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SADDC - WINDHOEK

HUMAN RESOURCES: PRIMARY FACTOR IN DEVELOPMENT

The proceedings of the
1991 Annual Consultative Conference
Held in Windhoek,
Republic of Namibia
31st January - 2nd February 1991



Southern African Development Coordination Conference



CORPORATE PROFILE

The Southern African Development Coordination Conference (SADCC) is an association of the ten majority-ruled states of Southern Africa. Through regional cooperation SADCC seeks to promote collective self reliance and the forging of closer links among its member States to create genuine and equitable regional integration.

The member States of SADCC are:

Angola
Botswana
Lesotho
Malawi
Mozambique
Namibia
Swaziland
Tanzania
Zambia
Zimbabwe

The Southern African liberation movements recognised by the OAU are full participants at SADCC meetings. These are the African National Congress of South Africa (ANC) and the Pan-Africanist Congress of Azania (PAC).

Annual Conference

Having established its priorities and agreed objectives SADCC seeks cooperation from the international community in the implementation of its regional programme. To this end, SADCC holds an Annual Consultative Conference with cooperating Governments and International Agencies.

The Conference provides a mechanism for surveying results, evaluating performance, identifying strengths and weakness and agreeing on future plans.

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PREFACE

The 1990 Annual Consultative Conference put the spotlight on issues of human resources development. The Conference Theme: **Human Resources: A Primary Factor in Development**, clearly acknowledged that development of the region's human capital to its fullest potential, was a prerequisite for tackling the socio-economic problems of SADCC member States. Indeed, SADCC has to significantly increase the productivity of its people by providing better education, skills, technology, and above all, by creating a supportive environment for the optimal utilisation of people's skills, creativity and enterprise.

The Conference took a step further, from last year's theme, to link issues of human development and freedom with those of enterprise, investment and production. The challenges facing our region, as many Conference speakers noted, need to be addressed in the context of a "people-centered" development. In this connection, the challenges are:

- * appropriate and affordable education and training;
- * enhancing the capacity of regional institutions for administration and management;
- * strengthening the scientific and technological base;
- * formulation and implementation of effective policies and programmes on population and environmental management; and,
- * creating an enabling environment for individuals and institutions to apply their skills and capacities to the fullest extent possible.

The major factor underpinning the achievement of these goals is the direct involvement of the people of the region in the process of development. After all development is for, about and by the people.

The time has come for our people to seek and demand an active role in finding solutions to the problems that have for too long impeded their development and progress. Governments cannot and, should not, be expected to provide everything. In that regard, it is worth underlining, in particular, the importance and benefits of involving all the people, including especially women, in designing and managing the process of development.

One of the major challenges to SADCC and the member States is the need to put in place an appropriate and effective practical framework to translate fully the ideas articulated at the Conference, into actionable policies and programmes.

I wish to express gratitude to our international Cooperating Partners for their continued commitment to and support of SADCC, as demonstrated by both their big turn out at the Conference, and in their statements.

We are, indeed, comforted by the knowledge that, as we move to confront new challenges, and endeavour to execute more difficult tasks, we can count on our international friends to stand by us.

Simba H S Makoni
Executive Secretary

Introduction

The 1991 SADCC Consultative Conference held in Windhoek, Namibia, was an event of great significance to the region, and in particular to the people of Namibia; demonstrating as it did, the confidence both SADCC and the international community have in our newly independent nation to play a constructive role in regional cooperation.

It was indeed an honour for me personally, the Government and people of Namibia, to have been accorded the privilege of hosting this august gathering of true partners in development. I would also like to pay tribute to the courage and determination of our Cooperating Partners, particularly the Kuwait delegation, who braved grave dangers of a raging war in the Gulf to attend this year's Conference.

The resolute support we continue to get from our international partners has been a source of inspiration as our Organisation braces itself to face daunting challenges of the 1990s.

The second decade of SADCC will, more than ever before, place a heavy responsibility on member States to increasingly rely on their human resources, if we are to achieve the objectives set out in the Lusaka Declaration.

The Conference Theme, **Human Resource: Primary Factor in Development**, was therefore most appropriate, and let's face it, long overdue.

Our dreams of achieving collective self reliance, particularly in strategic areas such as transport and communications, trade and industry, science and technology, etc. would be doomed to failure in the absence of properly trained and well motivated locals.

It is worth noting that in highlighting the primacy of human resources in development, the Conference was equally emphatic on the need to create an enabling environment in which human beings can realise their talents to the full. This is the challenge of SADCC in the 1990s. We need to map out viable strategies at all levels of SADCC operations, indeed at both the national and regional levels, to ensure that our people do not only acquire skills to do things themselves, but are accorded the opportunity to influence decisions that affect their lives.

As we deliberate on how best to translate these noble ideals into actionable policies, we may do well to remember, as the Conference Theme points out,

that: "Human development is a life long process of developing an individual's potential to the fullest through education and training, improved health, ability to earn a decent living, the exercise of economic and political choices and guaranteed human rights".

I am confident that with the courage of our convictions and the valued support of our Cooperating Partners, SADCC will succeed in harnessing the vast human potential with which the region is so abundantly blessed.

And regarding the attendance of South African Liberation Movements, for the first time as full participants in SADCC affairs, may I repeat my words to the Conference, that their presence demonstrated that we of this sub-region, including a post apartheid, democratic, united and non-racial South Africa, are fully committed to pooling our resources for the common good of our peoples.

To the Cooperating Partners I extend our sincere gratitude for the invaluable contributions they have made, and their committed support to this ambitious but inspiring project aimed at achieving equitable regional integration in Southern Africa.

Sam Nujoma
President of the Republic of Namibia

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SADCC 1991: WINDHOEK

**The Proceedings of the Annual
Consultative Conference held in
Windhoek, Republic of Namibia**

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OVERVIEW

SADCC: Human Resources — Primary factor in Development

General Background

Worldwide, there is consensus that human resources development includes all activities which improve the productivity of people. Health and nutrition, education and training contribute to the well-being and output of the individual and society. While by itself each of these activities has an impact on productivity, and helps raise incomes, maximum gains come from the mutually reinforcing benefits which derive from pursuing the various activities together.

SADCC's themes over the last four years have addressed issues of investment, production and trade. The theme for 1990, *SADCC: The Second Decade - Enterprise, Skills and Productivity* highlighted the challenges facing the region, and set out many of the major issues to be addressed. Specifically, it stressed the need for enhanced human resources development, institution-building, policies to create an enabling environment, improved administration and management, increased investment, and programmes to tackle population growth and the related issue of environmental protection. However, it is quite clear that improving SADCC's human resources is the critical factor which will underpin the region's general development and expedite implementation of the SADCC Programme of Action.

Developing SADCC's human capital to its fullest potential is the *sine qua non* for tackling the socio-economic problems facing the region. To achieve lasting and sustainable development, SADCC has to significantly increase the productivity of its people through better education, skills development and management; promoting science and technology, and entrepreneurship; and inculcating a strong work ethic. At present, persistent shortages of highly trained professionals, managers, entrepreneurs and policy analysts, and the absence of an environment which is conducive to the application of skills, are among the most critical constraints to the development of the region.

Human development is a life-long process of developing an individual's potential to the fullest, through education and training, improved health, ability to earn a decent living, the exercise of economic and political choices and guaranteed basic human rights, to afford him/her full involvement in the development process. The right to exercise these choices in a relatively open society, and to have a chance to participate at all levels in the development

process is vital to the individual and to the society of which he/she is an integral part. Human resources development has two dimensions - the formation of human capabilities, and the use they make of those capabilities.

SADCC member States have made significant progress since independence; most social indicators such as life expectancy and infant mortality have markedly improved, the number of people enrolled in education has more than doubled, etc. However, the enhancement and sustenance of these gains have been adversely affected by the high rate of population growth; declines in government spending, in real terms, on social services; economic stagnation and under-utilisation of the human resource potential. The challenge is to arrest and reverse these trends by accelerating economic growth, and adopting strategies for developing human capabilities and skills, and creating a supportive environment for the optimal use of those skills.

This document focuses on three major themes, namely how the SADCC region can:

- increase the number of educated and trained people and their productivity, through education and training, promoting science and technology, entrepreneurship, capacity building and sound management;
- improve the environment in which people operate, through policy, institutional and other changes in the intellectual, economic and political milieu; and,
- seek to ensure that individuals take primary responsibility for improving their own lives, and are involved at all levels of society in their own development, in both the formal and informal sectors.

The document analyses the present economic and social situation; the current status of human resources availability; approaches to further development and strengthening of education and training, science and technology and entrepreneurship; and the policy changes to be adopted for the full human potential to be realised. It is intended to provide a framework for future action, and a strategy for directing or re-directing national and regional efforts in human resources development.

The following are the main features of the human resources sector in the SADCC region:

In most member States, general under-development and difficult economic circumstances, e.g. mounting debt, declining commodity prices and rates of investment in the 1980s; and rapid population growth and falling per capita

incomes, have curtailed economic growth and development, and limited employment opportunities in the formal sector. Consequently, most of the people derive income from self-employment in agriculture or in small scale informal businesses. Therefore, to be effective, human resources development programmes have to address the needs of this majority.

In several member States, government expenditure per student educated has been declining. This is particularly so if inflation and the massive devaluations of national currencies in recent years are taken into account. In all member States, there is a need to increased investment in human development. In most cases, this will necessitate improving the efficiency of spending on the sector, and also reorienting budgetary priorities from subsidies for the relatively better off, inefficient parastatals, etc., to well designed and focused human development programmes. Hopefully, with the advent of greater peace in the region, reduction in spending on defence and security can also be envisaged.

In those countries in the region with high rates of economic growth there is buoyant demand for high-level personnel, often necessitating recruitment of non-SADCC nationals at a very high cost. Other SADCC member States, with adverse economic conditions, find it difficult to provide the material incentives necessary to retain their nationals, leading to the emigration of some of their most talented citizens. At the same time, this brain-drain is off-set by the employment of expatriates, at a much greater cost. The existence of substantial technical assistance programmes throughout the region is also indicative of a continuing shortage of high level personnel and the under-utilisation of existing manpower.

Technical assistance needs to be radically re-assessed and re-directed towards transferring skills and achieving self-sustaining improvements in SADCC capacities. SADCC nationals and enterprises need to be given preference to outsiders, in consultancy work and in filling key technical positions.

Increases in the supply of trained people have often not led to increases in productivity, due to inadequate management of personnel; uncondusive working conditions, including insufficient incentives, and the absence of a supportive environment to reward good performance.

There has been concentration of trained staff in the public sector, resulting in many public servants being employed at low levels of pay, often on tasks below their level of proficiency. Low recognition of the value of, and remuneration for professional skills has often resulted in professionals shifting to administrative work to secure higher salaries and status, and leaving the public service altogether. The disequilibrium caused by labour mobility drains the public

sector of skilled personnel and weakens public institutions. The leakage from the public to the enterprise sector is driven not just by improved remuneration, but also because better use is made of people's skills and professional qualifications.

There is, as yet, little or no visible graduate unemployment in the SADCC region. But the full employment of graduates is more a reflection of the willingness of the public sector to absorb them, quite often, irrespective of need; with the public sector acting as an "employer of last resort". Scarcities of human resources have to be allocated more effectively, and targeted at providing skills to areas where demand is greatest, and likely to have an important impact on labour productivity. Often the region's educated and trained people feel under-estimated relative to their expatriate colleagues, and not fully involved in formulating policies, setting priorities and identifying projects.

Throughout the region, there is a tendency to emphasise formal education and training, with less attention given to creating conditions necessary for life-long learning for productive employment. The bulk of the lower levels of the education system is geared more to providing practical skills to those who leave the system. Appropriate school curricula and vocational training need to be given greater emphasis in equipping youths with employable skills. Also, there is a need to strengthen both the formal and informal systems of vocational training, in order to better provide the work force with skills needed for specific occupations.

At the tertiary level, a number of needed skills are better provided at specialised technical/business colleges and polytechnics, but shortages of this type of institution exist throughout the region. Besides, this specialised vocational training, that offers an alternative to university education should be recognised and valued in its own right, and the tendency of these institutions to seek to acquire university status should be resisted. Further, training in both the formal and informal sectors that combines theoretical instruction with on-the-job experience, is a vital preparation for the work place.

Underlying the weaknesses at higher levels of education is a widespread inadequacy in school training in basic sciences, and analytical thinking. This weak foundation leads to less than optimal training at higher levels, in the scientific and technical fields. Hence, the region lacks the middle level technicians essential for underpin science and technology work. Financial constraints; lack of suitable curricula, equipment and adequately trained teachers; and the absence of appropriate incentives and an environment conducive to scientific inquiry and research, have compounded the problem.

Inadequate attention has been given to strengthening the planning and management capacities, particularly in the public and parastatal sector. Management skills need to be urgently up-graded, decentralised management responsibilities encouraged, and appropriate management practices introduced, if human development and utilisation are to be efficient.

Public libraries, adult education programmes, etc., are impoverished, and public debate on major issues affecting or relating to national development is largely non-existent. Active public discussion on issues needs to be encouraged at regional, national and sub-national levels in order to provide for crossfertilisation of ideas and establish broad consensus as a basis for popular participation in development. SADCC must encourage and facilitate the exchange of experiences between countries and distill and publicise the lessons learned by different member States in different fields of development.

This theme document endeavours to address the above issues and/or concerns, and concludes that the problem of human resources development and utilisation has to be tackled urgently if the region is to make headway in improving the quality of life of its peoples. Current policies, practices and habits need to be re-examined, in order to harness the full potential and capacity of the peoples of the region. Solutions to the problems must have as basic elements, economy, efficiency and effectiveness. No member State can, alone, offer the full range of world quality education and training programmes at affordable and sustainable costs. No amount of outside assistance will change this reality. This entails that programmes of human resources development and utilisation, and increased productivity must have both national and regional dimensions.

There is an urgent need for coherent education and training policies, strategies and programmes at both national and regional levels. Furthermore, the management of human capital, providing for the effective and optimal use of this resource, is critical if the full benefits of investment in human resources are to be realised. Such management must include adequate incentives, better career prospects and freedom of enquiry and expression.

A strong economic, political and social case can be made for a maximum effort to improve public education. Governments should, therefore, provide free universal basic education, which should be compulsory for at least nine years. At the same time, it should be realised that education, especially at higher levels, is no totally a public service; it provides a high return to individuals and their families.

In recognition of this fact, and in the light of existing and recurring resource constraints, against the need to improve the quality of education, individuals

should be called upon to help meet the cost of their secondary and tertiary education. Consequently, member States need to constantly review their public expenditure priorities to ensure that education and training, and health services are adequately catered for. Private funding of these services should be encouraged, where appropriate. However, private schools and their beneficiaries should conform to national policies, strategies and priorities, and contribute maximally to national objectives.

Teacher training, including vocational teachers, is a vital tool for improving the quality of education. Programmes should be formulated at national and regional levels to improve teacher training, particularly in the areas of science and mathematics. This should be accompanied by incentives and recognition commensurate with the central role of the teacher in society.

There is need to link education and training directly with the world of work. In this regard there should be close collaboration between education authorities and employers, particularly in the business sector.

Local capacities in research, policy analysis and management are weak, leading to inappropriate policies or development programmes which are not based on adequate analysis and research. Strengthening core skills in policy formulating, research and management must be a high priority, if lasting solutions to the region's development problems are to be found. Institutions providing high quality basic and applied research and teaching need to be fully developed. The policy analysis and research should be relevant to national and regional development concerns, and closer interaction fostered between the users and producers of the research results.

SADCC and its member States will have to significantly strengthen technological and scientific capabilities, if the region is to be able to compete, and improve the efficiency of its investment opportunities. There is a lack of trained and experienced nationals and a weak institutional base for carrying out essential research. Underlying the weakness, is the inadequacy of school training in basic science and mathematics. To improve the situation, the supply and quality of scientifically trained school teachers, skilled researchers and technicians needs to be increased, and national institutions significantly strengthened. Regionally there is substantial scope to pool high level training and research facilities in order to reduce unit costs, and hence, make them more affordable to member States. This will take both strong political will and good planning to ensure that member States benefit equitably.

There is need to have up-to-date and systematic human resources data at the national and regional levels. For this purpose, surveys should be carried out to

identify labour market trends and skills gaps. The information would guide education and training efforts at both the national and regional levels.

It is necessary to create the facilities to enable individuals to continue their education into adult life. In this regard, distance education programmes, evening could contribute enormously to promoting skills development and labour productivity. Facilities such as public libraries need to be developed, and the intellectual development of skills learnt at school.

SADCC member States need to build upon existing structures and ensure that mechanisms exist for encouraging popular participation in development efforts. Voluntary associations and customary practices have much to offer, especially in the informal sector. Greater citizen involvement produces more effective development programmes. More information, public debate and exchanges are called for.

Women have to be brought more fully into the development process and the legal, social and economic barriers to their full participation in development removed. They must have equal access to land, credit, extension services, education and training. Their special needs must be catered for, if further productivity gains are to result from their efforts.

Finally, the issues and proposals raised in this document need to be placed within the context of a long-term policy and strategy. Member States need to draw-up human resources development plans, and SADCC's Human Resources Development Sector should reinforce these national efforts through an overall regional plan.

Theme Issues

SADCC's theme document for the 1990 Annual Consultative Conference entitled *The Second Decade—Enterprise, Skills and Productivity*, highlighted the challenges facing the region, and set out many of the major issues to be addressed. Specifically, it stressed the need for enhanced human resources development, institution-building, policies to create an enabling environment, improved administration and management, increased investment, and programmes to tackle population growth and the related issue of environmental protection. The document was strongly endorsed by SADCC's Cooperating Partners.

Developing SADCC's human capital to its fullest potential is the *sine qua non* for addressing the socio-economic problems facing the region. To achieve lasting and sustainable development, the region has to significantly increase the productivity of its peoples through better education, skills development, management, and promoting science, technology and entrepreneurship. At present, persistent shortages of highly trained professionals, managers, entrepreneurs and policy analysts; and an environment which is not conducive to the full application of skills, and the need for popular participation in the development process, are among the most critical constraints to the development of the region.

The dramatic changes taking place in Southern Africa and the rest of the world lend added urgency to the need for SADCC to strengthen its capacity to plan and to manage its development. The region, freed of conflict, will have to face the issues of intra-regional investment and trade in goods and services, and the movement of scarce skills and capital across national boundaries. The current migrant labour system is unlikely to survive long in a post-apartheid South Africa. Skilled SADCC citizens will be increasingly attracted to better job opportunities throughout the region, including a democratic South Africa.

These changes, and increased domination of the global market place by regional groupings - the European Community, North American Free Trade Area, the Pacific Rim Countries, etc. - necessitate that SADCC member States cooperate more vigorously towards economic integration, if they are to compete effectively and prosper. Regional cooperation, and shared programmes of human resources development and utilisation can lead to enhanced efficiency in high-level training, technology and research, and to the development of a culture which fosters innovation, creativity and enterprise. However, deliberate action needs to be taken at the national and regional levels to build and strengthen capacities, coordinate and harmonise human resources develop-

ment policies and programmes, and retain within the region the skilled and professional citizens.

From the outset, the founders of SADCC recognised the crucial importance of human resources in the development of the region. In the *Lusaka Declaration*, they stated that Southern African regional development must be designed and implemented by Southern Africans. The 1981 Basic Guidelines for Regional Cooperation in Manpower Development and Training underscored the central role that human resources development and training play in socio-economic development. The guidelines emphasised that SADCC could best achieve its objectives through action at the national and regional levels. Reflecting these aims, the Regional Training Council (RTC) was established to coordinate efforts to increase the supply of manpower information, establish priorities, and design and coordinate training programmes.

Although many developments have occurred over the past 10 years, and numerous people trained; serious skills shortages, and effective utilisation of human resources are continuing problems. Recognition has grown within SADCC that a broader framework and more focused approach is needed to build the capacity to tackle the human resources problems facing the region. The Manpower Development Sector has been renamed the Human Resources Development sector, and a strategy and programme of action called for by the SADCC Council of Ministers.

To address fully the new challenges facing SADCC, and to guide its efforts in the 1990s SADCC intends to move from the general statements in the last theme document to an actionable programme. This theme document further clarifies the issues and identifies an agenda for action on human development. To overcome the constraints facing the Human Resources Sector, SADCC will need to pursue those measures and cooperative arrangements which will have maximum impact on efficiency, productivity and entrepreneurship in the short-run (e.g. in-service training, policy reforms); while at the same time, building longer-term institutional and professional capacities to produce the right kinds of skilled and semi-skilled people to formulate development policies, implement programmes, teach and conduct research, and exploit business opportunities. Institutions of higher learning must be able to produce highly trained people in academic, technical, and professional disciplines at affordable and sustainable costs. People should be provided with the opportunity to apply their skills in the SADCC will region. Education and training need to be conducted with clear vision of their impact on human resource utilisation and productivity, with targeting to specific areas of need.

In most specialised areas, SADCC States can achieve faster progress by pooling

resources, in order to reap the benefits from the economies of scale that regional collaboration can bring.

An important part of the strategy must be to create a supportive environment, through policy and institutional changes, to foster skills development, entrepreneurship, scientific inquiry and efficient human resources utilisation and management. In order to develop fully their potential, and use their views, conduct research, engage in public debate and participate in development and maximise human potential, there is the urgent need to strengthen the capacity to manage human resources development programmes and pursue high priority tasks, at the national and regional levels, in the public and private sectors, in universities and at research institutions.

Current Socio-Economic Situation

For most SADCC countries, key social indicators improved since independence; life expectancy and literacy increased, infant and maternal mortality declined and school enrolments dramatically increased. However, the 1980s were characterised by regional conflicts; poor terms of trade; heavy debt burdens; serious unemployment; deterioration in physical infrastructure; high population growth rates; declines, in real terms, in spending on social services in nearly every member State, and a general lowering of per capita incomes and standards of living.

During the second half of the 1980s, most member States initiated economic restructuring programmes, resulting in positive growth rates of 4.5 percent and 3.5 percent, in 1988 and 1989 respectively. However, persistent budget deficits, high inflation rates and war, in some countries, are among the major reasons which have made it difficult for SADCC member States to at least maintain budgetary allocations to programmes of education and training.

Consequently, as school enrollments have increased, per capita expenditure on education has declined. For instance, in Zimbabwe, budgetary allocations to education and training declined from around 22 percent of the total budget in 1988/89 to around 17 percent in 1990/91; while the enrollments increased at all levels of the education system. Even in those countries where resource flows to human resources development programmes have been maintained, in real terms, they have not been adequate in per capita terms, to develop and maintain high standards of education and training because of increasing enrollments. Tables 1 and 2 illustrate these trends.

**TABLE 1:
CENTRAL GOVERNMENT EXPENDITURE ON EDUCATION**

Percentage of Total Expenditure			
	1972	1980	1987
Angola	-	-	-
Botswana	10.0	22.2	18.4
Lesotho	22.4	-	15.5
Malawi	15.8	9.0	10.8
Mozambique	-	-	-
Swaziland	20.5	24.6	24.8
Tanzania	20.6	15.5	19.0
Zambia	19.0	11.4	8.3
Zimbabwe	-	15.5	20.3

Source: World Bank, *Sub-Saharan African: From Crisis to Sustainable Growth*, Washington DC 1989, pp.264.

