out over three years. They are organized in three progressive phases, of which the first one is preparatory. Applicants have to be college graduates--in which case they do not need to go through the one year preparatory cycle, or college students in their third year of study. Admission is by examination.

3. Program Content:

There are essentially two specializations: public administration and magistrature.

ECOLE NATIONALE D'ECONOMIE APPLIQUEE (ENEA)  
ROUTE DE OUAKAM  
BP 5084  
DAKAR  
TEL. 223176 AND 217928

1. Background and Objectives:

The ENEA dates back to 1963 and provides advanced education for students with a baccalauréat and civil servants with work experience (special entry exam).

2. Duration of Studies:

The program requires two years, full-time study for the Agents techniques de l'animation, Agents techniques de la coopération or Agents techniques in statistics, and three years for the ingénieurs in statistics, médiateurs pédagogiques or inspecteurs.

3. Program Content:

The ENEA offers courses in such concentration areas as:

- Statistics
- Training of trainers
- Land Use
- Planning
- Rural Development

FACULTE DES SCIENCES JURIDIQUES  
ET ECONOMIQUES (FSJE)  
DEPARTEMENT DES SCIENCES ECONOMIQUES  
UNIVERSITE DE DAKAR  
CAMPUS UNIVERSITAIRE DAKAR FANN  
TEL. 20134

1. Background and Objectives:

This School provides advanced education to students with a baccalauréat.

2. Duration of Studies:

The program requires two years of full-time study for a diploma in Economics or in Law, four years for an undergraduate degree and five to six years for a Diplome d'Etudes Approfondies in Law or in Economics.

3. Program Content:

The FSJE offers courses in the following concentration areas as from the third year:

Economics

- Economic Analysis
- Planning and Development
- Management of Enterprises
- Public Administration

Common Law

- Public Administration
- International Relations

Law

- Judiciary
- Business Law

REPUBLIC OF TOGO

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ECOLE DE DROIT  
ET DES SCIENCES ECONOMIQUES (EDSE)  
ECOLE SUPERIEURE  
DES TECHNIQUES ECONOMIQUES  
DE GESTION ET DE COMMERCE  
(ESTEG).  
RUE DU CAMP  
BP 1515  
LOME

1. Background and Objectives:

This Institution provides education to students with a baccalaureat (or special entry exam).

2. Duration of Studies:

The program requires two years of full-time study for a diplôme universitaire in Economics or Management and four years for an undergraduate degree.

3. Program Content:

The EDSE offers standard courses for economics and management.

ECOLE NATIONALE D'ADMINISTRATION (ENA)  
BP 64  
LOME

1. Background and Objectives:

The School was established in 1958 to train managers for both top and middle levels of public administration for national development. It was closed in 1976.

2. Duration of Studies:

There were to be two cycles: A (supérieur), supposedly for three years' advanced study and B (moyen), for two years' study. However, cycle A never was organized, and the only ENA graduates in its 16-year history were B-level civil service employees.

3. Program Content:

The curriculum of B level included law, economics, finance and personnel.

ECOLE SUPERIEURE D'ADMINISTRATION ET DE CARRIERE JURIDIQUE  
UNIVERSITE DU BENIN  
LOME

1. Background and Objectives:

The School was created in 1971 to train public administrators, diplomats and judges.

2. Duration of Studies:

The School offers a four-year course leading to an undergraduate degree.

3. Program Content:

The School's specializations include international law, public administration and magistrature.

**TUNISIA**

ECOLE NATIONALE D'ADMINISTRATION (ENA)  
24 RUE DU DOCTEUR CALMETTER  
TUNIS

1. Background and Objectives:

The School exists since 1956. It was established to provide the country with skilled managers required for the improvement of public administration.

2. Duration of Studies:

The program is comprised of three cycles: an elementary-level program which lasts two years and is on a post-high-school level; a cycle moyen which provides an undergraduate equivalence after four years of study, and a cycle supérieur lasting three years which provides master's level training. Graduates of the programs receive the title Diplômé de l'ENA. All programs require a competitive examination.