**TABLE 2:
EDUCATION ENROLLMENTS (000'S)**

	LESOTHO		MALAWI		NAMIBIA		ZAMBIA		ZIMBABWE	
	1986 1987	1988 1989								
Primary	332	349	1,023	1,203	282	287	1,421	1,526	2,251	2,267
Secondary	25	27	26	29	83	85	116	127	605	696
Tertiary (University)	-	-	2	2	1	1	4	-	8	9
Vocational	2	2	1	1	2	3	25	-	12	16

Source: Respective member States' Governments.

In all member States, the legacy of colonialism and settler racism, external aggression and internal banditry, have exacerbated the acute scarcity of trained personnel in all sectors. In some countries, nearly three decades of post-

independence development has generated a reasonable supply of trained citizen cadres, although gaps remain in most skills categories. In cases of high economic growth, buoyant demand has been created for professional and skilled manpower, necessitating continued and increasing recruitment of non-nationals. By contrast, the extended economic crisis and the austerity of the adjustment process have made it difficult for some countries to provide the incentives necessary to retain the services of nationals in those professions for which there is an active international market. Consequently, migration of skilled people within the region and beyond is growing.

In all member States, either general under-development or difficult economic circumstances limit employment opportunities in the formal sector. The majority of the population of the region derive income from self-employment in agriculture or in small-scale informal businesses in the rural and urban areas. Development strategies, including human resources development must, therefore, address the needs of this majority, in order to enhance their incomes and family welfare. Within this rural majority, human resources development must address the special needs of women.

Since independence, all SADCC countries have used the public and parastatal sectors as the vehicles for meeting national development needs. In this regard, the public sector has served as a vital training ground for the critical mass of national public managers and entrepreneurs. However, inadequate attention has been given to improving management capacities, and to developing an appreciation of the importance of managing public sector resources efficiently. Consequently, urgent attention now needs to be given to the development of management expertise and systems in the public and parastatal sectors, and enhanced coordination with the enterprise sector.

Past efforts to increase the supply of trained people have not had a significant impact on productivity because manpower has not been efficiently trained or allocated among sectors. The causes of miss-allocation have included concentration of trained staff in the public services, in some cases resulting in many public servants being employed at low levels of pay, and often allocated tasks below their skills levels. Work is sometimes poorly organised and managed, and the learning environment for new entrants is weak. Recognition of the value of professional skills is often low, leading professionals to shift to general administration or to the private sector, to reap higher rewards.

All countries in the region are in the process of strengthening national management through restructuring and upgrading the capabilities of their public services, to improve their efficiency and output. Public service priorities are shifting towards meeting specific skills gaps, and improving performance

by better utilisation of available trained personnel. Attention is also being directed to improving the setting within which people work, and to instill motivation and conscientiousness at work.

For its part, the private sector, particularly the foreign controlled enterprises, has been slow to take on local professionals; thereby unnecessarily perpetuating dependence on expatriates. Firms are not always interested in replacing expatriates, especially senior management and technical staff, with nationals; and sometimes discourage or frustrate those nationals already engaged by offering unequal pay, little authority, etc. This tendency has resulted in distortion of the effective allocation of skilled personnel.

The present political and economic situation in South Africa has reduced job opportunities for present and potential migrant workers from the neighbouring countries. Besides, a democratic South Africa, itself facing a huge unemployed citizenry with high expectations, is not likely to sustain a foreign labour force of the size currently engaged there. This implies the need for enhanced economic growth throughout the region, to create more job opportunities.

Furthermore, the normalisation of relations within the region, including a democratic South Africa, will provide a stimulus for greater intra-regional flow of skills. There is already a modest intra-regional migration of skilled and professional people to more attractive working environments e.g. Botswana, Namibia, Swaziland and Zimbabwe. This trend is likely to grow after apartheid.

Developments elsewhere in the world, particularly the emergence of stronger economic blocks in North America, Western Europe and the Pacific Rim; and the momentous changes taking place in Eastern Europe and the Soviet Union, herald a new world economic order in which the least competitive economies will not prosper. Since increased economic competition can only come through efficient and effective management and greater productivity of the labour force, the up-grading of the skills of SADCC citizens, the creation of a conducive environment to retain competent professionals, and the realisation of the benefits of regional cooperation are of utmost urgency.

Currently, scientific and technical capacity in all the SADCC countries is weak, of course, in varying degrees. The application of modern science and technology to the region's problems is one of the main hopes for accelerating its development in the 1990s. There is, therefore, a need to enhance the teaching of science and mathematics at all levels and to improve the quality of research, especially through increased budgetary support and attracting and retaining competent professionals.

Entrepreneurship also needs to be encouraged. This will create new jobs and make the most of business opportunities in both the formal and informal sectors. Farmers, traders, technicians, managers are entrepreneurs. They need management training and the removal of undue regulatory constraints preventing them from operating productively.

Current Human Resources Situation

A militating factor in devising practical proposals for human resources development in SADCC is the absence of complete and up-to-date data on the supply and demand for trained manpower in the region. Even the most basic data is available only in the most fragmentary form. Differences in categorisation of data on both the supply and the demand of skills, compound the problem. Information gathering is often hindered by the absence of centralised data banks.

The 1988 SADCC Regional Economic Survey found demand for skills outstripping supply in all fields in both the private and public sectors. The critical manpower shortages identified fall into the following categories: accountants, managers, science and mathematics teachers, applied scientists, technologists and professionals in all branches of engineering, and economic policy analysts. The exact capacity of training institutions is unknown, although an inventory of such institutions in the region nationally, regionally and internationally are not available.

There is, therefore, an urgent need to pull together what national data there is, and to encourage governments to carry out manpower surveys to identify general labour market trends and skills gaps. This information should be used to determine overall manpower needs and to guide education and training efforts. In addition, training needs assessments should be undertaken at the national level, in key sectors of the economy; and employment opportunities assessed. SADCC's Human Resources Development Sector should endeavour to assist member States identify and rectify the supply and demand imbalances.

Unfortunately, the bulk of education at the lower levels of the system is largely geared more to preparing those who scale the educational ladder to the next level, than to providing practical skills to those who leave the system at that stage. This is not to say that general education, such as basic literacy and numeracy, are not important in the rural and urban informal economies. They are needed, but training relevant to life outside the formal sector is most essential. In so far as there is a need for skill to enhance the productivity of the employed workers, it is necessary for member States and the business sectors

to allocate resources to skills improvement outside the formal school system especially in the work place.

While traditionally, many of the skills needs have been met by universities, university training can be both costly, and lead to an unduly academic emphasis. A number of critically needed skills are better provided at specialised technical/business colleges, polytechnics or other high level training institutions. Professional and technical training at such tertiary institutions should augment and provide alternatives to university education and training. There are not enough such facilities throughout the region. Also, given the importance of such skills, the incentive system should give proper recognition to them, avoiding undue rewards to university graduates, thus down-grading the attractiveness of non-university technical and professional training. The tendency for technical colleges to abandon their original mandates of vocational and practical intermediate training, to become university institutions should likewise be resisted.

It is in relation to the specialised branches of higher education where the provision of facilities at the national level in all member States is expensive; economies of scale readily apply, and co-operative efforts are particularly justified.

There is, as yet, little or no graduate unemployment. However, this is more a reflection of the willingness of the public sector to absorb the output of the tertiary education system. Continuing fiscal austerity combined with the need to raise public sector salaries make it very unlikely that this situation can be perpetuated in the future. There is, therefore, a need for member States to critically allocate scarce financial and human resources to those skills areas which are likely to remain in high demand over the long run, and will help transform the public and parastatal sectors to efficient policy makers, managers and providers of goods and services. At the same time, an enabling environment must be created for the productive use of resources and empowering people to take greater responsibility for improving their lives.

While there is virtually no graduate unemployment, the situation at the post-primary and secondary levels is the reverse. Primary secondary school-leaver unemployment is now widespread, and job opportunities frequently do not live up to overly high expectations. As school enrollments have increased, it is no longer possible for the majority of school-leavers to obtain formal employment in most countries in the region.

There is a growing migration of skilled SADCC nationals into other countries in the region and abroad, in search of new opportunities. Highly qualified

specialists usually leave to obtain higher salaries and greater job satisfaction. Labour mobility is unavoidable, particularly with the communications revolution making people more aware of other possibilities. The worrying aspect of this brain drain is that the loss in nationals is matched by the employment of expatriates at a cost many times that which would be needed to retain the services of nationals. SADCC member States can influence the choices of their nationals by providing better opportunities and enabling environments at home.

The programme sponsored by the United Nations Economic Commission for Africa (ECA) and the International Organisation for Migration whose aim is to bring back to the continent all Africans desiring to return after acquiring professional qualifications abroad, merits strong support. Under the programme, vacant posts in African countries are identified, and a match is made of willing returnees with potential employers. Besides the job, the returnees are offered attractions such as transportation costs, salary topping-up, position-oriented training, special equipment, etc. This programme should be utilised by both member States and cooperating partners alike.

Women

In all societies/communities, women constitute just more than half of the population. In the SADCC region, at least 70 percent of the population live in the rural areas. Of this, the majority are women, who bear the major responsibility for the welfare of the family. They account for most of rural agricultural production. In Lesotho, women constitute the bulk of the labour force even in the formal sector, mainly as a result of the drain of men as migrant workers in South Africa. In recent years, the incidence of women engaged in formal sector positions previously occupied by men is growing in a number SADCC countries.

At the household level, usually work long hours in the fields or in the informal sector for low incomes. In society generally, they are regarded as minors, with few, if any, property and inheritance rights, etc. They have lower enrollments in education, and higher drop-out rates.

The inescapable fact is that the involvement of women at all strata of society has been, and remains minimal and peripheral. These secondary roles have been determined to a large extent, by the dominant male sex, deliberately or inadvertently; in some cases with the acquiescence or collusion of women. The fact that these secondary roles of women have attained cultural acceptability over the years, does not in any way make them right.

Most member States have taken commendable initiatives to dismantle institutional and legal barriers to women's meaningful involvement in national affairs. National development programmes providing for education and training, health and other social services; and especially rural development schemes on fuel wood and potable water supplies, agricultural extension and credit facilities, and organisations and associations of or on women, should all yield an enhanced status and role for women in society, in the medium to long term. However, in the short run, the social sub-culture of discrimination against, and downgrading of women still persists in the day-to-day functions of individuals, institutions and communities.

Human resources development policies and strategies which fail to give due emphasis to the enhancement of women's involvement in all development endeavours are not only socially unfair and unjust, but more importantly, wasteful and inefficient; as they fail to take full advantage of half of the total human potential. Determined and concerted efforts must, therefore, be made both at the national and regional levels, to address the issue of the fuller involvement of women in development. All barriers must be removed, to facilitate fuller participation by women in all levels of societal function, including government and business; and to promotion to the highest positions justified by their competence.

Technical Assistance

The existence of substantial technical assistance programmes throughout the region, is indicative of a continuing shortage of high level national manpower. According to a recent World Bank study, technical assistance to Africa, increased by 50 percent from 1984 to 1987, with over 100 000 expatriates working in the continent, more than at independence. Some US\$4 billion is spent annually on technical assistance to Africa. However, some of the shortages are due to the drain of professional citizens out of their countries, and others caused by policies of donors which favour the hiring of their nationals for key technical assignments, as a prerequisite for their financial support.

Quantitatively, it is not clear how far continuing shortages of national skilled personnel reflects a general insufficiency of such personnel, or a mismatch between the specific skills produced by the educational system and the demand pattern. Continued dependence on expatriates is also a reflection of a failure to use available trained nationals effectively, and a lack of confidence in their abilities. Sometimes work environments, particularly in the public service, are not conducive to fully utilising and developing the skills and confidence of

nationals.

Qualitatively, dependence on expatriate technical assistance also reflects the nature of the aid relationship itself, characterised by foreign-led initiatives as well as the reluctance of cooperating partners to use their resources to employ national and regional experts. Technical assistance has become a big industry. Many of the "experts" offered are not always of high calibre. Thus, technical assistance offers employment opportunities at attractive salaries, to "technical advisors" who may find it difficult to compete in the job market in their nationals. Multilateral agencies have their own interests as well, such as the fact that their overhead costs are, in part, financed through technical assistance projects. Also, they tend to recommend advisors who have worked for them before, recruiting from a network of familiar experts - the so-called "jobs-for-the-boys". As a result, the recipients of technical assistance do not always get the quality of advice they are seeking. Technical assistance often extends over many years, and no determined efforts are made to cultivate local counterparts to the expatriates to take over within a reasonable period of time.

Education and Training

Primary/Secondary

Primary and secondary education provide the foundation upon which tertiary education can be built. The quality of university and vocational education is critically dependent upon a solid basic education. Improving and sustaining the educational standards at primary and secondary levels are, therefore, important not only for further education, but also for the world of work.

Primary education should be broad enough to ensure that each child is able to develop to his/her full potential, and to continue further education to the highest possible level. On leaving primary school, the student should be able to operate effectively in society. At this level, the education system should try to combat or eliminate grade repetition and seek to reduce drop-out rates and failure. Constant assessment of the student's potential through counselling and screening will help to identify which type of further education is best suited to his/her abilities.

In order to eradicate illiteracy, governments should strive to provide free universal primary education, depending on national circumstances and resource endowment. Further, the basic education concept, providing for at least nine years of schooling, should be made compulsory. This is the minimum level necessary for equipping students to be employable members of society. A concerted effort to train school teachers, headmasters and inspectors of schools, and curriculum developers is required, to improve quality and management within the school system.

The tremendous increase in student enrollments in the post-independence era has placed a large burden on the educational system. There are too few qualified teachers relative to the pupils/students, inadequately maintained facilities, a lack of books and other essential supplies, leading to a general lowering of the quality and standards of education imparted. Pass rates have fallen dramatically, and questions are now being raised as to whether the increase in numbers is by itself justified.

Issues of balance between large numbers of poor quality products, versus relatively smaller numbers of higher quality products need to be addressed. This is not an easy problem since it touches on politics, social justice and basic rights. However, if the basic education concept is accepted, it might be easier on the public conscience to introduce some selectivity at higher levels. Besides, higher education is not only a public service, but it also yields substantial direct benefits to the individual and his/her immediate family. It is, therefore, both justifiable and equitable to require that the individual and his/her family make a contribution to his/her education at higher levels.

Teacher education is a vital tool for improving the quality of instruction. The basic entry level for teacher education should be "O" Level or its equivalent in all SADCC countries. Teacher education institutions should collaborate with each other in order to produce teachers who will be able to deliver appropriate, quality education to students.

In-service training of teachers already in the field should be complemented by up-graded basic teacher education and curricular innovations. The qualifications of teacher educators should be raised to post-graduate level and be linked to the Universities' Faculties of Education. This could be achieved through continuing training courses for teachers, supported by appropriate incentives to encourage them to acquire additional skills.

Vocational/In-service Training

Vocational training is an important development too. It provides skilled operators who translate, in practical terms, the designs and ideas of high level professionals. The availability of such operators in the right numbers, at the right time and with the right balance of practical and theoretical background will hasten the pace of a country's development.

Most SADCC member States have invested heavily in skills training institutions oriented to meeting the demands of the modern sector. However, frequently, training was not sufficiently geared to the job market. Vocational training schemes often did not fully develop the crucial relationship needed with the world of work. Today, a number of countries in the region have

introduced programmes which combine institutional training with on-the-job training.

It is important to involve the enterprise sectors in formulating vocational training priorities and in curriculum design, by affording them direct links with training institutions, since vocational training should respond to the skills demands of the job market. Care should also be taken to ensure that the curriculum prepares the trainees for self-employment.

Management of vocational training schemes has had a heavy donor involvement through the engagement of foreign experts and consultants with inadequate local counterpart arrangements. The result has been that there are fewer experienced local vocational training managers compared to those in general education. The programmes are often poorly equipped and in many instances poorly managed, once the externally financed support is terminated.

The informal sector is a vital component of the economies of member States. For example, in Malawi, nine out of ten young people who enter the labour market annually must create their own employment in agriculture in the rural areas, or in the rural or urban informal sectors. Throughout the region, there is a tendency to understand education and skills development too much in terms of formal education, and less attention given to the conditions necessary to promote a life-time learning experience and the ability to make a living. Youth are led to aspire to white collar jobs, even though it is clear that only a small fraction of them will find placement in those types of jobs.

The development of satisfactory vocational training programmes needs to be strengthened by:

- adequate recurrent budgets to finance staff and relevant training materials;
- recruitment of high quality candidates who have an aptitude and initiative to excel in the vocational disciplines;
- better salary and incentive structures for the management and teaching staff of vocational centres; and,
- much closer coordination between vocational training institutions and the business sector, especially on matters of course content relative to the employment market.

In-service training is important in helping to meet future skills requirements. It

does so by upgrading skills of existing staff to help address crucial shortfalls in output of skilled manpower from the educational system. In-service training can provide short term upgrading until the educational system can be expanded to produce more graduates. It also provides the practical experience to supplement theoretical knowledge imparted in the classroom. Key skills which need upgrading in the public sector are management, policy analysis, finance, economics, and business. Short-term courses should be tailored to the skills needed by SADCC and its member States.

Higher Education

The future development of the SADCC region, and its ability to survive in an increasingly competitive world will require highly trained personnel to render top quality teaching and research, and to formulate policies and implement programmes essential to economic growth and equitable development.

Institutions of higher learning must forge themselves into viable tools for development, by being committed and able to produce well-trained people cost-effectively, in academic and professional disciplines. Primary focus should be on such disciplines as social sciences, science and technology, accounting and management, agriculture, and the health sciences. The strong emphasis on skills development of key cadres in practical technical disciplines should not, however, lead to the neglect of the arts and humanities, which have their own valuable contribution to an intellectually balanced society.

SADCC institutions should be able to benefit from the ever-widening frontiers of knowledge, in particular in the scientific and technological spheres, and harness this knowledge for the development of the region. At present, most SADCC universities face a number of constraints which prevent them from upgrading and expanding the quality of their education. The constraints include: inadequate finance; the lack of highly trained teaching, research and support staff (e.g. laboratory technicians); inadequate teaching and research equipment, books and journals; poor physical infrastructure; and unattractive terms and conditions of service, which contribute to the brain drain. In some cases, political and social environments are not conducive to incisive intellectual enquiry. These financial and other constraints must be addressed, if SADCC institutions are to discharge their mandates to their countries and the region, to produce, at affordable costs, well trained people in academic and professional disciplines.

The SADCC region requires first rate university programmes of graduate education, and both basic and applied research, for those are the sine qua non for the mastery of science and technology, business skills, economics, management, etc. There is a general lack of post-graduate training in these and other

disciplines. The result is that SADCC member States have to train much needed manpower in the universities of the North, at extremely high costs. The solution to the problem lies in institutional capacity building within the SADCC region, relying on the economies of scale which come from the pooling of resources.

Capacity Building

The building of SADCC universities into reputable centres of high learning and specialisation will inevitably be a long term undertaking, through a multi-pronged approach. The requisite human and material resources will have to be mobilised. Education generally, and quality higher education in particular, is a costly enterprise.

The high cost to education, set against the serious economic problems faced by SADCC countries, and the competing demands for resources from other national development programmes, render it nearly impossible, at least in the foreseeable future, for each country to develop all required specialisations of high standard. This situation makes it imperative to adopt different approaches to training, applicable at the national, regional and international levels.

Given the diversity in the education and training needs of the SADCC member States, each country would continue to develop national programmes which are relevant to it, and that it can afford; at primary, secondary and tertiary education, the latter particularly at the under-graduate level. However, regional cooperation can enhance these national efforts through joint programmes for the training of teachers, standardisation of curricula, the production of teaching materials, etc.

Training of technical experts and professionals is expensive. Since no SADCC member State can afford to build and staff all of the higher-level specialised education, training and research institutions, regional cooperation is the only viable approach offering economies of scale.

The concept of joint regional institutions is theoretically sound, attractive and practically feasible. However, practical experience with such joint institutions has not been very positive. A number of countries in the region inherited, at independence, some joint institutions (e.g. University of East Africa, University of Botswana, Lesotho and Swaziland, etc.). Such institutions did not last long after independence, being disbanded in preference to national institutions⁶ mainly for political reasons. It must be admitted that while they lasted, these joint institutions were top quality, producing high calibre graduates. Regrettably, their national successors are a far cry from their predecessors.

The difficulties with joint institutions relate to the following:

- **Location:** each member State would wish the institution to be located in their country.
- **Financing and Ownership of Assets:** there is a danger of conflict over whether different countries are getting fair returns for their contributions to the joint institution.
- **Management:** competition to secure high positions in the management of the institutions sometimes leads to conflicts.

A viable solution, in the medium term, is to arrange for joint utilisation of national institutions. Trainees from other countries will be admitted into these institutions under regionally agreed terms. Agreement is also necessary on allocating different institutions in different countries regional specialisations.

Greater involvement of other member States in the development and management of the specialised national institutions will arise from progressive interaction such as staff exchanges; coordination and harmonization of entry requirements, curricula and qualifications (degrees, diplomas, etc.); cross-representation on faculty boards, etc. The mutual confidence built up through, and the demonstration of benefits resulting from this process, will provide the basis for moving ultimately to closer collaboration, even in the form of joint regional institutions.

In this context, it will be important to rationally and equitably distribute specialised education, training, and research programmes, throughout the region, ensuring that every country is involved in the scheme. The approach should be to allocate to different member States an education, training or research responsibility or specialisation. SADCC would play the coordinating role, assisting, as necessary, to mobilise resources for the further development and strengthening of such institutions.

The need for this enhanced level of coordination in education and training was strongly supported by the SADCC Ministers of Education in April 1989. They advocated cost-effective measures in developing common curricula; setting of common entry standard; equivalence of certificates, diplomas and degrees, and staff development programmes; in order to avoid unnecessary duplication of efforts and expenditure. They also urged SADCC to foster research institutions in the region, promote seminars on specific topics, organise staff and student exchange programmes and establish a scholarship award scheme. This would enable more regional students to enrol in the programmes outside their own countries, thus maximising the economies of scale through better staff/student ratios. This is probably the most feasible mode of effecting regional coopera-

tion in higher education at this stage of SADCC's development, and should lead to the development of centres of specialisation. This approach is already being pursued in the Agricultural Research and Training Sector of SADCC, with promising prospects.

Internationally, programmes of twinning or linking different universities should also be established. Joint or split-site teaching and collaborative research could be done through this mode of cooperation. Twinning with a well developed University of the South or the North would enable SADCC universities to benefit from the latest technological breakthroughs, and the utilisation of experienced staff. Teaching and research capacities could be strengthened in this way. Such arrangements would also enhance the training of local staff.

The excessive reliance on technical assistance requires a radical re-orientation of current policies and practices. The long-term solution lies in building up national and regional institutional capacities to generate at an affordable and sustainable cost, well trained manpower in the various academic and professional fields necessary to sustain economic growth and development. In the short-term, maximum use should be made of regional consultants. Recruitment within the region is not only cost-effective but provides the kind of expert who is familiar with local conditions and will likely remain and be used in the region. This helps strengthen the regional capacity.

Cooperating partners should recognise these benefits, and be more flexible in their technical assistance programmes, as much as possible giving preference to local and regional experts. In addition, external assistance should be re-directed towards institution building.

Science/Technology

New technological advances are transforming the world and the way it functions. Led by changes in information systems, biological and materials sciences, new investment opportunities are being opened up. High-speed, low-cost information processing and communications have changed the way the world does business. Bio-technology holds out great potential for raising productivity in agriculture, and the production of medical, pharmaceutical and other agents. SADCC and its member States will have to significantly strengthen the technological and scientific capabilities in the region to improve efficiency and enhance investment opportunities.

If modern science and technology are to be applied to develop the potential of the region, the capacity to understand and apply available technology appropriately, and to develop new technologies needs to be strengthened. It is crucial for the region to produce high level professionals, skilled technicians and

craftsmen, to implement programmes in the agricultural, mining, industrial and service sectors.

Currently, there is a great inadequacy in scientific and technical capacity in all SADCC countries although, of course, to varying degrees. Underlying this weakness, at the higher levels, is a widespread inadequacy in school training in science, to provide the basic numeracy and understanding of science concepts needed as a foundation for more advanced training.

A high priority for the region in the coming decade must, therefore, be to develop effective national and regional policies on science and technology, setting realistic goals and identifying practical, cost effective instruments for achieving those goals. In formulating policies and programs close links will need to be developed with the business sector which utilises the technology and skilled manpower.

In relation to the supply of scientific and technical manpower, the highest immediate priority throughout the region is to break the vicious cycle of inadequate science teaching in primary and secondary schools producing weak entrants to tertiary institutions, they in turn, producing weak products. Teaching of scientific disciplines at lower levels of education should be given high priority. Curricula should be revised to adapt science and technology concepts to local, national and regional needs.

The emphasis should be on the teaching of the basic sciences — mathematics, physics, chemistry, biology, earth sciences, etc., as well as on scientific thinking, problem solving and the application of knowledge and skills. To bridge the gap between the secondary school leaving aptitude, and the university entry requirements, until the quality of secondary science education is high, universities need to mount special pre-entry or remedial courses. This approach has been successfully applied, for example in Botswana, Lesotho and Swaziland.

Attention should also be given to:

- expanding the capacity of the educational system at all levels to provide appropriate schooling in scientific and technical disciplines;
- developing strategies for popularising scientific understanding among the population;
- establishing priorities for effective use of scarce resources by targeting training according to assessed priority needs.

SADCC has recently approved a project aimed at improving the teaching of mathematics and science. In addition to this effort, which focuses primarily at the secondary level, it is necessary to develop specialised institutions in which scientific research and technological developments are pursued. Besides, an environment conducive to research and technological adaptation needs to be fostered, and the business community needs to be actively involved to ensure greater interaction between the producers and users of the new technology.

Education and training, and research in science and technology are very expensive pursuits, requiring heavy financial outlays and a diversity of sophisticated equipment and materials. This is one area in which high quality achievements in all areas are well beyond the means of individual member States. Even in the developed world, countries and institutions are increasingly cooperating to reduce unit costs of technological development and maximising on the specialisations available beyond single countries. This, therefore, is an obvious area for concerted regional cooperation, where the concept of specialised regional institutions will yield maximum impact.

SADCC has commissioned consultants to assist in the formulation of policies, strategies and a framework for designing and implementing regional activities/initiatives on science and technology.

Distance Education

Distance education has an important role to play as part of an enhanced education and training, and capacity building effort. It should also be viewed in the larger context of continuing or life-long education which aims to give sections of the population, mainly adults and working people, the opportunity to acquire education and skills outside the formal education system. It is a cost-effective method of delivering education through which a wide spectrum of subjects and skills can be offered at different levels to a large number of people, without the need for costly teaching staff and physical infrastructure. If properly directed, distance education could greatly enhance staff/student ratios without impairing the quality of education.

All SADCC member States have launched distance education programmes which are at different stages of development. It is important for each member State to strengthen its distance education programme as part of a regional programme, in order to increase the availability of skills at all levels, and in particular to sharpen the skills of the employed while they continue at their work places without reducing productivity.

Regional cooperation should be encouraged to:

- facilitate the standardisation of curricula, allowing for local variation;
- support a network of various distance education institutions and their facilities;
- use scholarship programmes towards up-grading the skills and teaching abilities of the staff of distance education institutions.

SADCC has just approved a distance education programme through which regional cooperation in this area will be coordinated. Links should be developed with leading international distance education institutions, which have valuable experience SADCC can gain from. Proposal for an "open university" also merit serious consideration.

Publishing

A SADCC countries face problems of the production of educational materials and the dissemination of research results. Commercial publishers are normally reluctant to publish academic monographs which may not spin off large profits, and quite often, they produce textbooks which are not geared to local needs. It is, therefore, imperative to set up publishing houses which can appropriately serve the region. This would encourage research and the production of relevant teaching materials.

It would also sharpen the intellect and provide a stimulus to regional scholars, because they would be able to publish their research. The reading opportunities for the general public would also be enhanced. Therefore, barriers (e.g. foreign exchange shortages, lack of expertise, discriminatory tender procedures, etc.) inhibiting local firms from effective operation in the publishing industry should be addressed.

Policy Analysis, Research and Management

Quality education requires that universities and other tertiary institutions must take the lead in research and consultancy work. The development of research capacity will eventually lead to the emergence of policy analysts and consultants who can assist the development process in the SADCC region. At present, adequate resources are not available to promote basic and applied research. The combined effort of regional and foreign governments and institutions can generate sufficient resources to promote high quality research by regional institutions and individuals. These institutions could also raise revenue through consultancy work and contracted research. Collaborative research and consultancy work should be effected within SADCC and internationally, through

South-South and South-North collaboration. This should ultimately lead to the strengthening of much needed capacity in these areas.

Expanding and improving the stock of skills among SADCC nationals in the areas of macro-economic and sectoral policy analysis, planning and management is both a high national and regional priority. Developing a critical mass of analytical and management skills will help ensure that SADCC member States will be better able to formulate and implement policies and strategies for economic growth, and to more effectively manage the overall development process. To address this need, selected national institutions (department of economics, research institutes, public administration centres, etc.) need to be strengthened and further developed to serve the needs of the region.

Such institutions working, in close collaboration with each other, undertaking training and exchange programmes, would constitute a "Regional Network for Policy Studies and Research". Such a Network would bring together competent professionals to undertake policy analysis and to provide a focal point for discussions of fundamental policy issues relating to national and regional development focusing on such areas as macro-economic policy; industrial, agricultural, infrastructure and social service sectoral policies; the roles of the public and private sectors, international economic and political developments.

Apart from the institutions participating in this network, individual political scientists, sociologists, scientists, business leaders, specialists in public administration, etc. and their associations would constitute the core of this facility. The network would also enable leading scholars and specialists to coach promising young graduates in high priority policy analysis and research. Strengthening professional associations and increased sharing of research results other information and ideas, are also valuable contributions to building regional capacity.

It is also important to strengthen public and business management through education and training in the region. There is need to up-grade the management skills of the labour force to enable those with the aptitude to move up the ladder to middle level managers and entrepreneurs. Short-term courses in economic, business, financial and personnel management, project analysis, and human resources development are needed by both the public and business sectors.

At present, there are over 40 management related training institutions providing a wide variety of courses of varying quality in the SADCC region. Of these, only a few have developed courses of regional relevance, which cater largely for the public sector. They have useful courses in project management, finance and sector-specific analysis. It is necessary to rationalise and strengthen these

training programmes to cater for regional public and business sector demands. Technical support and skills enhancement programmes for teaching staff will be needed.

The deans of faculties and top administrators of national universities and other institutions of higher education should devise and implement student exchange programmes. Currently, there is sometimes a conflict between national and regional demands for places in institutions. Foreign exchange shortages, incomparability of entry qualifications and, to a lesser extent, language, have militated against wider student mobility. However, these problems are not insurmountable, given the will and effective mechanisms of exchange guaranteeing equity.

There should also be professional staff exchange programmes involving educational and training institutions in the private, parastatal and public sectors. Also exchanges between the business and public sectors are beneficial in transferring management and policy analysis skills. Where possible, attachments of business corporate planners and managers, to government planning agencies, and government economists/planners to business corporations, should be encouraged.

Enabling Environment

Programmes to increase the supply and improve the quality of trained personnel need to be complemented by incentives and policies which unleash individual initiative and help to retain professional cadres and foster efficiency at work. Inappropriate policies on the supply and utilisation of human skills can minimise the impact of efforts to educate, train and utilise a productive labour force. Public policy can either provide an environment which stimulates efforts and encourages all segments of the population to acquire skills and use them to contribute to the development effort, or can create barriers which stifle potential and endeavour. Human resources development is crucially dependent upon the creation of an enabling environment for maximum output.

Not only should training be relevant to the economic and social needs of SADCC member States, but supportive systems and a climate for enhanced productivity of people are also essential. Work places are sometimes not conducive to creative and productive work, and inappropriate management techniques, processes and organisational structures impede the optimal use of skilled manpower. Frequently, institutional constraints preclude an individual from enhancing his/her skills on the job. Authority may not be properly delegated or responsibilities clearly defined. A career ladder and performance-

based merit system may not be used to reward staff or direct professional development.

The environment within which the individual works, and the incentives to remain with the organisation rather than seek employment elsewhere are critical. Usually, monetary compensation, peer recognition, appropriate material and technical facilities, and training related to job demands are essential for retaining good staff and maintaining a high morale. In the absence of minimum levels of these prerequisites, workers will be continually seeking "greener pastures" outside the government, outside the country or outside the region.

In relation to the public service in much of the region, fiscal stringency has resulted in erosion of real salary levels to the point at which they are now too low to enable many public servants to maintain a full-time commitment to their official tasks. The result has been deteriorating performance, declining morale and standards of probity, and brain drain.

Tackling this problem should have a high priority, for without significant improvement in the efficiency of the public service, all other efforts to improve individual and institutional capacities at the national and regional levels, will have diminished impact.

It is necessary to rationalise the size of the public service, filling key posts with competent professionals, and revising the incentive system, introducing special allowances for scarce skills; with a view to minimising leakage from the public sector. Other possibilities include increased fringe benefits, such as educational allowances, training opportunities linked to promotion, rewards for good performance and streamlined internal management structures and procedures. All of these measures or package of conditions, would be expected to stem the out-flow of expensively trained SADCC nationals.

In relation to parastatals, there is a widespread need for policy reform to elicit more effective performance from staff. Broadly, this requires greater autonomy in decision making, more accountability and performance-related incentives at realistic levels.

Without appropriate attention by member States to these underlying institutional and policy factors, training by itself will not be able to fulfil its key development role. Although, it is true that movement from the public to the private sector is not a loss to the country as a whole, excessive drain undermines the efficient functioning of the public service, which ultimately adversely affects the functioning of the private sector as well.

Measures need to be taken to create an appropriate framework to guarantee benefits from an improved and expanded human resources development effort. It is desirable that movement of personnel between the public and business sectors be not unduly constrained, as long as a dynamic equilibrium is maintained.

To promote creativity and initiative, an atmosphere of open enquiry and relatively free expression of ideas is necessary. Maintaining such an atmosphere is an important element of the enabling environment within which the individual can make the most his or her potential. As the South Commission asserts in its report "The Challenge to the South,

development pre-supposes a democratic structure of government, together with supporting individual freedoms of speech organisation and publication, as well as a system of justice which protects all people from actions inconsistent with just laws.

Financing Human Resources Development

The unfavourable economic environment faced by the SADCC countries over the past two decades has had wide and grave repercussions on human resources development activities at all levels. Balance of payments and budget deficits, inflation and, in some countries, increased spending to counteract insurgency, are some of the major reasons which have compelled most of the SADCC member States to substantially curtail budgetary allocations to human resources development. Even in those countries where resource flows to human resource programmes are a respectable share of their GNP, they have not been adequate to maintain high standards of academic performance and delivery of essential social services.

In response to the deteriorating economic situations and the considerable reduction in public expenditure, educational institutions have been forced to adopt austerity measures. The quality of programmes has been seriously eroded. Cost constraints have eroded the quality of school education, and the delivery of effective science education, the need which has been emphasised throughout this document, is not feasible within the existing budget constraints. At the tertiary level, the maintenance of past achievements is widely threatened by financial austerity.

At the national level, member States will need to re-order their expenditure and sectoral priorities, introduce revenue generating schemes and significantly increase the efficiency and management of domestic financial and human

resources. Areas that offer prospects for revised spending patterns are defence and security, subsidies for goods and services to the relatively better off, financing non-strategic but inefficient public enterprises, etc.

Institution of higher learning also need to adopt radical measures for ensuring effective utilisation of the limited means available. This entails embarking on measures that will reduce unit costs and mobilising more resources through business sector sponsorship, encouraging alumni to contribute, charging market rates for services such as consultancies, conference facilities, etc.

Wherever possible, since education is not purely a public service, cost recovery measures (e.g. payment of fees) must be put in place, so as to ensure that beneficiaries of higher education contribute to the cost of running the programmes.

Cooperating Partners have provided support to all SADCC countries with staff development scholarships, teaching materials and equipment, etc. These forms of assistance have been highly beneficial and they will continue to be needed in future. However, there is need to significantly increase the levels of investment in human resources development programmes. The emphasis on human resources development necessitates a strongly coordinated multi-donor effort that implies basic changes in approaches to institution building, technical assistance, training and off-shore scholarship programmes.

Other measures include speeding up the localisation of teaching posts in order to phase out expensive expatriate staff; building local and regional training capacities in graduate and specialist areas to reduce the cost of training abroad, etc.

SADCC member States can utilise non-governmental organisations (NGOs) in expanding educational and training opportunities. Due to their grassroots involvement, NGOs have a capacity to support the provision of cost-effective public services, such as health and education, on a strong self-help and participatory basis. NGOs, especially church organisations, have historically played a leading role in providing primary and secondary schools, and even promotion of colleges and universities. In Tanzania, for example, 316 out of the 520 secondary schools are run by NGOs.

While private education should be encouraged in response to demand, expansion should be planned and be consistent with national priorities. Certain guidelines (non-discrimination, fee structures, standards, patriotism, etc.) and priorities should be followed by NGOs and other private interests financing the educational facilities.

Agenda for Action

This theme document provides the basis for developing a consensus on policies and strategies for generating concrete programmes and projects to afford the people of the region access to skills and expertise to contribute maximally to regional development efforts. The issues of human resources development identified here-in call for measures by member States, acting singly and collectively, and support from cooperating partners. It also calls for the involvement of a wide range of national institutions in regional cooperation.

The SADCC Human Resources Development Sector, hitherto called Man-power Development, must, however, provide the framework, direction and coordination, if maximum benefit is to be derived from regional cooperation efforts. The greatest and most urgent need remains the compilation and processing of data on human resources in the region, without which planning and analysis are impossible.

Economic, political, scientific and technological changes currently taking place in the world threaten to further marginalise developing countries, unless they can master the resources to become more productive, innovative and competitive. This is only achievable by developing the necessary human resources, and putting in place conditions conducive to their full and efficient utilisation.

It has been observed that the majority of the people of the region depend for their livelihood on agriculture and informal sector activities. The majority leave the formal school system after basic education. The formal education and training system should, therefore, be designed to meet the needs of this majority. This entails that education systems should design curricula that prepare these groups of school leavers appropriately for the workplace. Ways should also be sought to facilitate their access to skills through both formal and non-formal training, e.g. on-the-job learning and training for semi-skilled professions. The pool of school leavers that would qualify for further training, but cannot be channelled through the traditional educational systems should be catered for in programmes of life-long learning through distance education, out-of-term courses and similar programmes. The region should increase the supply of trained personnel, particularly in science and technology. The greatest need is in the production of science and mathematics teachers, applied scientists and technologists, managers and policy analysts.

There is also a critical need to provide appropriate alternatives to university academic training, in the form of vocational training in technical and business disciplines, etc. Training should be closely linked to the world of work, and the

business sector should be closely involved in developing education and training curricula, and providing or supporting the training institutions.

Distance education programmes should be developed and strengthened in each member State, to provide life-long education and to improve the skills and productivity of the work force, as well as enhance the knowledge of citizens.

Tertiary education is an expensive business, and it is doubtful that any member State can provide for world quality education and training in all the priority areas identified, particularly in science and technology. While nationally, each member State must develop relevant education at primary, secondary and under-graduate levels, higher education generally, especially post-graduate calls for collaborative efforts to minimise costs and to improve the quality of the programmes. Arrangements should be made to develop different institutions in different member States into Regional Centres of Specialisation, with admission criteria and academic years harmonised to facilitate student and staff exchanges.

Regional cooperation would also be beneficial in developing management, policy analysis and research and consultancy capacities. In this regard, the establishment of a Regional Network for Policy Studies and Research should be actively explored. Consideration should also be given to strengthening and expanding regional management training in existing institutions.

Internationally, twinning or link arrangements should be established with leading universities in the North and South, and collaborative research and teaching arrangements established.

The weak scientific and technological base remains one of the primary constraints to the region's economic progress. It is important that deliberate actions are taken to formulate policies and develop programmes on science and technology in the region. SADCC already has a study in hand which will form the basis for future actions in this area.

Women are the majority of the population, and in sectors like agriculture and primary school teaching they are the bulk of the labour force. However, in the main, they remain outside the mainstream of economic and political processes in the region. Discriminatory laws and practices, and negative attitudes are primarily responsible for this state of affairs. Efforts must be made by society as a whole, with the women playing a leading role, to change this state of affairs. Policies, programmes and projects should be gender sensitive, and provide fully for the special needs and circumstances of being a woman.

Difficult economic conditions and budgetary constraints have not only led to the decline in per capita expenditure on education over the last decade, but often remuneration packages and the general work environment have been too low to induce a full commitment to work. Consequently, morale and productivity, particularly in the public sector, have virtually collapsed in some countries of the region. Many of the brighter brains have joined the enterprise sector, or left their countries in search of better conditions. Meanwhile, the technical assistance industry has grown to an estimated US\$4 billion per year for Africa as a whole. To stem this brain drain, policies and actions are proposed, including revising the incentive systems. In the same vein, preference should be given to the use of local and regional experts as a way of building up capacities. In order to facilitate this effort SADCC has compiled a Directory of Regional Consultants.

Above all, there is need to create the conducive environment, and to apply up-to-date management practices to elicit the best performance from people in their various stations. Freedom of intellectual enquiry and expression, and the observance of the rule of law the basic universal human rights. The absence of these fuels the brain drain which is growing.

Throughout this document it is emphasised that, for effective human resources development to be achieved, SADCC has to define clear policies, adopt strategies, determine priorities, develop work programmes and design projects. These efforts need to be supported by a broader constituency of individual experts and institutions from the region and the cooperating partners.

The document has identified areas where the sharing of ideas, information and experience and lead to the development of practical programmes. The highest priority should be given to strengthening regional cooperation in higher level education and specialised training.

There has always been a recognition within SADCC that human resources development is the key to economic progress, and that a more focused approach to capacity building was required. It is hoped that the issues raised in this theme document will be debated widely, particularly in the member States, in SADCC fora, and between SADCC and its cooperating partners; and that they will lead to concrete actions. The SADCC Human Resources Development Sector, and Swaziland, in carrying out its sectoral coordination mandate, should initiate these discussions on that practical programmes and projects can emerge. Leadership, policy direction, strong technical capabilities and enhanced coordination is essential if the Sector is to be effective in executing its mandate.

Consequently, the Council of Ministers has urged the Government of Swaziland,

as Sector Coordinator, to take appropriate measures to strengthen the institutional capacity and operational efficiency of the Sector Coordinating Unit (RTC Secretariat). The Ministers responsible for human resources development and a long-term strategy to guide the work of the Sector in this high priority area. Swaziland's task will be made easier if all member States actively participate in these efforts.

If SADCC member States are to realise the full benefits of the initial regional cooperation activities over the first 10 years of the Organisation, they must move forward decisively to tackle the pressing human resources issues facing the region, and develop the necessary individual and institutional capacities. Removing the constraints in this sector will unleash the true productive potential of the region, and in turn lead to real sustainable development.

OPENING CEREMONY

Opening Address:

H.E. Dr Sam Nujoma
President of The Republic of Namibia

It gives me great pleasure to welcome you all to Windhoek, capital city of the independent Republic of Namibia, and to this year's Annual Consultative Conference of SADCC with our Cooperating Partners. It was in Lusaka last year that we offered to host this Conference and invited you all to come to Windhoek. We are pleased that you all could make it to Windhoek.

Allow me, Mr. Chairman, to extend a special welcome to the representatives of the liberation movements, who are today present with us here, particularly to my brother, Comrade Nelson Mandela. Their presence further demonstrates that we of this sub-region, including a post-apartheid, democratic united and non-racial South Africa, are fully committed to pooling our resources for the common good of our countries and peoples.

It is also a further demonstration that the people of this region, even when the obnoxious apartheid system is removed, will still have the need to reach out to one another for regional growth and prosperity and SADCC will, no doubt, provide the right framework for the community of nations of Southern Africa.

The participation of liberation movements at all the levels of SADCC will now be a regular feature as a result of our Summit decision in Gaborone last year, to admit representatives of the liberation movements to all the organs of the SADCC family. This was a timely and wise decision.

Mr. Chairman, on the occasion of Namibia's accession to SADCC in April last year, I observed that we are living in times where countries the world over are moving towards integrated production and trade areas. In our own sub-region, we have already made substantial progress in establishing a framework for future closer cooperation and must now examine more closely the modalities of a truly integrated single SADCC economy.

I am aware that SADCC ministers and officials have been working hard over the last couple of days and have, among other things, been examining some projects and programmes which may constitute basic elements of this single integrated economy.

Mr Chairman, I refer here to the work done on the Export Credit Facility, the

Cross Border Investment Facility and other initiatives which are all meant to facilitate trade, business and commerce beyond the confines of our national borders. We all are, of course, anxiously awaiting the report on the formalisation of SADCC which we hope will not limit its recommendations to the institutional framework but also recommend a practical and realistic time-table for increased trade and business for our region and beyond.

Mr. Chairman, the Founding Fathers of SADCC conceived of a organisation which will not entirely rely on resources made available by our Cooperating Partners but which will also be able to raise resources, limited as they might be, from our own sources to complement what our friends are able to put at our disposal.

I am glad that your last Council meeting reaffirmed this fundamental principle of our cooperation and self-reliance. We believe that we are, and must, finally be our own developers.

Mr. Chairman, the theme of this Annual Consultative Conference is: "SADCC Human Resources: Primary Factor in Development". This is very appropriate in view of the fact that our theme for the second decade of cooperation is "Enterprise, Skills and Productivity".

I am sure that we all realise that our dreams of increased productivity and enterprise will be doomed in the absence of properly trained and well motivated manpower. To this end, it is heartening to note that our region is increasingly beginning to critically address itself to questions of human resource development.

The theme document clearly summarises some of the serious problems facing us in the area of human resource development. These issues are all critically linked to our output levels and thus development. The document states in part, and I quote, "To achieve sustainable development, the SADCC region needs to increase the number of educated and trained people and their productivity through education, training and promoting science, technology, entrepreneurship and sound management", unquote. The challenge — the document states — is how best to increase the supply of highly qualified people, given the current state of education and training efforts.

The document further discusses problems of bloated and often not well motivated public sector, the absence of the right kind of training programmes and institutions, the limited and declining budgetary resources and the increasing numbers of technical assistance programmes throughout the region. These are problems which are common to all our countries.