FACULTE DE DROIT  
DE SCIENCES ECONOMIQUES  
ET POLITIQUES (FSEP)  
CAMPUS UNIVERSITAIRE EL-MENZAH  
.TUNIS  
TEL. 262703

1. Background and Objectives:

This Institution provides education for students with a baccalauréat.

2. Duration of Studies:

The program requires two years of full-time study, four years leading to an undergraduate degree and six years to a doctorate or agrégation.

3. Program Content:

The FDSEP offers standard courses for a graduate and doctoral degree in Economics with two main options:

- Management of Enterprises
- Planning

FACULTE DE SCIENCES ECONOMIQUES  
ET DE GESTION (FSEG)  
ROUTE DE L'AERODROME KM 4  
BP 69  
SFAX  
TEL, (04) 24741 AND 24474

1. Background and Objectives:

This Institution was established in 1975. It provides education for students with a baccalauréat.

2. Duration of Studies:

The program requires two years of full time study leading to a Diplôme de technicien supérieur, and four years for an undergraduate degree. Instruction is delivered either in Arabic or French.

3. Program Content:

The FSEG offers a series of options for the training of the middle-level managers:

- Production Management
- Personnel Management
- Trade Management
- Financial Management

And delivers standard courses for education in Economics, Management, Quantitative Methods and Accounting and Auditing.

INSTITUT DES HAUTES ETUDES  
COMMERCIALES (HEC)  
CARTHAGE PRESIDENCE  
TEL. 276835

1. Background and Objectives:

This Institution was established in 1960. It provides education to students with a baccalauréat (special entry test in mathematics).

2. Duration of Studies:

The program requires two years of full-time study leading to a University Diploma in accountancy and four years for an undergraduate degree in accountancy and management.

3. Program Content:

The HEC offers courses in:

- Management techniques
- Economics
- Law
- Quantitative Methods
- Business and Management English

INSTITUT SUPERIEUR DE GESTION (ISG)  
2 RUE IBN KHALDOUN  
TUNIS

1. Background and Objectives:

The Institute was founded in 1969 with the assistance of foreign institutions such as Harvard Business School as a means to improve the social and economic conditions within the country through management.

2. Duration of Studies:

The Institute has two types of programs: a two-year "third cycle" program leading to a Diplôme d'études supérieures (DES) in management, and a short-term seminar program aiming to provide training for middle-level managers for the private sector. Admission is based on a competitive examination. Applicants must be college graduates and display a strong background for management. Otherwise, it is possible to be admitted conditionally spending a preparatory year's study focussing on Macro- and Micro-Economics, Mathematics, General Accounting, General Statistics, Basic Law, Psychology, Finance, Marketing and Operations Research.

3. Program Content:

The third cycle program includes the following courses:

- Decision Theory
- Management Systems Analysis
- Business Statistics
- Forecasting Techniques
- Accounting and Calculus
- Computer and Information Science
- Financial Management and Marketing
- Personnel Management
- Production Management
- Research Methods
- Model Building

At the end of the two years there is a two-month internship.

**REPUBLIC OF UPPER VOLTA**

ECOLE NATIONALE D'ADMINISTRATION (ENA)  
BP 7026  
OUAGADOUGOU

1. Background and Objectives:

The School, which is an autonomous institution whose Director reports to the Prime Minister, was created just after independence. Its function is to train public administrators at the undergraduate and graduate levels.

2. Duration of Studies:

The School's program has three cycles:

- short-term, in-service courses for working civil servants;
- licence-level course for high school graduates, admitted through a competitive examination;
- master's level diplôme to form high-level administrateurs civils.

3. Program Content:

The School offers the usual courses in Public Administration, with an emphasis on psychological and political bases for national development.

INSTITUT UNIVERSITAIRE  
DE TECHNOLOGIE (IUT)  
BP 7021  
OUAGADOUGOU  
TEL. 3310 AND 3311

1. Background and Objectives:

Institution established in 1970 for the education of students with a baccalauréat in-service training of business managers.

2. Duration of Studies:

The program requires two years of full-time study for a Diplôme Universitaire de Technologie.

3. Program Content:

The IUT offers courses in the management of enterprises with a special concentration on finance, accountancy, marketing and sales techniques.