For us in Namibia, education and human resources development is one of the four sectors which my Government has singled out as a priority sector. The others being agriculture, health and provision of affordable housing. Our first budgetary allocations indeed reflect these priorities. For example, in our 1990/90 budget, education and training were allocated about 19 percent of the total expenditure. This is the second biggest expenditure item. We are totally committed to redress the backlog of colonial neglect and the theme of this Conference, is, therefore, appropriate for our own national objectives.

As the youngest member of the family we have, soon after independence, established trade and commercial links with our SADCC neighbours. Already, Zambian copper is being shipped through the port of Walvisbay. We are finalising arrangements with our Botswana neighbours on the Trans-Kalahari Highway and are now submitting projects in the areas of energy, mining, communications and transport to our Cooperating Partners. These are all projects which are meant to counter-balance our unequal relationship with South Africa and increase our further integration with all our neighbours.

Last year this time, Namibia was preparing for its independence which finally came on the 21st March, 1990. In Europe, the two German states were moving towards reunification; the peoples of East and Central Europe had started reorganising their political and economic systems. The mood globally was euphoric that the Cold War was finally over and that we all could reap the "peace dividends". Little did we perhaps then realise that the unsolved problems in many parts of the world still represent potential flashpoints which could plunge the world into other crises.

Mr. Chairman, I am referring to the grave events in the Gulf, where a destructive war is raging. My Government fully endorses the UN Resolutions calling on Iraq to withdraw from Kuwait. However, we are not convinced that diplomacy was given ample time to resolve the problem and can, therefore, not endorse the unnecessary loss of human life, destruction of property and the environment which are the sure outcomes of these flames of war. We continue to hope for peace and urge the Secretary-General of the United Nations to continue to use his good offices to find a speedy diplomatic solution to this destructive war. We call upon the warring parties to exercise restraint and end the hostilities.

We are all acutely aware that in a conflict of this kind, the weak and defenseless women and children are often the victims. We call upon the UN system and UNICEF in particular to intervene on behalf of these children, whose playgrounds have been turned into a theatre of war.

Closer to home, we note with gratification the processes of negotiation, particularly in Angola and Mozambique, and call for an early return to peace for these two neighbours. In South Africa, despite the changes set in motion by Mr. De Klerk's speech of February 1990, apartheid still remains in place and the majority of the citizens of that country are still excluded from the political process.

We fully endorse the spirit of both the Groote Schuur and the Pretoria Minutes and anxiously await that at the opening of the Parliament this week, Mr. De Klerk will rise to the occasion and remove the remaining institutionalised pillars of apartheid. At any rate, we hope that this will be the last unrepresentative session of the South African Parliament.

We support the struggle of the South African patriots to eradicate apartheid. We welcome the efforts of the anti-apartheid forces in South Africa to strengthen unity and find a common position for negotiations with the South African Government. In this connection, the meeting two days ago between the ANC and Inkatha was a step in the right direction.

In Namibia, we have moved from a war-ravaged and racially divided society to one which embodies all the essential elements of a democracy. Our democracy, however, is still fragile as the political freedoms are still not matched by equal economic opportunities for all. We are hopeful that through international cooperation and goodwill, we will be able to establish in Namibia a model of a democratic and prosperous state. For this to succeed, we will need all your support and assistance at this crucial phase of transition from our colonial past to nationhood.

Mr. Chairman, as we approach the first anniversary of Namibia's independence, the port of Walvisbay still remains under South African control. We are soon to embark on the negotiations for the integration of Walvisbay with the rest of Namibia, for without the integration of Walvisbay and the offshore islands, our independence remains incomplete.

I hope you enjoy your stay in Windhoek and have fruitful and meaningful deliberations. It is now my pleasure and privilege to declare this Tenth SADCC Annual Consultative Conference officially open.

RESPONSES

RESPONSE: On behalf of Cooperating Partners

Hon Lynda Chalker

**Minister of State for Foreign and Commonwealth Affairs,
and for Overseas Development**

I feel greatly honoured to have this opportunity to respond on behalf of the Cooperating Partners to the address by His Excellency the President of Namibia which mark the opening of this the 1991 Consultative Conference of SADCC. In doing so, I am sure I speak for everyone here in expressing thanks for the warm welcome extended to us, and for the wise words which will guide our deliberations over the next two days.

This is the second Consultative Conference which I have had the opportunity to attend. It is a great pleasure to see so many familiar faces around this table. It is the warmth of personal contacts which does so much to make these meetings memorable and enjoyable occasions as well as forum for the exchange of views on the major issues of concern to the region and to its friends outside.

It is fitting that we should be gathering here in the capital of Namibia, the most recent addition to the membership of SADCC and the newest independent nation in Southern Africa. The transition of Namibia to a hopeful, purposeful and, above all, peaceful independence has been the high point of an eventful year since we last met in Lusaka. Namibia's achievements over this last year bode well for the future. Mr President — your country gives us new hope of what might before long be achieved elsewhere — nearby.

Again, I know I can speak for everyone here today in thanking the Government of Namibia for its hospitality and for the care which has been devoted to the arrangements for this Conference. Thanks are due no less to you, Mr Chairman, as Chairman of the SADCC Council of Ministers, to Dr Simba Makoni and his staff in the Secretariat and to all those who have contributed so ably to the work of the Organisation over the past year.

There is no doubt that we are at a pivotal point in the history of Southern Africa. It is important that we should not be distracted from that realisation by the momentous developments taking place elsewhere. For any observer of world events, there is much to cause concern as we move forward into the 1990s.

The events in the Gulf are so much in our minds. None of our economies will remain unscarred by the effects of the tragic illegal invasion of Kuwait on August 2 and Iraq's total refusal, despite all requests for over five months, to withdraw peacefully and unconditionally according to the twelve UN Security Council resolutions. We hope and pray that the actions of the multi-national forces to restore the independence of Kuwait and peace and security in the Gulf will be complete and swift, incurring a minimum of casualties, both civilian and military.

Despite the serious setback to developing countries' economies, there is hope too. Looking around Southern Africa, even the most jaundiced of observers could hardly fail to assent to that. I have referred already to the independence last year of our host country, Namibia. There have been significant movements towards peace in Angola and Mozambique, moves which offer real hope of an early end to years of destructive conflict and the beginning of reconciliation and rebuilding. The determination of the governments of both countries to secure a just peace and a new beginning deserves our firm support and warmest good wishes.

There has been progress, too, for many of the countries of the region along the hard road of economic adjustment. Many are seeking, too, with equal determination, to match economic progress with progress towards more open and responsive political systems. It is the realisation of the link between these two objectives — the two faces of a single coin — which will provide the driving force of progress in this new decade, and not just in this region or this continent.

The people of South Africa are always in our thoughts. The past year has seen real progress towards ending apartheid. Despite the tragic violence and bloodshed in the townships which we all deplore, the end of apartheid is, at last, in sight. The process of creating the non-racial democracy we all want to see is under way. We warmly applaud the outcome of the meeting in Durban on Tuesday between ANC Deputy-President Nelson Mandela, who we are delighted to see here, and Chief Buthelezi.

However difficult it was to bring this meeting about, its outcome shows a new determination to work together peacefully for the new South Africa.

It is in particular these changes in South Africa which present new challenges and new opportunities for SADCC and its member States. There is some concern among the countries of the region about the economic implications for them of a democratic, post-apartheid South Africa. Understandably so. South Africa's economy is without doubt a powerful one, sustaining as it does some 40 percent of the region's population and generating around three-quarters of

the region's GDP. With the shackles of apartheid removed, there is potential for renewed expansion.

On the other hand, there is a counter-argument to the fears of South African economic power. It is something like this:

"South Africa is the engine of economic growth, the prime mover which will draw the rest of the region along, almost effortlessly, in its train."

We must not allow ourselves to be misled either by excessive fears or excessive hopes for South Africa. The opportunity is there, but it must be grasped by us all. There are two pitfalls to be avoided. The first is a South Africa which resorts to the failed policies of excessive centralism and government control. Any new government will face a daunting problem in satisfying the legitimate and far too long-suppressed expectations of the majority of its citizens. To stand any realistic chance of doing so, it will need growth, investment and the vitality of a free enterprise system to create new wealth. There are encouraging signs of a growing consensus in South Africa about the sort of policies which will be needed. We must do all we can to encourage this.

The second danger is that other countries in the region might turn inward upon themselves. Southern Africa needs a redoubling of efforts to secure the benefits of peace and stability in the region and the opportunities for renewed growth and productive investment which the policies of economic adjustment afford. Southern Africa must be able to demonstrate that it can offer a welcoming, safe and profitable home for investment if it is to be able to compete with Eastern Europe for scarce private flows.

The challenge for SADCC and its member States is to provide the framework for an open and liberal regional economy which will draw the newly-democratic South Africa into productive cooperation with her neighbours. The opportunities for such cooperation, as the economic distortions of forty years of apartheid economics are eliminated, are obvious. SADCC has a decade of experience to offer and a real record of success to show in developing the mechanisms of regional cooperation.

Finally, Mr Chairman, I should like to say a few words about the theme of this Conference, *Human Resource Development*. This is both apt and timely. At a time when we all feel we are in the grip of great and unpredictable forces of history, it is a valuable reminder that economic and social development is ultimately about giving new meaning to the life of each individual.

The theme document for this Conference, which is admirably comprehensive

in its treatment of the subject, contains a number of important insights. The *first* is the objective of developing each individual's capabilities to the full: this is a complex and life-long process involving not just education and training, but also other vital components such as adequate nutrition, shelter and health care, all of these complementing and reinforcing each other.

The *second* is the need to establish an environment in which individuals can express and develop their capabilities. I do not believe, and events in Central and Eastern Europe have borne this out, that any nation can flourish which does not grant freedom of economic, political and cultural expression to its citizens.

The *third* insight which struck me in reading the document is the need to ensure that all groups, particularly women, are fully involved in the process of human resource development, both as a matter of simple justice and of economy. We cannot afford to waste the capabilities of a single citizen. There are lessons here for each of us to take away from this conference.

To conclude, Mr Chairman, I believe this is a challenging, but also exciting and hopeful period ahead for the region. There could be no better time for tackling its problems. The economic and social models on show until recently in Central and Eastern Europe were bankrupt and are being dismantled. The new models which offer real hope of economic and social progress are now being worked out.

SADCC has a vital role to play. There is much to be done in each country and the Cooperating Partners are ready and willing to help. I am sure I can say for all of us that there is no thought of abandoning Southern Africa in the face of new problems and new pressures elsewhere. There is a formidable task to be completed here. As true partners, we shall see it through together.

RESPONSE: On behalf of the Southern African Liberation Movements

Mr Nelson Mandela
Deputy President
African National Congress (ANC)

First of all, we would like to thank the member States of the SADCC for giving us the opportunity to participate in and address this important annual Conference on behalf of the Liberation Movements.

We are pleased and encouraged by the fact that this Conference is held in Namibia, less than a year after she attained her freedom from South African colonial rule. This cannot but help to enhance the process of consolidating her independence in all spheres, including the economic.

We were last here when we came to join the people of this sister country as they celebrated their accession to independence. We thank them for the warmth and hospitality with which they and the Government of Namibia have received us this second time as they did during our first visit.

We are indeed happy to be here again, even briefly. This will, among other things, help us to familiarise ourselves with the progress that has been achieved and the problems encountered in the months since the new national flag was hoisted. We consider this education important as we ourselves begin to consider the challenges that will face us as we begin the process of reconstructing a democratic South Africa.

We bring to the Government and people of Namibia and to this Conference the greetings and best wishes of the leadership of the ANC and the PAC as well as the millions of the people whom we represent. We wish the Conference success as it continues to address the important question of the independent national development of the liberated countries of our region.

We take this opportunity to thank the Heads of State and Government of the SADCC countries for the decision they took to bring us fully into the work of this Organisation. We consider this to have been a timely decision in the light of the impending changes in South Africa which should result in its transformation into a non-racial democracy.

We would also like to acknowledge the importance of the decision taken by these leaders to draw us into the process of discussing the future of the SADCC when South Africa has been liberated. We attach a lot of importance to these discussions as their conclusions will obviously be of major importance to the lives of all our peoples and the destinies of our countries; and will participate in them inspired by that realisation.

We are as convinced of the inevitability of our common victory over the evil system of apartheid as we are determined to ensure its speedy demise. As before, the masses of our people are impatient for change. Certainly they will not allow the situation in which their freedom is delayed by a government whose timetable for change might fail to recognise the intolerable injustice of even one day more of the apartheid system.

We live with the reality that South Africa continues to be ruled by a white minority regime. Apartheid South Africa is still apartheid South Africa. Even obstacles which should have been removed to clear the way to negotiations have not yet been removed.

Accordingly, political trials continue. The numbers of those detained without trial are increasing. The majority of political prisoners have not been released. The process of indemnifying our compatriots in exile on a significant scale has yet to begin. The matter of the repeal of repressive legislation must still be attended to.

The struggle to remove these obstacles therefore continues. At the same time, the threat of violence against the people by those opposed to change, persists. Consequently, we must continue to exert pressure on the government to ensure that it discharges its responsibilities to protect the people from this violence.

We are, for our part, taking all necessary measures to end the violent conflicts that have broken out among the people in the past. The successful meeting between the ANC and the Inkatha Freedom party which was held two days ago was part of our untiring effort to address this issue. We are confident that our own activities in this area of our work will be crowned with success.

Similarly, we continue to be engaged in serious efforts further to consolidate the unity of the black oppressed and the broad democratic and Anti-apartheid movement as a whole. As part of this process, an important meeting of the ANC and the PAC is scheduled to take place within the next few days.

We remain convinced that such unity, around the perspective of a united, democratic, non-racial and non-sexist South Africa is of critical importance to our speedy advance to liberation.

The ANC also remains convinced that, thanks to the strength and commitment of the masses of our people, we will both keep the peace process on course and ensure that it moves forward more rapidly than it did during this past year. Inspired by that confidence, we have advanced specific proposals concerning the process of negotiations including the convening of an all-party congress, the election of a constituent assembly and the installation of an interim government.

Tomorrow F.W. De Klerk will be addressing the apartheid Tricameral Parliament. We would like to take this opportunity to urge him to respond positively to these constructive demands so that, as soon as the obstacles to negotiations have been removed, our people can carry out the urgent task of deciding the

political order which will ensure that our country is transformed into a peaceful and stable non-racial democracy.

The process of political change within our country occurs in a situation of a continuing economic recession and a high level of inflation. This has a dire impact on the most disadvantaged sections of our population, the black majority. Mass poverty becomes ever more endemic. This is the engine which feeds growing social instability, crime and despair.

It is quite clear that the process of political transformation cannot inspire hope among the people as a whole unless something is done now, to improve their quality of life. We should go further and say that it is clear to us that any political settlement cannot survive unless we can turn the economy round so that it generates the jobs and the wealth which will make a rapid and visible impact on the standard of living of especially the black people.

Immediately, this must entail a redirection of both public and private sector resources for the benefit of this section of our population.

Beyond the short term, the South African economy will require very serious restructuring to ensure the growth of a modern manufacturing sector, which should replace precious minerals, raw materials and agricultural products as the principal foreign exchange earners.

At the same time, the economy would have to grow in such a way that it creates jobs and meets the basic needs of the portion of the population whose involvement in the economy is today marginal.

It is also accepted within our country that the economy cannot achieve the requisite levels of growth without significant inflows of foreign investment. South Africa cannot afford to be an exporter of capital.

The economic processes we have been talking about require that we move with speed to create a situation of justice, peace and stability in our country. Both the domestic and the foreign investor needs to be reassured about the permanence of such peace and stability, as well as the prospect of a thriving economy.

It is under such conditions that they will contribute to the attainment of the high levels of capital formation which South Africa needs.

This brings us back to the central issue of the necessity to move with speed to effect the political transformation of our country into a non-racial democracy. Any tardiness in this regard cannot but further destabilise the situation, make

a just settlement more difficult to achieve and enormously complicate the future process of fulling the country out of the structural crises that are a result of the apartheid system.

Whatever happens in South Africa will obviously have an important effect on the other countries of Southern Africa. I am certain that we are all united in the view that the new South Africa that will be born should serve as a factor for the good of all our peoples.

This should help to bind the peoples of our region around a common perspective and effort which would seek to see South Africa free sooner rather than later and which would enable this liberated South Africa to come into SADCC on the basis of an agreed regional plan that would ensure balanced regional development and mutually beneficial cooperation among our various countries.

We trust that our friends from the rest of the world who are present here will continue to see themselves as partners with the peoples of our region in the pursuit of these objectives. In this regard we should emphasise the point that it is vital that they, representing the international community, should not relax the sanctions pressures against apartheid, I repeat, apartheid South Africa.

Neither should they begin to weaken in their resolve to assist the independent countries of our region to achieve comprehensive and sustained development. This applies equally to the democratic forces of our country and the millions of people they represent, who also need continuing support to deal with old problems and to meet new challenges, including those of a developmental nature.

We wish this SADCC Conference success, convinced that South Africa will soon take up its membership of this organisation as an equal partner in a common effort to transform this region into a zone of prosperity, a contributor to the process of ensuring that Africa does not get marginalised from the world economy and a corner of the globe with which all countries would be happy to cooperate for the benefit of all.

As liberation movements, we are committed to the view that the liberation of our own people should be a material factor contributing to the consolidation of the independence of all our neighbours and the common prosperity of all our peoples. As of now, we shall leave no stone unturned in the historic effort to liquidate the apartheid system and to transform our country into a non-racial democracy, the only basis on which South Africa can be fully accepted among the international community of nations as a friend and an equal partner.

STATEMENT

by the Conference Chairman

Hon. P.S. Mmusi
Vice President and Minister of Local
Government and Lands, Republic of Botswana

First of all, allow me to thank His Excellency Mr. Sam Nujoma, President of the Republic of Namibia, for his kind words of welcome to this beautiful city of Windhoek and to this wonderful country. For many years, Namibia has held a special place in SADCC. It has always been our conviction that:

independent Namibia would bring nearer the SADCC dream of a region united from the Indian Ocean in the east to the Atlantic in the west, working harmoniously to bring a better life for all of its peoples;

independent Namibia would see the end of South Africa's destabilisation and aggression in Angola, and bring nearer the day of reconciliation in that country; and,

an independent Namibia would make it possible for SADCC to develop transport and communications, trade, travel and other exchanges in ties that will bind the people of the region toward a common future and destiny.

Namibia's independence was a culmination of many years of struggle and personal sacrifice by the people of this country under your able leadership, Sir. On this occasion, Mr. President, we would like to formally congratulate you for leading Namibia to independence and bringing nearer the realisation of the SADCC dream. It is, therefore, fitting that this tenth anniversary Conference of SADCC should be held in the tenth member of the Organisation. I believe I speak on behalf of all delegates in welcoming Namibia to the Conference.

The independence of Namibia was a product of international solidarity and effort, expressed in the various resolutions of the United Nations, the Non-Aligned Movement, and the OAU. I believe it is also fitting on this occasion that we should recognise the sacrifices made by the people of Angola, who have made an invaluable contribution in bringing independence to Namibia and greater peace to the western side of the SADCC region. It is our sincere hope that the people of Angola will also find peace in their country and the

opportunity to give of their best to the socio-economic progress of the whole region.

May I now, on behalf of the Southern African Development Coordination Conference, welcome you all to the 1991 annual Consultative Conference. I am sure you join me in extending a special word of welcome to Nelson Mandela, the Deputy President of the African National Congress of South Africa. If there is one man who epitomises the struggle against apartheid and racism in Southern Africa and has been an inspiration to men and women of conscience everywhere, it is Nelson Mandela. We are certainly very glad to have you among us today, to share with you our dream of a Southern Africa free of apartheid, conflict and united in a common desire to improve the lives of its peoples, regardless of race, colour or creed.

Southern Africa has changed, and it is still changing. All the countries and organisations represented here have contributed in no small measure to the economic and political changes taking place in the region. I am sure that you will stay with us the rest of the way, and that we can count on your continuing support to consolidate and expand the achievements that have been made over the last ten years.

SADCC has always maintained that peace was a prerequisite for economic progress, and that apartheid was the principal cause of instability and conflict in the region. As the South African Government has seemingly committed itself to abandoning apartheid, the level of violence in the region has consequently markedly declined. However, apartheid violence remains a daily reality for the black majority in South Africa.

Powerful and sinister forces remain loose, and engaged in a bloody terror campaign to reverse the little that has been achieved to-date to bring apartheid to an end. This Conference must condemn the perpetrators of these acts and call upon all concerned, especially the South African Government, to bring the cycle of violence to an end. The long term solution remains the dismantling of apartheid and the formation of a government acceptable to all South Africans.

SADCC, like the rest of the international community, welcomes the steps taken by President de Klerk and the African National Congress, to begin the process of negotiation aimed at giving all South Africans equal economic and political rights in a united country. However, we also know that apartheid still lives in South Africa and black South Africans still suffer its deprivations and indignities daily. It is, therefore, a matter of great concern to us when some call for the lifting of the international pressure on South Africa which has been responsible for the modest changes which have taken place to-date. There are yet others,

even in Africa, who seek to normalise their economic and political relations with South Africa. Our view in SADCC is that as much as we appreciate the moves toward reform which have been made by the South African Government, it is premature for the international community to normalise relations with South Africa. Indeed, leaders of the democratic forces in South Africa have called for the existing international sanctions to be maintained. Our view in SADCC is that the decision as to when the international community should lift sanctions and normalise relations with South Africa, should be left to the South Africans themselves.

Elsewhere in the region, fundamental political and economic changes are taking place, providing for greater democratisation of political institutions and increased participation of the people in, and responsibility for the economic decisions that affect their lives and the commensurate reduction of constraints and controls on the economy.

Significant progress has already been made in the efforts to bring a negotiated peace to Angola and Mozambique. However, it is clear even at this stage, that when peace returns to these member States, a major reconstruction effort will be necessary to assist the millions of people who have been displaced by these terrible wars, to go back to whatever remains of their homes and to resume productive lives. The scale of the problem, is such that it will take a major international effort to restore the socio-economic infrastructure in these member States to enable the people to resume normal lives. We hope we can count on the traditional support of SADCC's Cooperating Partners in facing this challenge of peace.

Failure to respond to the situation could stoke the fires of discontent and subject the region to continuing instability. At a time when there is more demand on the resources and the attention of those of you who are in a position to assist, arising out of the situation in the Middle East and the changes taking place in Eastern Europe and the U.S.S.R., we hope it will still be possible for you to maintain your involvement in this part of the world. We are gratified by indications we have received already to that effect.

Let me now turn to the questions that we have been asked repeatedly and hope that I can lay this matter to rest once and for all. One question which we are repeatedly asked is whether SADCC will have any role, mission or relevance in a post-apartheid Southern Africa. The other is what kind of economic and other arrangements we can foresee for Southern Africa after apartheid, and whether SADCC is making any preparations toward bringing about these arrangements. In certain quarters, it has even been suggested that SADCC would be irrelevant after apartheid and that South Africa, once politically

acceptable, would assume the role of a "regional power" to dominate, lead and give aid to the rest of the region. In this regard, others have even suggested that Cooperating Partners might disengage from Southern Africa in deference to South Africa as a "regional donor".

SADCC is an economic development organisation and its formation was not predicated on the existence of apartheid. Rather, the impetus for the creation of SADCC was the recognition that, although the countries of the region were politically independent, they remained overwhelmingly economically dependent particularly on South Africa. It was also recognised that with our small economies and meagre resources, the only way to reduce this dependence was through regional cooperation. South Africa was specifically mentioned because she both dominated the region economically, sought to exploit this situation to impose her will on the newly independent states of the region, and practised a policy of racist oppression all of us in the region found totally repugnant and demeaning of the people of this region.

The result of South Africa's apartheid policies and military adventures in the region are still with us today and will be for some time to come. The culture of violence both inside and outside South Africa, the disruption of the region's physical infrastructure, the dislocation of families and uprooting of whole communities, and poverty are a few examples of the legacy apartheid has bequeathed on the region. Hence, the challenge to improve the socio-economic conditions will become more urgent in the region including South Africa. We are convinced that regional cooperation will still offer the only real viable alternative to continuing economic underdevelopment in the region.

SADCC has never consciously undertaken projects on the basis of political expediency or as a response to the aggressive actions of the apartheid regimes in South Africa, although the temptation was always there. The criteria has always been long-term economic viability. All the major infrastructural programmes which constitute more than half of the SADCC Programme of Action are aimed at the rehabilitation of existing transportation systems which were established long before independence. The transport corridors of Beira, Dar es Salaam, Lobito, Maputo and Nacala carried most of the region's traffic before independence, and remain today, the shortest and the most economic routes to the sea. This reality will not change in a post-apartheid Southern Africa.

At any one time, over a quarter of a million men and women from SADCC member States are employed in South Africa's factories, farms, homes and mines as migrant workers. At the same time, South Africa enjoys a balance of trade surplus with the region near US\$1 billion annually. Many (including the current South African leaders) have pointed to this number of migrant workers

and the trade surplus as an indication of the high level of dependence of SADCC member States on South Africa. But, it should also be seen as an indication of South Africa's own dependence on the rest of the region. The migrant workers contribute in no small measure, to South Africa's export performance while affording their countries of origin the financial ability to import South African goods.

However, we are also aware that there is a serious unemployment problem in South Africa, and that the migrant labour system is not a reflection of a labour shortage but a product of apartheid's grand design to ensure that black labour remained transient and hence incapable of forming strong workers' organisation. A post-apartheid government in South Africa will, therefore, be hard-put to maintain the migrant labour system at current levels, in the face of the serious domestic unemployment problem.

It is, therefore, imperative that conditions and arrangements are created for the economies of all the countries of the region to create increasing job opportunities preferably at home: and to bring about the necessary arrangements to enable capital, labour and expertise to move across national boundaries in a manner that will spread economic growth across the region. This is the mission of SADCC, which is relevant today, and will remain so even in a post-apartheid Southern Africa.

We cannot deny the importance to the region of a post-apartheid South Africa which is evidently the most advanced economy on the continent, with large human, natural and scientific resources at its command. However, we must also underline the fact that all the countries of the region need each other.

The long-standing SADCC policy is that a post-apartheid South Africa will be most welcome in the Organisation. Cooperation in SADCC is based on the principles of mutual benefit, inter-dependence and equity as opposed to dependence and domination. SADCC expects South Africa to join the Organisation on the basis of the same principles. It is our conviction that it is only on the basis of these principles that an economic community of Southern African States can be built. We know that the view of our colleagues in the Liberation Movements on this matter coincide with our own.

We remain hopeful that recent developments in South Africa will finally turn the region from centuries of racial confrontation to an era of peace and cooperation. In anticipation of this eventually, the last SADCC Summit agreed that South Africa's Liberation Movements will participate in SADCC meetings at all levels. The Summit also directed our Executive Secretary to begin consultations with the Liberation Movements on matters of mutual interest in

a post-apartheid Southern African. This work has already started and a machinery and the agenda for consultations has already been agreed.

As to the question of a post-apartheid South Africa, assuming the role of a "regional donor", we believe it is a prospect that exists only in the apartheid mentality and those who are ignorant of the situation in South Africa. A democratic government in South Africa will face an enormous task of redressing the imbalances of apartheid; by providing social services and other socio-economic infrastructure for the black majority in that country, in the form of housing, schools and health services. It is very doubtful that the South African economy, even in the best of times, can meet these immediate demands with a surplus to give assistance to the rest of the region.

Allow me now to turn to the situation within SADCC. Last year the Organisation celebrated its tenth anniversary. Most commentators agree that the founding of the Organisation, ten years ago, was indeed a milestone in the history of the region. SADCC has helped to hold the countries of the region together, at a time of a savage economic, political and military aggression by the South African apartheid regime. SADCC provided the framework for both political and material regional and international support. This alone could be considered achievement enough. However, SADCC has also done more, in engendering a strong regional identity to the extent that we can today talk about a Southern African community of nations bound by a common experience and a common destiny.

With the assistance of our Cooperating Partners, SADCC has also made progress in the implementation of the SADCC Programme of Action, covering food and agriculture, energy, human resources development, industry and trade, mining, transport and communications and tourism. The greatest progress has been made in the sector of transport and communications which remains the largest sector in the Programme. To-date 60 percent of the transit traffic from the six landlocked states move through SADCC ports, compared with only 20 percent in 1980, thus reducing significantly the transport bills of these member States. Between 1985 and 1990 the numbers of possible flight services per week, among SADCC member States, increased by 94 percent. Telecommunications in the region have also improved substantially providing direct links between most SADCC member States.

The main exception has been the transport and communications links to the west of the region, through Angola and Namibia; where South African occupation and military aggression and destabilisation activities made it impossible for projects to be undertaken in these two member States. A number of projects have recently been added to the Programme to redress the situation.

It is my hope that these projects will receive your support, so that for the first time in post-colonial history, direct coast to coast links can be established in the region. In this regard we must underline the importance to the region of the Port of Walvis Bay. We hope it will be possible for your Government, Mr. President, to find the means to bring Walvis Bay under Namibian sovereignty. On this matter, you can count on the strong support of the region and this Conference. In the Energy Sector much infrastructural work has been done to interconnect the national power grids. To-date the programme has covered six member States: Botswana, Malawi, Mozambique, Tanzania, Zambia and Zimbabwe. Plans are underway to interconnect the grids of the rest of the member States including Angola-Namibia across the Cunene River, and Namibia-Zambia interconnections. The challenge in this sector remains the provision of energy supplies to the rural areas, where the environment.

In the sector of Agriculture, work continues to promote food security through increased production, increased intra-regional trade and the improved husbandry of our soil, range, and water resources. Agricultural Research and Training and the Early Warning System are already making a significant impact on the food supply situation in the region.

It was the recognition that the viability of these essentially infrastructural programmes must be underpinned by increased production and trade, that the Organisation initiated a debate on the best conditions to promote investment and production in the region. As a result of this debate, a consensus emerged:

that investment and production was the primary responsibility of the enterprise sector and that both the regional and the international business community has to be mobilised towards this end.

In pursuance of this effort, a dialogue was initiated with the region's and the international business community to establish ways in which the promotion of investment could be achieved.

Regional business councils were established, with a head office in Gaborone, to provide a mechanism for continuing consultations between the governments and the region's business community. SADCC's productive sectors of Food and Agriculture, Industry and Trade, Mining and Tourism have been instructed to find ways of involving the business community fully in their activities. In all member States, efforts are being made to improve the investment climate, and to address some of the concerns of the business community. As a result of these efforts, most of the economies of the region have realised positive real economic growth rates over the last three years. This has not been immediately recognisable, given the very poor economic performance of member States over many

years. It is hoped that, with the support of the international community, these improvements can be consolidated and expanded. Unfortunately with the war in the Gulf, these improvements could be significantly negated, unless ways are found to sustain these economies through and beyond the crisis.

The primary constraint in both developing and using to full advantage the region's infrastructure and its productive capacity, remains the shortage of well trained manpower and low productivity. The problem has adversely affected both the management of public institutions and the profitability of business enterprises, and hence economic growth generally. The situation has further been compounded by a serious brain drain, as those with the skills have moved on in search of conditions of employment which are better than those offered at home.

Hence the theme for this year's Annual Consultative Conference: SADCC: Human Resources --- Primary Factor in Development. The challenges facing the region are set out clearly in the theme document before you. The region needs to train managers, teachers, technicians, scientists and policy analysts, and create the necessary conducive environment for individuals to apply fully their skills. Not only is the infrastructure required in the form of schools, colleges and universities, but also there is need to establish an environment of free enquiry and expression, and to make merit and excellence the primary factor for advancement.

SADCC itself must create a capacity to initiate, design and implement the programmes necessary to address the problems of human resources development in the region. The Government of Swaziland, as Sector Coordinator for Human Resources Development, has been requested to do all it can to ensure that the Organisation has the capacity to develop and implement the necessary programmes to address the situation. I will leave it to the presentation of the theme document, to inform the Conference in more detail what the issues are in this area, and how the Organisation proposes to tackle them. In recognition of the capacity constraints that the region faces in implementing and maintaining projects, the SADCC Council of Ministers has decided to place a moratorium on the creation of new sectors, and on the expansion of the existing Programme of Action through the addition of new projects. In the meantime, the whole Programme of Action is being reviewed, to establish the regional relevance and priority of all projects. At their meeting here in Windhoek, the SADCC Council of Ministers discussed ways of mobilising the region's own resources for the implementation of the regional programme, and directed the Secretariat and the Sector Coordinating Units to study ways in which this might be brought about.

All these initiatives are aimed at streamlining the programme and ensuring that only projects of high priority in the national and regional context are included in the SADCC Programme of Action.

Let me conclude my statement by thanking you, personally Mr President and through you, the people and Government of Namibia for their hospitality and for the comfortable arrangements which have been made for this Conference. For a country that is hardly a year old, the standard of the facilities and organisation at this Conference are truly outstanding and should be a source of great pride for all Namibians.

CONFERENCE THEME

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Presentation of Conference Theme on behalf of SADCC

Hon. B.S. Dlamini
Minister for Finance
The Kingdom of Swaziland

It is with great pleasure that I introduce this theme for the 1991 SADCC Annual Consultative Conference which is being hosted by the newest member State of SADCC, the Republic of Namibia.

The region's greatest asset and potential source of its wealth is its people. It is people who are responsible for planning, directing and managing change in ways which make the best use of SADCC's scarce resources in order to raise standards of living and extend the benefits of development to the majority of the population. It is in recognition of the critical importance of people and the catalytic role that they play in the development process, that the theme underscores the point that people are the primary factor in development.

Human development is after all, a life long process of developing an individual's potential to the fullest through education and training, improved health, ability to earn a decent living, the exercise of economic and political choices and guaranteed basic human rights. The development of human resources has two important dimensions - the formation of human capabilities, and the use made of those capabilities. SADCC and its member States need to pay explicit attention to both dimensions if meaningful human resource policies and programmes are to be implemented.

Mr Chairman, the dramatic changes which are taking place in Southern Africa and the world today, lend added urgency for SADCC to re-double its efforts to improve its human resource capabilities. In a rapidly changing and uncertain world, SADCC has to develop its capacity to adjust quickly if it is to develop its economies and compete internationally in a global market dominated by regional groupings. A region freed of conflict will have to face squarely the issues of equitable development, intra-regional investment, trade in goods and services and the movement of scarce skills and capital across national boundaries, if regional cooperation and shared programmes of human resource development are to have a real impact.

Mr Chairman, I am especially pleased to have the members of the liberation

groups participating in our deliberations for the first time. We in SADCC have found this collaboration to be informative and beneficial. I think we all can agree that a democratic South Africa will provide a boost to regional growth and expand SADCC's opportunities to promote skills development and to fully exploit the human resource potential of the region. It is not too early for SADCC to begin planning ahead to respond to the challenges and opportunities posed by post-apartheid South Africa in the human resource development sector.

This year's theme focuses on three major issues, namely, how the SADCC region can: increase the quantity and quality of educated and trained manpower; improve their productivity and the environment in which people operate; and how to ensure that individuals actualise their potential to the fullest and take primary responsibility for their own lives.

Skills Development

Despite SADCC's efforts to provide education and training to our people, there is still a persistent shortage of critical skills needed in our development. The employment of non-SADCC nationals at many times the cost of employing SADCC nationals is an indication of the magnitude of the problem. In order to address this issue, a critical mass of expertise needs to be built up and retained through expanded training and education programmes and policy reform. The training provided has to be job-related and directed towards improving skills and institutional performance. In order to ensure that the training is relevant to the world of work, the enterprise sector should be encouraged to participate in the design and implementation of skills development programmes. Management training in the public and private sectors urgently needs to be stressed.

At the tertiary level, specialised vocational training that offers an alternative to University Education should be expanded and strengthened. The region also needs to introduce radical changes in the school curricula, to prepare the labour force for the technological era. Scientific training and research must be actively promoted. Since skills development is an expensive pursuit and usually beyond the means of most of our member States, SADCC will have to develop its regional institutional capacities, relying on the economies of scale which come from the pooling of its resources.

The objective should be to build institutions of higher learning in SADCC into reputable centres of specialisation. Particularly important is expanding and improving the stock of skills among SADCC nationals in the areas of macro-economic and sectoral policy analysis, planning and management. This is both a high national and regional priority. To address this need, selected national

institutions (Departments of Economics, etc.) Need to be strengthened and further developed to serve the needs of the region.

Declining Human Productivity

The declining human productivity in the region is an indication of the fact that the skills in the region acquired by our people through training are not being efficiently utilised. The implication of this situation is that the SADCC countries are not benefiting fully from the investments made in the training of our people. This situation has been exacerbated by the economic crisis in the 1980s and the adverse impact on productivity of low wages, shortages of foreign exchange and inadequate support for essential human services. It has increased migration of talented SADCC nationals from the region.

Although labour mobility is the result of the natural tendency for individuals to seek greener pastures, the level and rate of labour mobility has further exacerbated the shortage of critical skills. Urgent attention needs to be given towards improving the work environment, to removing the regulatory constraints in the enterprise sector and to developing first class management skills. Urgent priority also needs to be given to re-directing technical assistance towards transferring skills and achieving self-sustaining improvements in SADCC countries.

SADCC nationals and enterprises need to be given preference to outsiders, in consultancy work and in filling key technical positions. Otherwise the excessive dependence on Cooperating partners for providing the skills needed for development will continue. Further, since there is a direct relationship between incentives and productivity, attention needs to be given to increasing salary levels, rewarding good performance and to introducing effective career development schemes. Without attention to creating an appropriate enabling environment for work, training will not be able to fulfil its developmental role.

Participating in Development

The lack of opportunity for some of SADCC citizens to realise their individual potential, to exercise their economic and political choices and to fully participate in the development process are major factors constraining human resource development. The vast majority of the rural population and women need to be brought more directly into the development process and non-Governmental organisations encouraged. The legal, social and economic barriers to women's participation need to be removed. Freedom of intellectual enquiry and expres-

sion, and the observance of the rule of law are basic universal rights which need to be observed and be extended to all the people.

Finally, for human resource development sector to be able to achieve its potential, funding by national governments needs to be significantly increased. The quality and quantity of human resource programmes has been adversely affected by the unfavourable economic environment and budgetary constraints. In order to provide needed finance, at the national level member States need to re-order their expenditure and sectoral priorities, introduce revenue generating schemes and improve the efficiency of the services provided. This is a tall order but I know we can achieve it. Cooperating Partners will have to play their part as well increasing their funding to the sector.

Framework for action

This theme document has been discussed in various forms during its preparation as well as in the special plenary session during this Conference. It is my view that as a result of this process, a number of issues and concerns have begun to be internalised. What is needed now is to establish a broad framework for future action and a strategy for directing national and regional efforts in implementing the important proposals made in the theme.

Mr Chairman, let me share with you some thoughts I have on a framework for proceeding. First and foremost, we must narrow our focus initially and decide what activities we can realistically carry out. We need to make progress in a few key areas building on areas where work has already commenced. Secondly, we must all commit ourselves to cooperate in implementing an action programme, starting this year. This necessitates our working even more closely together in preparing, appraising and funding the various projects where cooperation is required.

To provide a basis for proceeding, I propose that responsibilities within SADCC be clearly delineated to distinguish between:

- those areas which fall under the mandate of the human resource development sector,
- those areas which are the responsibility of the member State, and,
- those areas which fall outside the mandate of the Human Resource Development Sector, but which nevertheless should be pursued in one or more member States. While capacity building activities can proceed

concurrently in all three areas, a key prerequisite is that there be close coordination to eliminate duplication and enable us to benefit from the economics of scale which can result from our collective efforts.

Under the activities to be carried out by the Human Resource Sector, highest priority should be given to:

- strengthening the SADCC organs through training, staffing improvements and policy and other changes.
- strengthening institutions and capacities for policy analysis, training and research within SADCC's programme of action. SACCAR has made a good deal of progress and we need to proceed with implementation as soon as possible.
- strengthening management training and promoting regional business management. Again here programmes have been developed and implementation is on going through the Management Resource Unit, etc. These programmes need to be strengthened and expanded to include business education, etc.

At the national level, country-focused capacity building programmes are about to start or have commenced in several member States. These initiatives are likely to take the form of public sector management projects giving high priority to salary reform, improving job security and other incentives to retain key staff.

The third area, would involve concentrating on one or more country or functional/sectoral initiatives where SADCC-wide capacity-building might take place. Since these at present fall outside the mandate of any particular sector, they would have to be developed by one or more member States or through groups working closely with the SADCC Secretariat and the Human Resources Development Sector. High priority areas could include:

- strengthening institutions and capacities for policy analysis, training and research in higher education (following up on the recommendations of the ministers of education), economic policy studies and research (institutional networking).
- promoting other measures to foster sub-regional cooperation. Key areas are supporting SADCC regional consultants, promoting the return of SADCC national to the region, expanding opportunities for talented SADCC nationals to live and work in another SADCC country, etc.

- fostering economic policy studies and cross-country interaction and debate on major policy issues.

Lastly, Mr Chairman, all of the above actions need to be placed within the broader context of a long term strategy for human resource development in the region.

Mr Chairman, I have outlined a framework for an action programme. Let us move forward decisively together to tackle the pressing human resource issues facing the region; thereby helping SADCC to realise its true productive potential.

STATEMENTS

STATEMENT: On behalf of the Council of the European Communities

Mr Georges Wohlfart
President
Council of the European Communities

On behalf of the Council of Ministers of the European Communities, I extend my most sincere thanks to you, Mr Chairman, and to the Executive Secretary for the outstanding way you have organised this tenth Annual SADCC Conference.

Our Conference takes place against the background of threatening developments, notably in the wake of the invasion of Kuwait by Iraq, and also events in Eastern Europe. Indeed, the situation in the Middle East gives raise to serious concern.

These developments will, particularly as far as the Gulf crisis is concerned, have repercussions also for the SADCC countries. I can assure you that whatever may happen in these two parts of the world, the Community's commitment to supporting development of the SADCC member States will in no way be affected.

This meeting constitutes in many respects quite an exceptional event in the history of SADCC.

We are gathering for the first time in the capital of the newest and indeed, very welcome, member of the SADCC family. Our most heartfelt thanks to the people and the Government of Namibia for the generous hospitality we enjoy here in Windhoek.

We cannot but rejoice that the country hosting our Conference is now an equal partner among us. We in the Community have been following with both interest and admiration and certainly also with a feeling of solidarity the unfolding events in your country as it moved steadily and, at times, painfully down the road to independence.

We all pay tribute to the brave and determined efforts of the Namibian people to bring about achievements which have resulted in the establishment of a pluralistic multi-racial state with a constitution based on democracy and respect for human rights.

Independence also enables Namibia to participate in the new ACP-EEC Council of Ministers of 23 November last year. His Excellency the Prime Minister, Mr Geingob, signed the Fourth Lome Convention in Brussels on 19 December. We are both pleased and proud to see that, only eleven months after independence, Namibia has acceded to the Convention which constitutes the contractual basis for cooperation between the European Communities and the now 69 nations.

Only a few months ago, SADCC celebrated its tenth anniversary in the capital of Botswana; this meeting thus constitutes the beginning of the real work in the Organisation's second decade. The celebrations in Gaborone took place, for evident reasons, in an atmosphere of satisfaction with the past achievements and optimism regarding the future; optimism not least based on recent positive developments in the region.

The celebrations were a tribute not only to the leaders and representatives of SADCC who, ten years ago, signed the historic and indeed forward-looking declaration "Towards Economic Liberation", but also to those who, during the last ten years, have contributed to the development of your Organisation into a pragmatic and dynamic instrument of regional cooperation.

Needless to say, the Community is a firm advocate of regional cooperation. It is indeed the cornerstone on which its own existence is built. We also believe in regional cooperation in general and not least as an indispensable means for promoting lasting and sustainable development. This belief was clearly borne out in the ACP-EEC Convention which we signed together with our ACP partners just before Christmas in Lome more than a year ago.

The new Convention's provisions concerning regional cooperation have been considerably strengthened compared with previous conventions. One clear sign of this is the amount of ECU1.250 million set aside for this purpose which represents an increase of 25 percent compared with the Lome III Convention.

The Community and its member States have, from the very beginning, been firm supporters of SADCC. During the past decade, the European Communities have demonstrated their commitment to the development of the region, thereby contributing to the promotion of collective self-reliance. SADCC has, over the years, become the main channel through which the Community and its member States provide financial and technical support at a regional level to the Southern African states.

The distinct characteristic of SADCC is its project-oriented approach in various sectors such as agriculture, energy, natural resources, communications, tour-

ism, industry and trade and human resources development - an approach which has been at the same time pragmatic and realistic.

During its first decade, the Organisation met with daunting challenges. Externally, the South Africa destabilisation efforts contributed to the problems of a number of SADCC countries. On the internal scene, SADCC and its member States have, however, during the second half of this decade, engaged in courageous undertakings in order to respond to these difficulties by implementing reform measures which have already resulted in promising developments. You have thereby already gone a long way to achieving the objectives of the Founding Fathers which were in the first instance to reduce the member States dependence on South Africa and, at the same time, to create equitable regional integration and cooperation between your countries.

The future will undoubtedly bring new challenges to SADCC. They may even be challenges of considerable and hitherto unknown dimensions, that of integrating a non-racial and democratic South Africa into your Organisation. Let us hope that this will happen soon, also because we are confident that SADCC will be capable of coping with that enormous and very demanding task.

We noticed with great interest that your Summit in Harare one and a half years ago decided to review SADCC's status and its organs in order to prepare the Organisation for the new challenges which it will be confronted with in the next future. A team of eminent regional experts is to submit recommendations to this year's Summit; we are very much looking forward to the outcome of this exercise, confident that your Organisation will, on the basis of these recommendations, take decisions which will enable SADCC to respond to both the challenges of today and tomorrow.

The main theme of this year's Conference highlights the role of human resources as a primary factor in development.

There can be no doubt that a well-educated and well-trained workforce is one of the key factors contributing to economic development and fostering growth in all countries. Men and women are, after all, both the main driving force and the main beneficiary of development. The mobilisation of all human resources in developing countries is therefore a crucial factor in promoting sustained and increasingly self-reliant socio-economic development. This point is clearly acknowledged and illustrated in two Conference papers prepared by SADCC for this meeting.