**REPUBLIC OF ZAIRE**

CENTRE INTERDISCIPLINAIRE POUR LE DEVELOPPEMENT  
ET L'EDUCATION PERMANENTE (CIDEP)  
BP 2307  
KINSHASA I

1. Background and Objectives:

This center is an extension of the National University of Zaire aimed at providing evening college training to high-school graduates.

It has regional centers throughout the country of which the most important are in Kinshasa, Kisangani and Lubumbashi.

2. Duration of Studies:

The program covers four years of evening classes leading to a junior-college level degree called Graduat which is the degree normally conferred after three years of full-time study in college (day-classes).

3. Program Content:

Specializations are offered in various managerial areas of which:

- Political and Administrative Sciences
- Financial Management
- Industrial Relations
- Educational Administration

The Kinshasa center, through the Centre de Perfectionnement Administratif (CPA), provides on-the-job training for high- and middle-level civil servants.

FACULTE DE DROIT  
UNIVERSITE NATIONALE DU ZAIRE  
BP 127  
KINSHASA XI

1. Background and Objectives:

The School is a subdivision of the National University of Zaire established to train high school graduates in law.

2. Duration of Studies:

Three, five and seven years.

3. Program Content:

The School confers three different degrees:

--diplôme de graduat en droit  
(junior-college equivalent)

--diplôme de licencié en droit

--doctorat en droit

The curriculum offers specializations in:

--Social and Economic Law  
--Private Law and Judicial Management  
--Public Law

FACULTE DES SCIENCES ECONOMIQUES  
UNIVERSITE NATIONALE DU ZAIRE  
KINSHASA XI

1. Bac'ground and Objectives:

This Institution is part of the National University of Zaire and provides undergraduate and graduate education for students with a final diploma from secondary school.

2. Duration of Studies:

The program requires three years of full-time study for a diplôme de graduat in Economics, and five years for a licence degree in General Applied Economics or Demography. Graduate Master's studies are also available in these three concentration areas.

3. Program Content:

The School offers two options after the diplôme de graduat:

--General Economics

(including such topics as Public Economics, Industrial Economics, International Economics, Rural Economics and Quantitative Methods).

--Applied Economics

(Financial Management, Industrial Management, Foreign Trade, Business Management).

--Demography

FACULTE DES SCIENCES SOCIALES, ADMINISTRATIVES  
ET POLITIQUES  
UNIVERSITE NATIONALE DU ZAIRE  
BP 1825  
LUBUMBASHI

1. Background and Objectives:

The School is a part of the National University of Zaire and it trains high school graduates in administrative and political science and in international relations.

2. Duration of Studies:

Three years for the junior-college equivalent (graduat), five years for the undergraduate degree (licence) and several more years for the doctorate.

3. Program Content:

The School confers degrees in administrative and political science as well as in international relations. The programs are designed to allow people to graduate with the following titles:

- gradué en sciences politiques et administratives
- gradué en relations internationales
- licencié en sciences politiques et administratives
- licencié en relations internationales
- docteur en sciences politiques et administratives
- docteur en relations internationales

INSTITUT SUPERIEUR  
DE COMMERCE  
BP 16596  
KINSHASA 1

1. Background and Objectives:

This Institution was established in 1964 and is part of the National University of Zaire. It provides training for students with a final Diploma from Secondary School.

2. Duration of Studies:

The program requires two years of full-time study for Executive Secretarial Training for Top Management, and three years for a diplôme de graduat in Business Administration.

3. Program Content:

The Institute offers courses in Business Administration with two options:

- Finance
- Computer-aided Management

and the standard training for high-level secretaries

INSTITUT SUPERIEUR  
DE COMMERCE  
BP 2012  
KISANGANI

1. Background and Objectives:

This Institution was established in 1977 and is affiliated to the National University of Zaire. It provides training for students with a final diploma from secondary school.

2. Duration of Studies:

The program requires two years of full time study for Executive Secretarial Training for Top Management, and three years for a diplôme de graduat in Business Administration.

3. Program Content:

The Institute offers courses in Business Administration with two options:

- Finance
- Computer-aided Management

And the standard training for high-level secretaries.

INSTITUT SUPERIEUR DE DEVELOPPEMENT RURAL (ISDR)  
BP 2849  
BUKAVU

1. Background and Objectives:

The Institute is affiliated with the National University of Zaire. Formerly called Institut Supérieur d'Etudes Sociales de Bukavu (ISES), it was established to train high school graduates as specialists in social science. It changed its name some years ago to express a change in its mission: focus on the training of future managers of rural development.

2. Duration of Studies:

The program offers a three-year, full-time curriculum, leading to a diplôme de gradué en science sociales.

3. Program Content:

Possible areas of specialization are:

- Social Organization
- Regional Planning
- Rural Administration

**REGIONAL AND INTERNATIONAL INSTITUTIONS**

CENTRE AFRICAIN  
DE FORMATION ET DE RECHERCHE  
EN ADMINISTRATION DE DEVELOPPEMENT (CAFRAD)  
BP 310  
TANGIERS  
MOROCCO  
TEL. 33601 AND 36602

1. Background and Objectives:

The Centre was established in 1964 and has now 33 member states. Although, it has no regular courses, the Centre has in the past organized training seminars in Francophonic Africa for high- and middle-level administrators. CAFRAD's English title is African Centre for Research and Training in Development Administration.

2. Duration of Studies:

The training seminars are held on a short-term basis either on request from the government or within a specific project.

3. Program Content:

The Centre has projects for training administrators working in:

- Public Enterprises
- Libraries and Information Services
- Training Institutions
- Administration of Health

CENTRE AFRICAÏN ET MAURICÏEN  
DE PERFECTIONNEMENT DES CADRES  
BP 8878  
ABIDJAN  
TEL. 311946 AND 311322

1. Background and Objectives:

This institution was established for the in-service training of middle managers in industrial, commercial and business enterprises from the public and private sectors.

2. Duration of Studies:

The program requires a four-month preparation period, six-month full-time study and six-month research period in their own enterprises, leading to a diplôme in Business Management.

3. Program Content:

The Center offers a fairly unique pedagogical device, in that diploma candidates must write a diagnostic study of their own institutions as a condition of graduation.

The program covers a consistent array of topics in the area of Business Management.

CENTRE OUEST-AFRICAIN DE FORMATION  
ET D'ETUDES BANCAIRES (COFEB)  
BUILDING BCEAO  
ABIDJAN  
IVORY COAST

1. Background and Objectives:

The Center was founded in October 1977 and is affiliated with the Union Monétaire Ouest-Africaine (UMOA). It organizes on-the-job training for officials of central banks and of economic and financial institutions of the BCEAO and its member countries, as well as for high-level officials of banks and financial institutions of the UMOA.

2. Duration of Studies:

There is a short-term session as well as an 18-month long-term session. The short-term sessions are for top management officials who are expected to have a master's degree in economics or law or its equivalent. The long-term sessions for middle-management officials aim at baccalauréat degree holders.

3. Program Content:

The long-term session involves three phases: training courses, pre-internship preparation and a six-month internship. The training includes general courses in Economics (Quantitative Techniques and Methods, Applied Monetary and Banking Economics), Technical Training (General Accounting Principles and Mechanisms as applied to banks, central banks and enterprises), and Managerial Training (Techniques of Communications and Management).

ECONOMIC DEVELOPMENT INSTITUTE (EDI)  
THE WORLD BANK  
1818 H STREET, NW  
WASHINGTON, DC 20433  
USA

1. Background and Objectives:

Established by the World Bank in 1955, the Institute trains officials concerned with programs and projects in developing member countries. Courses emphasize practical questions and the application of techniques to tackle them. Courses are given at EDI's headquarters in Washington and throughout the world, in association with regional and national development agencies and training institutions. EDI helps in a number of national courses in various ways, such as support in training staff, advice on curriculum design, and provision of teaching materials.

2. Duration of Studies:

Usually seven to ten weeks.

3. Program Content:

Topics such as the following are studied in EDI Seminars;

- Project Management
- Finance and Development
- Investment and Development
- Administration

IMF INSTITUTE  
INTERNATIONAL MONETARY FUND  
WASHINGTON, DC 20431  
USA

1. Background and Objectives:

Established in 1964 the purpose of the Institute is to help to train officials and financial institutions in member countries, with an emphasis on development financing. Courses are more oriented toward the application of economic theories and concepts. They are designed for officials working in Ministries of Economy or Finance, Central banks and other financial administrations.