The new Lomé Convention rightly, in our view, focuses on *Man* as the main protagonist and beneficiary of development, which entails respect for and

promotion of all human rights. As regards human rights, to which all parties to the Convention are committed and whose respect lends full meaning to people-centred development, the main body of Lome IV reaffirms more forcefully the provisions contained in Lome III.

As I already indicated, a number of the provisions of the new Convention offer wide scope for enhancing the value of human resources in the context of integrated and coordinated programmes covering education, training, research and drawing particular attention, for the first time, to the role of women. The aim has been to encourage upgrading of the value of human resources and to secure for men and women alike a better place in a better society.

The scope of opportunities allows implementation of a varied range of actions designed to respond as effectively as possible to the specific needs of each ACP State. However, the support which can be given requires ACP governments to take the necessary steps to make use of these provisions themselves.

Concerning in particular those aspects of human resource development which relate to improved productivity at the workplace, we believe there is a need for an in-depth analysis of all factors which have a direct bearing on tackling the socio-economic problems of this region. Such factors could range from the necessary institution building for educational training, research, science and technology to an improvement of the environment in which people live and operate.

We are aware, however, that human resource development is a lifelong process of developing an individual's potential to the fullest and bears two dimensions: on the one hand the formation of human capabilities through education, improved health, etc., and, on the other, the right to use these capabilities in a relatively open society and to have a chance to participate at all levels in the development process.

Last year's tenth anniversary celebrations in Gaborone inter alia led the Presidency of the Council of Ministers of the European Community to make a brief assessment of the major political developments in Southern Africa. Last August we had in particular welcomed those events which were likely to pave the way towards the total abolition of the apartheid system and the democratisation of the South African republic.

In this connection, the Community and its member States have been actively pursuing their policy to Pretoria of pressure and persuasion. They were pleased to note the completion of the lifting of the state of emergency, on October 1990, when those regulations applying to Natal were normalised.

In line with their reflections on the situation in South Africa and the means to advance a peaceful settlement, the Community and its member States continue to call for the creation of a united, non-racial and democratic state which would offer its entire population the benefit of equal and common citizenship as well as the guarantee of universally recognised human rights. Those will doubtless have to be the features of a regional interlocutor who could become a fully-fledged partner in cooperation with SADCC; an expanding and reinforced group of countries whose political and economic impact on the entire region is being enhanced from year to year.

Along with the human rights considerations which are guiding the relations between the Community and its member States and the other members of the international community, the support of democratic values and the promotion of political, economic and social development and stability are corner-stones of our interaction with countries and groups of countries.

In such a framework, and without wanting to indulge in a controversy on our common European policy on "sanctions" towards South Africa, I briefly wish to recall that the December 1989 European Council of Strasbourg had decided that the Community and its member States would maintain the pressure exerted on the South African authorities in order to promote the "profound and irreversible" changes which they have repeatedly stood for. In June 1990, the European Council of Dublin affirmed its willingness to consider a gradual relaxation of the: pressure when there was further clear evidence that the process of change already initiated continued in the direction previously called for.

In this connection, and taking into account recent developments in South Africa, the European Council of Rome adopted on 15 December last year a set of decisions aimed at encouraging the process underway. Accordingly, Heads of State and Government decided that when a legislative initiative to abrogate the "Group Areas Act" and the "Land Acts" had been taken by the South African authorities, the Community and its member States would relax those measures adopted in 1986.

To this end, and in order to help fight unemployment and to improve the economic and social situation in South Africa, the European Council of Rome decided to abrogate the interdiction of new investments. In the same vein, and with the definite aim of carrying out in a consistent way their policies towards South Africa. The Community and its member States agreed to increase their programme of positive measures and to ensure that it is adapted as necessary to the needs of a changing society, including those connected with the return of the exiles.

This policy of anticipation is, in my view, based on solid ground, even though it is calling for a close monitoring of South African realities. We are all waiting for the opening, within a few days, of the next session of the South African Parliament. In the light of the announcements made by President De Klerk in September 1990, the international community has great expectations concerning the substitution of the apartheid legislation by a whole new set of non-discriminatory laws. They are furthermore awaiting the necessary input, from all the parties involved, to go beyond "talks on talks" and launch the real negotiations on a new constitution.

Notwithstanding what I have been saying on this important chapter of Southern African history, I would wish to confirm, at this very moment in time, that the Community and its member States continue to apply the Code of Conduct for Community companies with subsidiaries in South Africa, with the firm belief that the measures taken by European companies in implementing that Code have contributed to furthering their policy of respect for the dignity of the individual in the process of achieving the elimination of apartheid by peaceful means.

I would indeed hope that this part of the world, Southern Africa, which has been longing for peace, justice, fundamental freedoms and socio-economic well-being for many years, and which has been consistently trying to overcome all the hardships it has been confronted with, will make the best possible use of the last decade of this century. The Community and its member States will remain a true partner on the path leading towards the realisation of the legitimate aspirations of the Southern African peoples.

Permit me to touch briefly upon two other countries of the region, namely Angola and Mozambique, which have been a source of grave preoccupation. Positive developments in these countries have led the Community and its member States to express their conviction that a settlement of the conflicts in each of the two countries was possible through dialogue.

We heartily encourage the negotiations which are taking place under Portuguese and Italian auspices respectively and reiterate our readiness to provide substantial and effective support for reconstruction and economic and social development in both Angola and Mozambique.

To conclude, I would like to add a few words on behalf of my own country. Luxembourg, which for the first semester of 1991, holds the Presidency of the Council of Ministers of the European Communities, has always been a strong and resolute supporter of regional cooperation and integration in Europe. Without any doubt the story of the European Communities is a story of success.

This is why in its relations with other countries, the Community, and more particularly, Luxembourg, are seeking to encourage regional cooperation.

By way of raising their standard of living and reducing their economic dependance on the outside world, the SADCC states have shown that serious obstacles have been overcome. We, in Luxembourg, are convinced that SADCC is on the good road and that the Southern African countries will find continuous assistance in the future.

This is the first time that Luxembourg has had the opportunity to address the Southern Africa Conference on development cooperation. I am deeply convinced that for long-term development, financial and technical assistance is needed. This is the reason why my Government has decided to start cooperating with SADCC in a framework of a project to be defined.

I trust that the years ahead of SADCC will prove successful in the further construction of a strong entity, proud of its variety and confident in its unity.

It is my firm conviction that the ten countries of SADCC will prove a major interlocutor not only in the region, but within the continent and beyond the borders of Africa, in an honest and fair transcontinental relationship.

STATEMENT: On behalf of Nordic Countries

Mr Bengt Säve-Söderbergh
Under-Secretary of State
Sweden

It is a great pleasure for me to address this important SADCC Conference on behalf of all the Nordic countries, that is Denmark, Finland, Iceland, Norway and Sweden.

I am particularly happy to have the opportunity to talk openly in the free and independent Namibia. On behalf of all our delegations I wish to thank our hosts, the Government and the people of Namibia for your warm and generous reception. Thank you all very much.

Since our last SADCC annual conference one year ago, the winds of change have been blowing in the world with speed and force that nobody could quite foresee. Some of these changes have been dramatic and sad but many others have given hope for the future and a better world. Most of these changes have a direct or an indirect impact on Southern Africa and the prospects for a better life in this part of the world.

In the past year we have seen an end to the East-West conflict. This conflict had affected not only East-West relations but also had deep repercussions on North-South and South-South relations. Countries in Eastern Europe have freed themselves of old rules and have started the development of restoration of democratic rule with a new sovereignty, independence and freedom in mind. We all welcome this with great joy and we will support this development. It is our hope that this shall be a peaceful process and that resources previously spent on military armaments will be freed for economic and human development in the decades to come.

We are now witnessing a war in the Persian Gulf. Iraq invaded Kuwait and took that country with force. Such an act of aggression and disrespect of the sovereign rights of a nation cannot be tolerated, be it in the Gulf, in Southern Africa or anywhere else in the world. The principles of international law must be respected. Let us hope that the resolution to this conflict will contribute to setting a new standard globally for all nations and that any potential aggressor will get a clear signal and avoid the methods used by Iraq.

I think we are all aware that these principles have not been respected in the past in this part of the world, and that the world community as a whole has not reacted as firmly as now when international law has been breached and open aggression has taken place. We now have to create stronger mechanisms for maintaining global as well as regional security in order to prevent war and human suffering. The conflict in the Gulf as well as the ending of the Cold War affects us all. The growing interdependence of nations and individuals is as strong a force as the struggle for self-determination.

The new world will have to be based on both these trends. No nation can solve its own problems without relying upon others. Issues of peace and security will have to be dealt with jointly. The economics of individual nations become more intertwined whether we like it or not. Managing the threats to our environment calls for cooperation and common action. Poverty and its effects on individuals and countries is also gradually being recognised as an issue not only of moral values but also as a threat to mankind as a whole.

We see a growing interest in global as well as regional cooperation. The

governance of interdependence will become a major issue in the decade to come. Europe is going through a rapid process of integration. Similar developments take place in America and Asia. Speaking as a European, I want to see a Europe open to the world and pledged to global solidarity.

SADCC has been an important and successful part of regional cooperation in Africa. Its creation was conditioned by the aggressive policies of the South African apartheid regime a decade ago as well as the need for stronger economic integration in the region. SADCC has produced many good results in offsetting the negative consequences from South Africa's devastating destabilisation policies and has thereby contributed to the successful struggle against apartheid.

Southern Africa is certainly one part of the world where the winds of change are strong, and are creating new opportunities for peaceful and positive changes that create hope for the people. Let me point at three trends:

- It is our strong hope that we are now witnessing the final falldown of the remnants of colonialism and racist apartheid. We welcome the independent nation of Namibia and we salute the progress being made in the struggle against the apartheid system in South Africa. What is taking place in talks, agreements and in preparations for formal negotiations to end apartheid sounds promising and we pay our respects to those who committed their lives to this just cause. In due time, we hope very soon to see a free South Africa — the fruit of a long struggle supported by sanctions and other acts of solidarity. In a not too distant future South Africa may become the next member of SADCC. We welcome and support such a development.
- We see a wind of change in the governance of many nations in Africa. A new generation of Africans, who have witnessed the independence of their nations, are now welcoming more pluralism, accountability and transparency in the governance of nations and communities. We welcome and support this development.
- Thirdly there has developed in recent years a stronger convergence of views of the need for new economic policies for growth and equity. Good and bad experiences have been gained. The private sector is gradually acquiring an important and independent role, be it in the form of business or non-governmental organisations. A clearer division of labour is evolving. The state and the public sector must have an important role to play in the future, but it has to take on realistic duties that can be carried out fully in the interest of and to the benefit of the nation as a whole. In

Southern Africa these three trends together with global changes will dramatically change the conditions and opportunities of the region as a whole.

The prospects for peaceful change will free political and financial resources for human development. It should become possible to use the full potential of this region's rich human and natural resources. These trends will raise the issue of SADCC's future direction. SADCC has been instrumental in large investments in the region. One major issue is now the maintenance, operation and management of all these investments.

Human resources development is a crucial theme in this respect and in the whole future of the SADCC region. The theme and the priority should be welcomed. Now comes the time for SADCC and its member States to define in more concrete terms what the role should be for regional and national institutions in this respect. SADCC was created amongst other things to promote stronger economic integration in Southern Africa. I believe that there are a number of possibilities in this respect where members can gain by working together.

We would welcome and support more concrete programme and projects for regional integration and cooperation. We know from experience that benefits can be gained for all and that such cooperation will become more necessary in the decade to come.

The Nordic/SADCC cooperation has entered a new phase with the adoption yesterday of a new framework for the period 1991—95. Strong emphasis is laid on forging business links, promoting trade and investment. As you all know, the NORSAD Fund is being set up in Lusaka and its Board of Governors met here in Windhoek today.

The SADCC sector of Culture and Information promises a new of broadened relations for SADCC/Nordic cooperation, with NGOs and artists in the lead. The question is sometimes asked whether developments in Europe will lessen our interest in cooperation with Africa. We realise that Europe and other parts of the world will also need our attention.

International cooperation is not a zero-sum game. We will need more global, regional as well as bilateral cooperation.

We are aware of the special situation, problems and opportunities of Africa. We are also aware of the growing attention and interest in long-term and efficient use of scarce resources.

With these words I want to end my intervention by saying, on behalf of the Nordic countries, that our development cooperation with Africa is of a long-term nature and will have the highest priority also in the years to come.

You can count on our cooperation and solidarity even in the decade to come.

COOPERATING GOVERNMENTS

STATEMENT : Australia

Hon. Senator C Schacht

Chairman

Parliamentary Joint Committee for Foreign Affairs,
Defence and Trade

On behalf of the Australian delegation I would like to thank the Government of Namibia for its generosity in hosting this 1991 SADCC Conference, and the SADCC Secretariat for their work in organising this significant meeting.

I am particularly pleased to be here for this meeting, at a time of optimism and great change in the region, as well as in South Africa.

This meeting is significant not least because of its location in the newest member of the global community of nations and of SADCC. Australia is proud of its long and constructive involvement in the Namibian independence process and has warmly welcomed Namibia's independence.

Our involvement included membership of the UN Council for Namibia; long term provision of support to the UN Fund for Namibia; assistance to the United Nations in fulfilling its task in Namibia through, firstly, provision of 300 personnel to UNTAG, and secondly, provision of electoral personnel and equipment to assist with the conduct of the Constituent Assembly elections. Australia also provided direct support for the Commonwealth Observer Group for the Namibian elections.

Since independence Australia has announced the commitment of up to SA6 million over three years to support Namibia's economic and social development.

At a personal level I would like to pay a particular tribute to the late Bernt Carlson, UN Commissioner for Namibia, who was tragically killed in the Lockabie air disaster right at the time when a peaceful solution for Namibian independence was achieved.

I knew Bernt through his previous work as the Secretary General of the Socialist International. Bernt's death robbed the world of an outstanding human being committed to creating a more equitable world society.

On behalf of the Government and people of Australia, I take this opportunity to



again warmly congratulate the Government and people of Namibia for gaining their independence, and also for Namibia's taking up membership of both SADCC and the Commonwealth.

Australia continues to be firmly committed to the aims and objectives of SADCC, and to support the work undertaken to develop closer regional cooperation. SADCC continues to gain international respect for its realism and purpose, for its lean organisational framework, for its pragmatism, its flexibility and its decentralised approach. We will continue within the limits of our available resources to contribute actively and constructively to SADCC's aims.

We have already heard from the Chairman of the SADCC Council of Ministers the successes of the basic strategies of SADCC. Sector programmes have been refined and, where appropriate, expanded. In addition to the activities already being implemented a programme of effective, workable activities is available for consideration by Cooperating Partners.

This progress has been made despite the economic and political pressures exerted on the region. Consequently Australia congratulates SADCC - and its member States - on achievements to date.

In terms of economic growth, it is naturally disappointing that after three consecutive years of successively higher growth rates, 1989 saw a decrease in the aggregate GDP of SADCC member States. This was largely attributable to a decline in commodity prices, and in Australia's view, is not a cause for fundamental economic pessimism. Through their pursuit of positive macro-economic policy reforms, many SADCC member States are laying the basis for a sounder economic future. This basis is strengthened by implementation of programmes in the SADCC-identified priority sectors of food security and transport and communications.

Recent developments in South Africa under the de Klerk Government have been brought about by a combination of external and internal pressures. Australia is looking forward to de Klerk's speech of 1 February which we hope will be a milestone for the future of South Africa and the region.

The Australian Government welcomes the ANC and PAC as full members to SADCC. We believe that it is a further clear sign that the defeat of apartheid in South Africa is near.

Today's address by Nelson Mandela is further testament to the changes taking place in South Africa. It is the Australian view that SADCC has now to begin preparing for a post apartheid South Africa.

We believe that subject to further progress in South Africa, as positive words translate into firm action, SADCC should begin preparations for South Africa to join with it in finding solutions to the region's problems — especially its economic problems.

A post apartheid South Africa will inevitably play a major role in the economic development of all of Southern Africa; and SADCC must find a way of ensuring that this role is for the benefit — not the detriment — of the region. SADCC will be a very important forum for the economic integration of a post apartheid South Africa into the region.

We believe the focus of SADCC will then have to change from its present major aim of economic independence for the frontline States, to a body which assists the equitable integration of the South African economy into the wider region of Southern Africa; *without domination by South Africa.*

Australia, as an activist nation in the campaign against apartheid, looks forward to continued participation in SADCC in this coming *new age of post apartheid.*

Australia's Special Assistance Programme to South Africa (SAPSA) is aimed at providing assistance for humanitarian and human resource development for black South Africans disadvantaged by apartheid. Of the \$A17 million earmarked under this programme over the next three years, some \$A12 million will be directed towards human resource development.

Australia welcomes the theme for this year's Conference. It is self evident that the human resources are indeed the primary factor in development. The availability of skilled manpower is therefore central to the success of both SADCC and national development programmes of the SADCC member countries.

While our assistance is modest in scale, human resource development is a central focus of Australia's aid to the Southern Africa region. For example, in 1991 we expect to have about 300 Southern African students on courses in Australia under bilateral and other training awards provided for SADCC member countries. This represents an increase of more than one third on last year. These awards are targeted at sectors identified by SADCC and by each SADCC member country as being of high priority: *food security, transport and communications, and education.* At the same time we are strongly committed to the principle and achievement of gender equity in our award offers to Southern Africa.

In addition, training within the SADCC region is growing. Under the Mozambique/Australia In-Country Training Programme, 127 awardees are currently

pursuing tertiary studies in Maputo in disciplines identified by the Government of Mozambique as being of high priority. Through earmarked Australian contributions of up to \$A3.95 million to the Special Commonwealth Fund for Mozambique, Mozambicans are being trained in other countries of the region and in Australia in mutually agreed high priority fields.

Australia has earmarked SA1 million to assist human resource development in Angola. Implementation of the Angola/Australia Training Programme during 1991 will see groups of Angolans also receiving training in other SADCC member countries and in Australia.

After an expenditure of \$A2.25 million over two years, the very successful Grain Management Training Programme concluded in 1990. The Programme strengthened in-house staff training capacity in the grain handling authorities of its seven participating SADCC member countries. It is also directly improved staff skills within the authorities; with the In-region Programme support, 47 staff members successfully completed an Australian-accredited Certificate in Grain Husbandry course by distance education from an Australian tertiary educational institution.

The second phase of the Education Programme for Southern Africa, to which Australia has committed SA7 million over three years, is designed to improve the quality of primary and junior secondary teachers in seven SADCC member countries through the training of teacher trainers.

Mr Chairman, 1989-90 was the last year of Australia's triennium pledge of SA100 million for Southern Africa. The commitment was more than fulfilled, since actual expenditure exceeded SA103 million. Some 10 percent was provided regionally through the two education programmes, in teacher training and grain management and through some eight SADCC activities. These activities are focused on the sectors of Food Security, and Transport and Communications which have been identified by SADCC as being of high priority. They are all progressing satisfactorily.

In 1990-91 assistance for SADCC and regional activities is expected to exceed \$A3.7 million. This level of support is scheduled to continue in the next two financial years under the new Australian triennium pledge of SA110 million for Southern Africa which commenced in July 1990.

In the Transport and Communications sector, Australia is providing funding for the TAZARA Railway Landslips Rectification Study. This will enable completion of the tender contract design and documentation stage and it will provide ongoing training in Australia for TAZARA nominees in the number of

sources. Total expenditure on TAZARA over six years is likely to reach \$A2.3 million.

During 1990 equipment valued at over half a million dollars was purchased for and delivered to the Central Electrical Workshop of the National Railways of Zimbabwe for the benefit of the region as a whole.

Australia will be continuing its funding of the Australia/SADC Consultants Trust Fund at up to \$A1 million annually. The Fund enables implementation of priority regional Transport and Communications sector studies utilising both Australian and local expertise.

In the Food Security sector, Australia has extended its long-standing support for the sector coordinating activities of SADCC's Food Security Technical and Administrative Unit. To this end a further \$A2 million has been committed over a five year period.

The Southern Africa Regional Food Marketing Infrastructure Study undertaken jointly by Australia and SADCC in 1987 which was extended to include Angola last year, will be extended again in the near future to include Namibia as the newest member of SADCC.

Preparations for phase two of the SADCC Regional Irrigation Study are well in hand for implementation this year. Phase one was completed last year and the total cost of the study is expected to exceed \$A650,000.

Through the Australian Government Refugee, Disaster Coordination Programme, Australia provided \$A23 million assistance over the last three years, additional to the triennium pledge, in the SADCC region (mainly Mozambique and Malawi). These funds were primarily used for drought assistance and relief aid for refugees. Over the same period support to the value of \$A2.250 million was provided by the Australian Government to Australia Non-Government Organisation projects in the region. These organisations also provided almost \$A1 million of their own funds for these projects.

Australia, like other Cooperating Partners, is proud of its contribution to SADCC. Naturally we wish financial constraints in Australia did not restrict our contribution to its present level. However, I believe all developed countries as Cooperating Partners must recognise that despite all the bilateral and multilateral assistance that is being given to Southern Africa, it is not very long ago that there was a net transfer of financial resources from the region to the *developed* First World and we must not allow this situation to repeat itself.

We believe that the quickest way to improve the economics of the region is for the First World, and in particular the EEC, to remove its restrictive trade policies - particularly agricultural trade policies - and allow Africa and other developing nations the opportunity to sell their products in markets of the developed nations without constraint or discrimination.

Unless this action is taken it will always be somewhat hypocritical for the developed world to provide direct assistance yet at the same time allow a net reverse transfer of resources to occur.

The removal of restraints on trade from the developing nations to the developed nations must be a high priority. It is an issue we believe SADCC especially in the post apartheid period should take up.

Mr Chairman, on behalf of the Australian Government, I would like to congratulate SADCC on its achievements to date, and to reaffirm Australia's commitments to the political objectives of SADCC and its development programmes as its members encounter the challenges of the last decade of the 20th century.

STATEMENT : Austria

Dr P Jankowitsch

Minister of State for International Cooperation

It is a result of the positive developments in international affairs over the past two years that the 1991 Consultative Conference of SADCC is held in Windhoek, Namibia, now the tenth member of SADCC.

Namibia's move to freedom and independence in March 1990 ended a century of colonial domination and greatly enhanced the prospects of peace for the whole region of Southern Africa. I extend with great joy the sincere wishes of the Austrian people and Government for a happy and prosperous future to the people of Namibia.

Austria has over many years, supported Namibia's fight for independence, so gallantly led by the eminent statesman who today presides over the destiny of this country.

It is for this reason, but also for many others, that Austria will consider Namibia a desirable partner in development cooperation. In that regard Austria is now working to establish some foundations necessary for our cooperation including the opening of a diplomatic mission in Windhoek.

Important developments have also been taking place during the course of last year in Angola and Mozambique. We welcome the current progress of negotiations in Angola and hope that the concerted efforts of the parties will lead promptly towards a cessation of hostilities and the end of many years of fratricidal war fuelled by outsiders.

Let me also warmly welcome important political initiatives taken by the Government of Mozambique for the restoration of peace, democracy and normalisation of the life of the people of Mozambique. We share the hope of the Government of Mozambique that the recent agreement with RENAMO on preliminary steps to be taken in a period prior to ceasefire constitutes an important confidence building measure that will lead to a total ceasefire, to an end of the war, and to the restoration of peace.