2. Duration of Studies:

The Institute offers short-term seminars of up to one month.

3. Program Content:

Topics such as the following are studied in English and French:

- Analysis and Financial Policies
- Public Finance
- Balance of Payments Analysis

INSTITUT DE DEVELOPPEMENT ECONOMIQUE ET DE PLANIFICATION  
(IDEP)  
BP 3186  
DAKAR  
SENEGAL

1. Background and Objectives: IDEP was founded in 1976 and is affiliated with the United Nations Economic Committee for Africa. The purpose of the program is to help to train high-level planners in development and planning, hence it stresses the appropriate teaching of both macro- and micro-economic planning techniques. The recruitment conditions require at least a first university degree in economics or social science, or an equivalent diploma (in certain fields such as agronomy, statistics, etc.). Priority is given to those candidates who have some experience in the practice of planning.

2. Duration of Studies:

IDEP offers a two-year program leading to a master's diploma in development and planning.

3. Program Content:

In the first year students take a nine-month program in planning and development, leading to a diploma in development and planning. During the second year, there is a three-month specialized course leading to an advanced diploma in development planning, followed by a six-month seminar research program which results in conferral of a master's diploma in development and planning.

INSTITUT INTERNATIONAL D'ADMINISTRATION PUBLIQUE  
(IIAP)  
2 AVENUE DE L'OBSERVATOIRE  
75006 PARIS  
FRANCE  
TEL. 320.12.60

1. Background and Objectives:

Functioning under the aegis of the Prime Minister, the Institute was established in 1966 to train foreign civil servants.

2. Duration of Studies:

Short- and long-term programs are offered. The former last between one week to eleven weeks; the later is a ten-month program only offered to applicants who have a maîtrise or equivalent. It leads to either a diplôme de IIAP or a simple certificate, depending upon the students' achievements.

3. Program Content:

The ten-month program is bimodular. The first module is related to international relations (diplomacy) and offers specializations in political and economic aspects. The second module focuses on public management with an emphasis on finances, personnel and public enterprises. The short-term program's content is more flexible. Topics vary with participants' interests.

INSTITUT PANAFRICAIN  
POUR LE DEVELOPPEMENT (IPD)  
BP 4078  
DOUALA

1. Background and Objectives:

This Institution was established in 1965. It provides training for middle managers dealing specifically with development. In addition to the headquarters in Douala, there is another branch in Ouagadougou, Upper Volta. Its English title is Pan African Institute for Development (PAID).

2. Duration of Studies:

The program requires two years of full-time study and leads to a diploma in development economics, which is recognized by the Organization of African Unity. Short-term training sessions of four to six months are also organized on request from governments. Both French and English are used in instruction and research.

3. Program Content:

The Institute conducts specific operations in support of rural development and offers courses covering the following topics:

- Environmental Studies
- Development Projects
- Management of Enterprises and Cooperatives
- Regional Development and Planning
- Training of Trainers

SEMINAIRE FRANCOPHONE EN MANAGEMENT  
DU DEVELOPPEMENT AFRICAINE  
INSTITUTE OF TRAINING AND ORGANIZATIONAL  
DEVELOPMENT  
GRADUATE SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS  
UNIVERSITY OF PITTSBURGH  
PITTSBURGH, PA 15260  
USA  
TEL. 412/624/4762

1. Background and Objectives:

The Francophonic African Development Management Seminar was conceived in 1979 with a view to providing a synthesis through French-language management training between American and Francophonic African development management approaches and techniques. The first cycle was held in Fall 1979 and the second in Fall 1980. The participants are upper-middle-level managers from Francophonic African countries.

2. Duration of Studies:

The 1979 and 1980 programs lasted 11 weeks. Future programs are planned which will last for shorter periods (four to six weeks) and focus on specialized topics.

3. Program Content:

The seminar is divided into five modules: Human Resources Planning and Management, Development Project Management, Financial Resources Management, International Interfaces with National Development Management and Development Management Information Systems. Field trips in West Virginia, Pennsylvania and Washington, DC are an integral part of the program. The instructional staff is made up of African and American specialists. The language of instruction is French.