Austria is well aware that the normalisation of life in both Angola and Mozambique will require massive support of the international community to rehabilitate hundreds of thousands of refugees and displaced persons. Austria will not be found wanting in her contribution to this effort.

There are also encouraging signs that the days of the main source of conflict and instability in the region, the policies of apartheid in the Republic of South Africa, are numbered. Austria follows with great interest and hope the policy of change that has been initiated last year, and the beginning of talks between the Government and the representatives of the majority population. We fully support and encourage initiatives that open the vision to a united, non-racist and democratic South Africa; a vision so impressively articulated this morning by Nelson Mandela, whose presence here I should like to salute as heralding a new era in South African history.

But together with the international community we are quite aware that further steps by the South African Government are needed to see clear evidence of profound and irreversible changes as called for in the Harare Declaration of the OAU of August 1989 and in the UN Declaration on Apartheid of December 1989. For this reason we shall give careful consideration to the address, tomorrow, of President de Klerk.

Only fundamental change in South Africa will permit the SADCC region to move definitively from destabilisation and destruction to peace and prosperity.

This will, however, also represent a new challenge in terms of SADCC's tasks: so far, in practice, one of SADCC's primary preoccupations has been to survive in an environment adversely affected by a hostile South Africa. Today, SADCC is increasingly in a position to concentrate on regional and national economic development and, as stated in the Lusaka Declaration of 1980, on the forging of links to create a genuine and equitable regional integration. SADCC will thus become even more a core instrument for common endeavours in the field of human and economic development; in trade, in science and research and with regard to environmental concerns.

Turning to Australia's cooperation with SADCC, it will, as in the past, centre on the strategic sector of transport. Austria has been participating actively in three programmes; the "Tazara ten year development plan", the "Beira Corridor Rehabilitation and Development Programme" and the "Limpopo Rehabilitation Programme".

I am pleased to inform you that the Austrian maintenance support programme to Beira Corridor Authority is being implemented according to schedule. An extension of this programme is now under preparation. Also in accordance with the agreements with Mozambique and Zimbabwe, the Austrian financial contribution to the rehabilitation of the Limpopo Corridor amounting to US\$1.2 million has been made available to National Railways of Zimbabwe (NRZ).

During 1990 substantial progress has been made to enhance the Austrian contribution to TAZARA. After completion of the study on track welding, preparatory work for the realisation of the project has made substantial progress. A phase I providing for track welding of approximately 650 km of TAZARA in Tanzania has been agreed between Austria and TAZARA which should be started up at the end of 1991. Costs of phase I have been estimated at approximately US\$25 million for a period of about five years. In order to complete the entire project the involvement of other donors will be necessary.

In the past, Austria has contributed to the realisation of the TAZARA project on track rehabilitation and maintenance. In November 1990, an agreement was reached for the establishment and management of a spare parts pool to be financed by Austria with US\$3 million.

In the Mining Sector possibilities of cooperation have been identified and a first project in the area of chromite mining in Zimbabwe is under preparation.

There is general agreement today between SADCC countries and their development partners, that *human resources development* is the key to sustainable

development and economic progress and has become a priority for the development cooperation in the 90s.

Austria fully shares the views expressed in the excellent report presented to this Conference on *Human Resources, Primary Factor in Development*. Indeed, as pointed out in the report, human resources development has two dimensions — the formation of human capabilities and the use which can be made of those capabilities. Achieving these depends to a very large extent on a conducive economic, social, intellectual and political environment.

Austria has been cooperating with a number of SADCC countries in the area of human resources development and is prepared to enhance its support to programmes of human resources development. We see mainly three areas of strengthening our cooperation:

- enhanced cooperation at university level, ensuring increased participation of SADCC countries in Austrian postgraduate scholarship programmes;
- special training programmes in the sectors where Austria is already involved, for instance transport, mining and industrial management; and
- cooperation in the area of education planning.

Tourism has been identified as a new sector for increased cooperation between Austria and SADCC. The sector has great potential to contribute to the economic development of SADCC countries, and it is an area where Austria has internationally recognised know-how. Austrian expertise could be made available for tourism planning, development and training in the tourist and hotel management.

Austria commends SADCC for the improvement in *Regional Food Security*. However, until SADCC is self-sufficient in food at regional, national and household levels, Austria is willing to continue its food aid programme, mainly destined to areas adversely affected by the influx of refugees affected by destabilisation and drought. It has been our traditional policy to purchase relief food supplies within the region wherever possible.

Austrian support to the SADCC region, Mr Chairman, is not only reflected in our bilateral programmes but also in our cooperation with international organisations such as the ADB, the World Bank, UNDP and UNIDO. Let me mention only in passing the ones more relevant to SADCC, such as the funding of UNIDO/PTA sector studies and courses for PTA customs officers. Through

our World Bank co-financing facility, we have committed substantial amounts to energy projects in Malawi.

Let me conclude by a general remark on Austrian development policies that *have entered a new phase* after the formation, in December last year, of a new Federal Government. The new Government has introduced a new ministerial post for development cooperation with the rank of Minister of State in the Federal Chancellor's — that is the Prime Minister's — Office. By putting development policies once more, as during the time of Chancellor Kreisky, directly under the political responsibility of the Head of Government and a separate Minister of State, Austria wants to demonstrate the increasing importance she attaches to the further strengthening of her development policies and relevant Government machinery.

This, Mr Chairman, might also be an appropriate signal at a moment when such legitimate concern is expressed over priorities for assistance to various parts of the world. I am pleased, therefore, that, as Minister of State, my first foreign engagement in these new responsibilities is the participation in this important Conference for whose success the Austrian delegation is willing to work.

STATEMENT : Belgium

Hon. Andre Geens

Minister of Development Cooperation

It is the third consecutive year that I have the pleasure to lead the Belgian delegation at the SADCC Annual Conference. Last year I opened my speech with a reference to Namibia. Even though independence was at that time still two months away, I, as so many of my colleagues, extended a welcome to Namibia into the family of sovereign states. Much has happened during the last year in this part of the world, as indeed elsewhere. Among the positive things to remember is certainly the excellent start which Namibia took as a multi-racial, pluralistic, prosperous and free nation. To hold this year's Conference here in Windhoek, the capital city of the tenth and youngest member of SADCC, makes good sense.

At this very moment a war is raging in the Gulf. It is a global conflict whose economic consequences are being sharply felt in Southern Africa. I sincerely

hope with all of you here that it can quickly come to an end and that African countries can be spared further economic damage. Wars always come at the wrong time, but for African countries the timing of the Gulf conflict is especially bad, coming as it does at a period of great economic vulnerability.

The last year has not been a spectacular year for the SADCC countries in terms of economic growth or social development. I guess that nobody really expected otherwise. Sub-Saharan Africa is going through a protracted development crisis which, according to all reasonable projections, will last at least for another decade.

If the year cannot show any impressive overall results, that does not mean that nothing positive has happened. Most countries in the SADCC region have continued to implement difficult and often painful policies of macro-economic adjustment which will lay the basis for faster economic growth and hence better material well-being of their population in the future. Some countries have continued to have much better than average scores, thereby providing the proof that high rates of growth are not illusory. Some other countries, while performing less well, at least were able to achieve higher rates of economic growth *with* adjustment than they had during the early eighties when they were not following such policies.

Turning to the political sphere, the last twelve months were interesting for the change in the political mood in Africa. Already noticeable a year ago but now more consistent has been a growing self-confidence and outspokenness of the press, civil servants, university teachers and students, and also the ordinary man and woman. Although this evolution is not captured in the statistical tables of the World Development Report or the UNDP Development Report, it is particularly important. Times are getting more difficult for those African leaders who remain unresponsive to the demands for basic political and human rights; for open and accountable government and for efficient development policies. It is encouraging to see that African leaders by and large understand the message.

Out of South Africa we also get hopeful signs. A long road has still to be travelled before apartheid is abolished in all its forms, and this in turn justifies continued pressure on the South African Government. But we have reasons to be hopeful that in the foreseeable future, all South Africans irrespective of race or colour, will be able to cast an equal vote in free and democratic elections.

Mr Chairman, if sensible macro-economic policies and more accountable and democratic governments are essential ingredients of development, so is investment in human resources, the theme of the Conference paper. The paper gives a good review of the issues at hand and reminds us of the many difficult choices

before us. Whilst reading the paper I was struck by the absolute necessity of making bold and probably painful choices. For choices have to be made. We cannot, alas, at the same time put all the emphasis on primary education and equally on higher education, on the formal sector and equally on the informal sector, on pure and on applied sciences. To give an illustration which puts it very bluntly, the question is not whether or not we should have better mathematics and science training at higher levels of education - of course we should - but rather how much more primary education we are going to give up for it.

The problem is that the countries in the region have neither the financial nor the human resources at their disposal to provide their population with all the investments in human capital described as desirable in the paper. Some countries can and should reduce their military expenditures and spend more on education and health. Even so a gap remains.

The GNP of my country, Belgium, is roughly the same as that of all Sub-Saharan Africa together. Even if all African countries were to spend the same percentage on education and training as Belgium does, the same amount of money would have to be spread over 45 times more people than is the case in Belgium.

Let me just mention two points in the Conference paper with which I especially agree. First and foremost, it seems essential for both economic and social reasons to put more emphasis on meaningful primary education for all children, girls as much as boys: learning to read and to write, and learning the relevant basic skills necessary in later life.

Secondly, at the other end of the educational spectrum, university education is often absorbing a disproportionate share of public spending, yet the quality of the output in many instances is low and falling. I think that if African countries ask us to provide more aid for their universities, then they should put their university houses in order and provide a general institutional framework which allows for efficient and dynamic training and research centres. At present this is often not the case, although there are important and interesting exceptions in a number of SADCC countries. We agree entirely with the Conference paper in its advocacy of regional cooperation in setting up post-graduate programmes. This is one important way of creating the economies of scale which at present are so surely lacking. We sincerely hope that the approach of joint post-graduate programmes will prove workable. My country is willing to contribute towards such programmes, both financially and with manpower.

At the Annual Consultative Conference of 1989, in Luanda, I announced the readiness of the Belgian Government to fund SADCC projects in a more

systematic way that had been the case up to that point in time. This intention was given concrete form in a regional budget of 600 million Belgian Francs and the establishment of a SADCC-desk both at headquarters in Brussels and in the region. The propriety sectors retained for Belgian involvement in SADCC were Transport and Communications, Energy, and Agriculture.

It took some time for this new instrument to become effective, but that period seems to be behind us now. Last year two SADCC-projects were approved for funding by the Council of Ministers. The implementation of these projects is now being prepared. The approval of a number of other projects is in the pipeline, and we expect all those projects - amounting to 600 million Belgian Francs - to be under implementation very soon. In view of this, and to assure the SADCC countries of the continuity of our approach, I have allocated another 600 million Belgian Francs (roughly US\$20 million) to the SADCC regional programme. I hope and expect this new budget to be used more rapidly than the first, maybe in two years or even less. Further commitments will be made as the need arises, and of course in function of the outcome of the present funding.

Mr Chairman, these are difficult and insecure times for the whole world. As so often, the poorer countries, even if they are not directly involved in a conflict, suffer severely from its economic aftermath. All this happens less than two years after the events in Eastern Europe which led many African countries to fear that they would be left out. Let me reassure you: the events in Eastern Europe have had no effect on our development aid to Sub-Saharan Africa or elsewhere. Belgium is very conscious of the development crisis in Africa. At present we spend some three quarters of our bilateral aid to Sub-Saharan Africa, and we have no intention whatever to diminish our efforts either absolutely or relatively.

STATEMENT: Brazil

Mr C L C Perez
Head of Department for Africa
Ministry of External Affairs

On behalf of the Brazilian Government and delegation, I would like to extend my compliments to the Chairman of the Council of Ministers of SADCC, Hon P S Mmusi, for his steady and efficient coordination of the proceedings of this

meeting. I also wish to thank the Government and the people of the Republic of Namibia for the warm welcome extended to us in Windhoek, as well as for the outstanding organisation of the annual SADCC Conference.

I am very pleased to return to this capital city, which brings to my mind the unforgettable images of the celebrations of Namibia's independence on 21 March 1990. On that occasion, I was heading the delegation that represented Brazil. This young nation's independence was the result of a unique process in the twentieth century. It represented the culmination of a project that was successfully carried out by means of the tireless struggle of the Namibian people, and of a consensus seldom seen in the context of the international community.

It was an event that put an end to the colonial era in Africa. The consolidation of the process of political and economic independence of Namibia has fortunately laid to rest the fear and suspicions on the part of pessimists who predicted an exodus of people of European descent from Namibia and a setback for the region's peace process.

Namibia's has been a model constitution that establishes the foundations for a pluralistic society, both in terms of race and political parties; one that is founded on a mixed economic system that harmoniously combines private property with the role of the state in the economy. The major challenge facing the Government of President Sam Nujoma, is to reset the course of the Namibian economy and its development projects so as to enable the majority of its people to benefit from social and economic growth.

The Brazilian Government, which unwaveringly supported the Namibian people's struggle for independence, established one of the very first monitoring offices in this capital, which became our resident embassy on the 21st March, when diplomatic relations were established between our two countries. We are keen to be of help in overcoming the obstacles to Namibia's development, we shall undertake initiatives both at the SADCC and at the bilateral level which will hopefully have spin off results for the countries of the region as a whole.

Brazil has been present at everyone of the annual conferences of SADCC since the first one, held in Lusaka in 1980. Brazil's participation seeks to combine political support to the region's countries with an active involvement in some projects deemed to be important by SADCC member countries. It is the interest of the Brazilian Government to develop programmes that are sub-regional in scope and which involve horizontal technology transfer as well as human resources training in the framework of actions that have multiplier effects.

In this context, we have been involved, in the Energy Sector, in establishing the *Annual Consultative Conference, Windhoek 1991* — Page 100

Cunene Technical Office, which is in charge of supervising investment projects in public health, irrigation, and hydro-electrical areas within the framework of the Integrated Plan for the Cunene River Basin (Project 3.0.5).

Presently, wide-ranging possibilities are being opened up for new economic activities that are linked to this project, which may ultimately involve the participation of Namibia itself. The Brazilian Government will send a technical consultant to Luanda, before the end of this month to do further work on details of the terms of reference for Brazilian participation in the projects of the Cunene River Basin.

Furthermore, Brazil has been active in supporting the Technical Administrative Unit with a view to strengthening its project coordinating and managing capabilities. Such support has translated itself into training programmes for the TAU technical staff, in Brazil and Angola.

Ever since the Luanda Conference, we have expressed our interest in participating in the charcoal and forestry areas. In late 1989, specialists from the Angolan Ministry of Oil and Energy took part in a seminar on *Alternative Energy Sources* held in the Brazilian state of Parana, after which they received on-the-job training at Minas Gerais' Technological Centre.

Before the end of this month, we will send a technical mission to Angola in order to collect the final data needed for the drawing up of a formal proposal for utilisation of charcoal.

Brazilian technical assistance to SADC countries may be extended in 1991 to the agro-industrial sector, with a view to enhancing genetic quality of species and industrial processing of products to be marketed. This model of integrated agribusiness meeting aims at the needs of the domestic market, and could eventually generate surpluses for the regional market. Several African government officials and specialists have taken part in seminars held by Brazil on this issue, and have had the opportunity to verify Brazilian expertise in the field.

We find it very opportune that this conference is devoted to discussing "Human Resources: The Primary Factor in Development" as its main issue. In fact, the development of human capabilities which is reflected in the strengthening of the education and training sectors, linked to improvement in sanitary and living conditions, may be considered to be one of the most adequate tools of overcoming the obstacles to the region's progress.

Since 1988, the Brazilian Government has been active in coordinating with Mozambique authorities, in the design of several programmes in the transport sector. Brazil's actions, which are coordinated by the Brazilian Cooperation

Agency (ABC), have been focussed on urban transportation, railroads, and civil aviation fields.

The various missions we have sent to Mozambique have sought to assist sectoral institutions in charge of project implementation and management, trying to fulfil their needs in institution-building, planning and cadre training. The results obtained so far are encouraging, which goes to show the experience that has been amassed by public and private Brazilian institutions in the various sectors already named, as well as the perfect adaptation of our technology to the realities of this region of Africa.

Having been invited by the National Port and Railroad Authority of Mozambique to collaborate in the informatics area, particularly as regards the Master Plan for Mozambique Railroads, the Brazilian Cooperation Agency sent several missions to Maputo to discuss details of the Plan's terms of reference. Last year we submitted a MasterPlan for Railroad Informatics to the Government of Mozambique which, having approved it, has started to look for international financing sources.

Also in 1990, we carried out a training programme for professional staff of the National Road Transportation Authority of Mozambique. As a result of many missions in that specific area that were sent to Maputo, the terms for a wide-ranging technical assistance project in urban transportation are about to be decided upon. This project will take two and a half years, and will be carried out by UNDP and Brazil through a co-financing arrangement. We will also send a technical mission to Luanda in February to collect the final data needed to draw up the Angola Master Plan for transportation, which we expect to submit to Angolan authorities before the end of the year.

In the field of education, every year Brazil offers full scholarships for Angolan and Mozambican students for undergraduate courses at Brazilian universities. This year we have launched a new scholarship programme for short technical courses. By mid-February Brazil will welcome the first students from Angola and Mozambique under the new programme.

The phase Southern Africa is going through is a most auspicious one. After more than a generation of domestic and international conflicts, there are indications of impending peace. The negotiation process between the Angolan and Mozambican governments and rebel groups are on their way to a successful conclusion.

Namibia shows a harmonious model of democratic coexistence, while the Government of South Africa is willing to negotiate with the black majority the best way for the transfer of power and for the dismantling of apartheid.

Throughout the world, profound changes are forcing us to reassess, over a short period of time, the conceptual bases that directly or indirectly molded international relations in the lives of societies. The end of the Cold War, under whose aegis relations among states were molded for five decades, gives us cause for optimism as regards the possibilities of building a more creative and united world.

This new reality notwithstanding, a careful reading of the last Annual SADCC Report, covering the 1989-1990 period, does not allow for much optimism insofar as the short term economic recovery of Southern Africa is concerned. Seven out of ten SADCC member countries are adopting structural readjustment programmes for their economies, which have had relevant impact on their levels of economic growth, although at a considerable social cost..

The southern sub-region's GNP growth rate, which had reached 4.5 percent in 1988-1990, decreased to 3.5 percent in 1989-1990, according to the SADCC Report. This decline was due to declining commodity prices, the weight of the foreign debt, as well as the abrupt reduction in capital flows from developed countries to Africa as a whole.

The 1980's gave world leaders a plethora of examples of the growing economic and ecological interdependence among countries. Nevertheless, seldom has a decade shown so clearly the close links there are between the opulence of a few countries and the stagnation of most of the world's nations. In Africa and Latin America, per capita income has fallen continuously over the last ten years. Latin America's GNP fell 0.5 percent in 1990, which represents a real decrease of 2.5 percent per person.

No country affected by the foreign debt was able to fully overcome the crisis. At the start of the 80s, the net transfer of resources to the Third World represented US\$50 billion. Ten years later, it is the Third World that pays US\$50 billion to developed countries every year. During the same period, the real product of OECD countries grew at a yearly rate of 3.5 percent in marked contrast with the stagnant scene that prevailed and continues to prevail in most of the developing world.

The new Brazilian Government, which came into office in 1990, hopes that the 90s may witness the development of a model of international society that favours multi-plurality and that does not substitute a frenzied economic and trade competition for the ideological and political confrontation of the Cold War. It was within this context that President Fernando Collor decided to adopt a Stabilization Plan in order to rebuild the economy and to fight inflation by reducing state interference over the economy; cleaning up financial markets, opening up the economy to foreign products, rebuilding the productive and

competitive capacity of the country's industry - in short, by promoting the country's economic modernisation.

By means of its programme to return to the path of development on the basis of an open economy, Brazil expects to assert her presence in the various regional and multilateral fora where major issues affecting the collective interest are debated.

In 1990 the changes now colouring the political landscape of South Africa were positively surprising in view of the speed and the depth of the decisions adopted by the de Klerk Government. Major black leaders such as Nelson Mandela and Walter Sisulu were set free, opposition parties and movements were legalised, and the state of emergency was lifted, along with some of the segregationist legislation. Moreover, for the first time since the rise to power of the National Party in 1948, a South African Government has agreed to sit down at the negotiating table with representatives of the black majority to discuss the future of the country.

These changes, which have not yet reached the core of the apartheid regime, would not have come about without international pressures, in which we always took part, nor without a high degree of mobilisation on the part of various sectors of domestic civil society. While the Brazilian Government expressed its satisfaction at the advances made so far, we shall attentively monitor progress between the government and the various opposition groups in their efforts to find an acceptable constitutional framework for the country.

We favour the adoption of a political, economic and electoral system that reflects the legitimate will of the majority of the South African people. In order for this to come about, it is imperative that the anachronistic legislation that still excludes the black majority from full participation in the political and economic life of South Africa be revoked.

The SADCC, which was born during one of the most violent moments in the recent history of Southern Africa, has today reached its maturity, and most surprisingly at a time when we are now seeing the glimmer of peace and cooperation in the region.

The Brazilian Government wishes to reaffirm its support to the broad goals of this Organisation, as well as to the more specific objectives of its development programmes. It is our hope that the efforts of the ten countries of the SADCC, combined with aid given by the international community, shall result in the development of the region and in the improvement of the living conditions of its peoples.

STATEMENT : Canada

Hon Walter McLean, MP
Special Representative for Southern Africa and
Commonwealth Affairs

It has always been a pleasure to be with people who make up SADCC and an honour to represent Canada at such a gathering. Indeed, this is my fifth SADCC conference, and the third time I have led the Canadian delegation . . . so personally, this occasion is full of meaning, and rich with memories.

The 1991 Annual Consultative Conference is all the more memorable an experience, for each of us, because it is taking place in a free and independent Namibia. We waited a long time for such a thing to be possible. It is a great joy to see the dream turn into reality.

I bring you warmest greetings from the Government and people of Canada, and specifically from our Minister for External Relations and International Development, Monique Landry, who was here with many of us for the Namibian independence celebrations. Unfortunately, the Gulf War has prevented her attendance at this meeting.

The past year witnessed historic, indeed revolutionary, change and in particular in the political and economic structures of Eastern Europe. The winds of change also are blowing in Africa. One nation after another has reached the conclusion that economic recovery will best be accomplished by complementing economic liberalisation with political democratisation. At their summit meeting in Addis Ababa last summer, OAU leaders affirmed the importance of democratisation and good governance as essential elements on the road to economic recovery.

Profound and encouraging change is occurring here in the SADCC region. Like Botswana's, Namibia's democracy is flourishing. Zimbabwe has decided to maintain its multi-party system. Mozambique has adopted a multi-party constitution and Angola is moving in the same direction. In both of the latter countries, negotiations have reached a stage to provide real prospects for peace and reconciliation in the coming year.

Zambia too has embarked on a programme of political reform with multi-party elections scheduled for October. In Tanzania and Swaziland, the debate on political reform and democratisation has been engaged.

These trends, Mr Chairman, are encouraging in themselves. But they are also important in terms of Africa's image and international stature. There are concerns that Africa may be marginalised in political and economic terms as attention focuses on Eastern Europe and more recently the Gulf crisis. We are convinced, however, that Southern Africa can hold the attention and commitment of its international partners by pursuing regional economic cooperation and further liberalisation of economic and political systems. I believe as well that such trends are taking the region in the right direction towards a future of greater stability and prosperity.

Momentous events have marked the year in the Republic of South Africa - starting with President de Klerk's historic speech of February 2, 1990 - the closing day of our Lusaka meeting. Now, one year later, we find ourselves awaiting with anticipation his speech to Parliament on February 1st. We all agree that the changes we have witnessed in South Africa are significant. But are they irreversible? We pray they are. But I am convinced we must continue to encourage further basic change and the peaceful transition to majority government. I hope the announcements on February 1 will signal progress towards these objectives.

There is still uncertainty in the Republic, and too much violence. We very much welcome the positive developments which occurred in Durban on January 29.

We live in a world of growing interdependence, a Global Village where our lives are tied together more closely with each year that passes - so Southern Africa, like every other region, cannot entirely shape its future through its own decisions. Other realities intrude.

We are all of course deeply concerned by the crisis in the Persian Gulf, with its severe implications for all countries. It has meant uncertainty and higher oil prices for a period. All SADCC members have suffered. Higher oil costs have cut deeply into the investment and consumption budgets of most countries and mean hardship and setbacks for all concerned. Our earnest hope is that the situation in the Gulf will be quickly resolved through the implementation of UN Security Council resolutions.

SADCC economies have been hit hard since August by the Gulf crisis. This has been a serious setback to the efforts being made in seven member countries to carry out economic reform through programmes of Structural Adjustment. These have been having a beneficial impact, especially in countries such as Tanzania and Mozambique that started sometime ago.

Canada recognises that, in addition to new difficulties arising from the events of the past year, the countries of Southern Africa still face immense and fundamental problems —

- * debt,
- * terms of trade,
- * population growth,
- * declining health reflected in diseases like AIDS,
- * energy costs,
- * shortage of foreign exchange,
- * famine in Mozambique and Angola,
- * environmental stress.
- * refugees in Malawi and Zambia — all of which are all too familiar.

But we also recognise, and are encouraged by a number of favourable signs. Food security, at the regional level, has been improving. This is of great importance, and a welcome sign of a brighter future. In the 1989-90 crop year there was, in fact, a regional surplus, thanks largely to Tanzania, Zambia and Zimbabwe. But ability to move the food to areas of shortage was inadequate. Civil disruption and a lack of purchasing power still means serious shortages in Mozambique and Angola. And there are other problems that need to be addressed.

The sectoral document prepared for this Conference on Agriculture and Natural Resources pinpoints the problem. It says: "The elimination of financial, marketing and logistical constraints that inhibit intra-regional trade in food and other commodities, and also prevent an efficient system of collecting food and other commodities from areas of production to national storage facilities, is an issue that should be tackled as a matter of urgency".

Actually, this problem affects not only food but many other aspects of the region's economic life. Trade and investment cannot flourish in such an environment. We need to focus our minds and resources on removing unhelpful barriers. It is vitally important to Africa's future that we work toward greater economic cooperation in the region.

This year's theme - "*Human Resources: Primary Factor in Development*" - flows very naturally from last year's "*Enterprise, Skills and Productivity*". In my remarks last year, I said: "If the '90s are to build on the success of the '80s, then I believe that greater efforts must be made, not only to develop but to use the human resource base of the SADCC member States".

I like the theme document's broad definition of human resources development

as "... all activities which improve the productivity of people". I think the document is entirely right in emphasising not just training, but improvement of the environment in which people live and work.

This approach to human resources — to human development, really — grows logically out of a political environment that enables people to take command of their own lives. It lets them have a voice in the policy decisions that affect them. This can only help in the process of strengthening the development of Southern Africa's greatest resource; *its people*.

We all know that basic literacy and primary education remains a problem . . . and that secondary and higher education must expand. Much can be done on a bilateral basis. But as the theme document points out, some training — particularly for the development of sophisticated analytical and managerial skills — can be done most effectively on a regional basis.

Canada recognises that it is not always easy to change an existing institution into a regional resource, or — if necessary — to create a new one. But we think that such decisions make good sense in certain disciplines.

Regional coordination of training is also important. The regional blueprint, for instance, developed by the Deans of Faculties of Agriculture for rationalising professional manpower in the Agriculture and Natural Resources sector is a sensible and useful idea. Canada supports it in principle. We hope to back it in a material way as well. It's encouraging to know that similar initiatives are under way in the road, rail and power sectors.

Other essential elements of regionalisation involve special burdens and efforts on the part of SADCC members. Host countries must be willing to protect a certain number of training places in their institutions for regional students. Other countries must be prepared to contribute toward the running costs of regional institutions, or at least to accept a differential fee structure if the host country is bearing all operational costs. And, looking ahead, the question of the role and needs of a post-apartheid South Africa will surely arise. The response will require careful planning.

Ironically, there has been a trend in many SADCC states for the budget percentage going to education to decline, even as enrolment climbs. Obviously, this is a trend that needs to be reversed. And more effort must be put into technical and vocational training.

Canada is happy to see the emphasis SADCC is putting on improving the environment in which human resources can develop. We are pleased to see you focus on management to provide productive skills, and on the concept of

'education for life'. We also recognise the importance of analytical thinking. More attention for certain relatively 'ignored' subjects, such as science and mathematics, is welcomed.

Last year in Lusaka, and the previous year in Luanda, I stressed the importance and the benefits of including women as full partners in development programmes and projects.

In the words of the theme paper: "Human resources development policies and strategies which fail to give due emphasis to the enhancement of women's involvement in all development endeavours are not only socially unfair and unjust, but more importantly wasteful and inefficient". Equality is not just a legal concept; it must be seen as a question of opportunity as well, and as a decisive factor in making the best use of our human resources.

We look forward to the time when projects in the SADCC programme of Action really reflect fully the intent of the words that appear in the document. Only with action do words have meaning. And that makes us ask the questions:

- *What has SADCC done over the past year?*
- *Are there more women in decision-making positions of the Secretariat?*
- *Are there more in such positions in ministries of member governments?*
- *How have programmes been redesigned to reflect the crucial role of women?*

In tackling the vast need for human resources development, institutional linkages can be important and effective vehicles. Often, the connection far outlives the project that initially creates it. Canada has had considerable success in creating institutional linkages in this region. I think, for instance, of the links between the Universities of Brandon and Swaziland, and between the University of Zimbabwe and McGill. One of the great advantages of the institutional linkage approach is that it puts responsibility for planning into the hands of both partners in the project, giving it roots here in Southern Africa.

That reminds me of two other groups whose resources and services are often forgotten by government institutions when we speak of human resource development. And I raise this because I believe a flexible approach is essential.

- i) How many programmes make full use of non-government organisations with their close links to the grassroots?
- ii) And how many make full use of the business sector for whom much of the training is done?

Following the SADCC Summit in Gaborone in August last year, SADCC issued a communique. It said that the Summit received a progress report on the proposal being developed for the formalisation of SADCC. The communique noted the intent to review the final results of the proposal at the next summit in 1991. I can tell you that we, as donors, are also interested in these results. And, speaking for an interested donor, I would like to express our concern that, whatever organisational structure is contemplated, a fundamental characteristic should be that it can be sustained by SADCC member States. Without this characteristic, its future will be in doubt!

Another development that attracts our attention is the move towards sectoral planning. Canada supports the concept of sectoral planning being pursued by SADCC. We agree that this approach should precede discussions on individual project proposals. We would welcome the opportunity to meet regularly with SADCC to discuss Canada's sectoral involvement in your Programme of Action.

We are discouraged, however, to hear that only 38 percent of the funding required for the Programme of Action was actually secured at the time of writing the Annual Report, with a further seven percent under negotiation. This leaves a big gap - 55 percent. We ask ourselves: what does this really mean? Are priorities being established clearly enough?

Of equal significance is the question of sustainability of projects already completed. Does the Programme of Action put enough emphasis on the maintenance of these projects? Do SADCC member States recognise the critical nature of this issue? Do they have the resources to carry out this essential work? Are SADCC member States prepared to sacrifice national priorities and concerns for regional priorities and concerns? Without this will, without concrete action which confirms this will, SADCC projects will not bear fruit, donor support for the regional effort will decline, and the Organisation and region will shrivel under the impact.

On a more optimistic note, 1990 was an active year for Canada in this part of the world. The length of our relationship with SADCC was becoming evident as more projects moved into their second phase - in agricultural research, and in aspects of energy including hydrology and conservation.

We are pleased to be able to report that Canada's development cooperation programme is very much in step with SADCC's own priorities. Canadian policy is moving to put increasing emphasis on human resources development - including the involvement of women. We are already involved, for example, in preparing for a project which supports the strengthening of faculties of

agriculture, as well as a power sector training study, and a road transport training study.

We hope to be able to assist with the improvement of institutions, or — in other words — “capacity-building”. We like the use of local consultants, as another way of building up regional capacity. We encourage this approach.

In assuring this gathering of Canada’s continued commitment to cooperation with the countries of Southern Africa, I can say that we intend to keep assistance levels in the region at, or above, what they have been. There could be fluctuations, of course, caused by the irregular flow of expenditures on projects, with disbursements going up or down a bit in successive years. But the commitment stands. The Gulf war does not diminish it. Nor does the new situation in Eastern Europe. Not does the changing situation in the Republic of South Africa.

And that brings us back, yet again, to the crucial, central, unavoidable subject of your neighbour to the South. At the Lusaka meeting I referred to the need for planning, and for dialogue, concerning the Republic of South Africa. The events of the past year have made this even more important. We cannot plan for the future of Southern Africa without taking its largest, richest, most powerful country into account.

In 1991, it is still hard to know just what role South Africa can play, and should play, in the region’s progress. The future of SADCC and its role as an organisation remains something that SADCC members have to determine. Canada stands ready to help with this process.

STATEMENT : China

H.E. Mr Ji Peiding
Ambassador to Namibia

I feel greatly honoured to be present, on behalf of Mr Qian Qichen, Foreign Minister of the People’s Republic of China, at the Southern African Development Coordination Conference (SADCC) 1991 Annual Consultative Conference. May I also convey the Foreign Minister’s heartfelt thanks for inviting him to this Conference. He sincerely regrets that he could not attend due to other

pressing commitments. I therefore wish to take this opportunity on his behalf to extend our warm congratulations to SADCC and the host Government, on convening the Conference in the beautiful capital of the newly independent Namibia. We wish the Conference complete success.

Mr Chairman, for the past eleven years since its founding, SADCC has played a positive role in the region and made concrete achievements in strengthening its members' collective self-reliance, reducing dependence on South Africa, and promoting economic development and cooperation in this region. These notable achievements have been realised through the determined efforts of member States and the committed support of the international community.

The Government and people of China highly appreciate the efforts and achievement made by SADCC and sincerely hope the Organisation will achieve greater results in the new year.

The Chinese Government regards it an important part of her foreign policy to support the African people in their just struggle for both political and economic independence. It is for that reason that Africa occupies a prominent place in China's foreign aid programme.

China attaches great importance to the friendly cooperation with the SADCC states and has provided most of them with assistance to the best of her ability. The Chinese economic and technical cooperation with the SADCC states has been mainly conducted on bilateral basis. The projects built with Chinese aid cover areas such as transport and communication, broadcasting and telecommunication, energy, industry, agriculture, construction, medicine, borehole building and water supply.

While consolidating and increasing our traditional bilateral cooperation with SADCC countries, we are ready to explore and participate on the basis of "equality and mutual benefit" in multilateral economic and technical cooperation. We are also willing to collaborate with relevant UN organisations, international institutions and other donor countries in implementing development projects in SADCC countries.

It is my belief that with the joint efforts of China and the SADCC states, the economic and technical cooperation between us will surely expand further.

Today, peace and development are still the two most urgent issues in the world. Only by maintaining and safe-guarding world peace can the necessary conditions be created for economic development and meaningful international cooperation.

In recent years, the situation in Southern Africa has been developing in a direction favourable to the people of the region. The Namibian people have won their independence after decades of a bitter struggle. The Governments of Angola and Mozambique are making sustained efforts to end civil turmoil and realise domestic peace.

The anti-apartheid struggle waged by the South African people has made significant progress in the past year, bringing us the hope and possibility of a negotiated settlement of the South African issue.

These positive changes are conducive to peace, stability and development in this region, and will further promote the realisation of SADCC objectives.

The theme of this Annual Consultative Conference, "*Human Resources - The Primary Factor in Development*" is the key to economic development. We believe that with the successful implementation of ideas highlighted in the theme, the fruitful cooperation among the SADCC countries will be promoted further, as well as the technical cooperation between China and these countries.

Mr Chairman, in conclusion please allow me, once again, to wish sincerely this SADCC Consultative Conference to be crowned with success.

STATEMENT : Cuba

Mrs N B de Mendoza
Deputy Minister of State

On behalf of my Government I wish to express our gratitude for the honour of being invited for a third time to this annual Conference. It is a source of great satisfaction to us that this Conference is being held in a free, independent Republic of Namibia.

I must note that the work of SADCC, at present and in the future, is of vital importance to the member States and those of us who are involved in some way with the implementation and development of programmes in the SADCC Programme of Action.

Recent changes in Eastern Europe, together with the effects of the acute world economic crisis, have a negative impact on the economies and prospects of many Third World countries; further aggravated by developments in the Middle East where the war, which should never have started, is a potential danger to the world economy, especially the developing countries.

In the face of these realities, unity and coordinated actions among the countries of the underdeveloped world are indispensable. That is why the objectives and targets of SADCC are particularly relevant and important to countries of this African sub-region.

In spite of being subjected, for more than 30 years, to an embargo of which there is no precedent in contemporary economic relations, imposed by American imperialism, Cuba is actively cooperating with the Third World countries; especially with Africa on account of the historical ties and common interests in the struggle against the exploitation enforced by colonialism and neo-colonialism.

We have developed close and beneficial relations with seven member nations of SADCC; namely, Angola, Mozambique, Tanzania, Zambia, Botswana, Zimbabwe and Namibia. Our people feel honoured to have rendered assistance for the past 16 years since the mid-seventies when our cooperation with Southern African countries began.

Our assistance has included the provision of training and secondment of experts to render technical cooperation in its true concept; that is through the transfer of expertise to local experts, the provision of undergraduate training and short training courses to upgrade the qualifications of local technicians and workers.

For the above reasons, we welcome the idea of this Conference focusing on "**Human Resources as a Primary Factor in Development**". To illustrate our commitment to assist in this critical area, allow me to point out that more than 55 000 Cubans have provided technical assistance in seven SADCC countries. We have also conducted a comprehensive programme for training workers from these countries in Cuba.

More than 3 000 professionals, technicians and skilled workers have been trained, and around 4 700 people from SADCC countries have been granted higher level diplomas from Cuban universities and higher education institutions.

Technical assistance, training and undergraduate education have most been related to agriculture, communications, construction, industry, transport, edu-

cation, health, sports, commerce, fishing, labour and social security, and culture.

Cuba has freely provided this assistance which has been very significant to the people who received it. This is, without doubt, the solidary effort of a small country which is building Socialism and is ready to fulfill its internationalist duties to other people who are more in need.

The results of this assistance can be seen in the thousands of children vaccinated against deadly diseases which would have otherwise crippled them for life; in the millions of ill people looked after by our health personnel, in the lives saved from epidemics and diseases which would have killed them without the services of the Cuban doctors.

Houses and other social amenities have been built through this assistance. Children and adults have been trained by Cuban teachers sometimes working under dangerous conditions of war. In some instances Cubans have lost their lives.

If this assistance were to be assessed by the formula applied by the United Nations for similar activities, it can be estimated that Cuba has devoted several hundred million dollars to Southern Africa in the last 16 years.

Our small country, being a part of the Third World, is going through difficult economic problems and faces the same constraints of hard currency as SADCC countries. It is very difficult to obtain credit financing for development programmes. We should add to this, the inevitable requirements of devoting large amounts of financial and material resources to the defence of our territory.

However, in spite of limited financial resources, Cuba can participate in some SADCC programmes making available highly qualified professionals and experts in the sectors that have been given priority by SADCC.

Our country fully appreciates the efforts being made by SADCC and its member States for the development of the sub-region. Conforming to the principles of fraternity and solidarity which characterise our cooperation, we undertake again to maintain, within the limits of our resources, the cooperation we have had in the last two decades, in order to achieve a brighter future for the people of the Third World.

STATEMENT : France

H.E. Mr A Dementhon
Ambassador to Namibia

Let me first, on behalf of the French delegation, express my sincere thanks to the Chairman of the Council of Ministers of the Southern African Development Coordination Conference, Hon. Mr Mmusi, and to the Government of the Republic of Namibia, for the warm welcome received by my delegation in Windhoek and for the remarkable organisation of this 1991 Annual Consultative Conference of SADCC.

In February 1990, addressing the same assembly, the head of the French delegation emphasised France's constant support to the development of SADCC, which was then entering its second decade. This year, Mr Pelletier, Minister for Cooperation and Development, intended to review with you the perspectives to strengthen that cooperation. He asked me to tell you how sorry he was for not being able to attend your Conference.

Mr Chairman, this Conference is being held at a time when, in the Gulf, a conflict in which my country is involved is still taking place. As you know, France's action alongside 28 nations is within the framework of the United Nations' resolution. France is pursuing no other objectives than those clearly defined by the Security Council, and above all, the liberation of Kuwait. As the President of the French Republic has stated, France left no stone unturned in its search for a peaceful settlement of the crisis. My country made every effort in this respect and received the support of many countries, several of which are represented here. Since no response had come from the Iraqi leadership by the time the deadline set by the United Nations expired, France decided to assume its rightful rank, role and duties and declared itself on the side of law; and against aggression.

In contrast, circumstances in Southern Africa are the more comforting when we consider all the changes that have taken place over the past year! Namibia, for example, finally achieved independence on 21 March 1990, becoming the tenth member of your Organisation, whose annual Consultative Conference it is hosting today. As a representative of France to this country, allow me to stress the courage and vigour with which this young nation has tackled the challenges it faced to the point of becoming, in many respects, a model for Africa.

Mr Mandela's presence among us is very meaningful as well and I would like to see it as one more reason to be satisfied with the support we gave to him as well as with the actions taken in favour of the disadvantaged communities in South Africa, who comprise the majority of the population. I am glad to announce today that the pledges made by the President of the French Republic, when he received Mr Mandela in Paris, will be implemented very soon.

The building of a united non racial democratic South Africa that France and indeed the international community as a whole, had long been calling for is now underway, whatever difficulties may lie ahead. This is an historic turning point, full of immense hope, not only for the people of South Africa, but also for the other countries in the region.

In Angola and Mozambique real progress has been made towards peace, and we sincerely hope that the negotiations currently under way will shortly lead to a settlement of the 15 year old conflicts in these countries.

Now that instability has been relegated to the past, it is natural to hope that the pluralist debate already launched by some will spread all over Southern Africa, together with a new era of economic cooperation. Here again, by its exemplary character and its eagerness to contribute to a new era in the region, the young Namibian democracy has made a significant contribution.

All these strengthen our belief that your region is asserting itself as a major focus of development in Africa.

As you know, France and its President are unrelenting advocates of the African cause, particularly in the international fora. That is why France decided to cancel the public debt of the poorest and most indebted countries in Africa, south of the Sahara, and to provide henceforth only grants to the least developed countries. That is why the volume of France's bilateral aid keeps on growing rapidly, by nearly 10 percent in 1991, mainly in favour of Africa. France is constantly striving to adapt its aid and projects to the needs and development policies of its African partners; be it in the field of human resources, institutional development, health, promotion of the productive sectors, infrastructure or rural development.

These are new challenges with which SADCC and its member States now have to come to terms as they pursue the work started over the last eleven years in such varied fields as transport, energy and agriculture. More than ever France will stand by them and show its solidarity on the eve of further changes in Southern Africa.

France will do so with conviction as it is persuaded that the decade ahead of us is one for regional cooperation and integration in Africa. The will to act in common shared by the Africans shall encourage them to carry on the efforts they have already started. In that respect SADCC will constitute a reference and a model since your institution managed within 10 years to initiate a genuinely regional approach and constructive dialogue with the international community and a vigorous pursuit of concrete objectives.

In his speech, my counterpart from Luxembourg, on behalf of the Council of Ministers of the European Communities, has underlined their commitment to your regional cooperation, and more particularly, their unrestricted support of SADCC. I will not elaborate here on the involvement of my country, through its contribution to the European Development Fund. Besides, France supports the development efforts of SADCC member States, both at the regional level and through bilateral cooperation.

France will be increasing its support to regional operations in the mining sector by approximately six percent, i.e. Francs 1,8 million (about US\$ 350 000). This support will provide for a consultant for the sector coordinator in Lusaka (Zambia) and contribute to the cost of access to satellite data and the training of high-level scholars in France.

We will keep in mind that at the regional level, the implementation of Lomé IV will make it possible to start an even more active policy of regional cooperation. France has expressed the wish that regional cooperation should enjoy enough resources to contribute to the financing of genuinely regional projects. We stand ready to take part in the action of the European Community in that regard.

It is at the bilateral level, however, that France provides by far the largest aid to the SADCC member States. France will thus devote about US\$ 150 million of aid this year under various modalities - consisting both in grants and loans - to the development of SADCC countries. As an example, I can refer to the setting up this year of the Franc 40 million (US\$ 8 million) programme in Namibia, announced at the Round Table Conference of Donor Countries in 1990. This aid will be spread over various sectors such as health, rural development, food security, geological resources and transport.

This programme indicates the actions we will embark on in this country in the various sectors in which the Namibian authorities will express the wish to benefit from French assistance, in line with pledges made in New York in June 1990.

In the field of transport France and other donors are making a considerable

financial contribution amounting to US\$120 million to rehabilitate the Nacala to Cuamba railway, a project of vital interest for the region. I am pleased to announce to this distinguished audience that work on the site has resumed after a two-year interruption.

The effort which has been made in the rehabilitation of infrastructure in the energy and transport sectors, will be continued whether we talk, for example, of Cabora Bassa or the rehabilitation of the Lobito railway. From now on SADCC should pay particular attention to training, human resources development, management and maintenance. The viability of these infrastructure and their competitiveness against similar facilities offered by a post apartheid South Africa will be critical to achieving SADCC's major objective of equitable regional integration.

STATEMENT : Germany

Mr H P Replik
Parliamentary Secretary of State

Our Conference this year is taking place during an eventful period in the history of the world. German unification has now been achieved, so that I am able to speak to you today for the first time as the representative of a united Germany.

The democratic changes in Eastern Europe are continuing apace, even though we are filled with concern that the developments towards freedom and democracy in the Soviet Union appear to be endangered. At the moment the international community is deeply worried by the war in the Gulf region, a war which will leave no country unaffected. We were deeply shocked by the unprovoked attack against a peaceful country. This attack was a flagrant violation of the UN Charter and international law to which the Security Council reacted promptly and strongly.

As all other means proved to be insufficient, military action had to be taken, in accordance with Security Council resolutions to get the aggressor out of Kuwait. Our thoughts go to the innocent victims of the war on both sides and to all others who are suffering from its consequences. We hope that the war will end soon and Kuwait will be restored, in accordance with the wishes of its people, as an independent and sovereign state.

Especially in this situation I cannot emphasise too strongly the high significance which a united Germany attaches to cooperation with SADCC. Before I continue, I would like to stress that the huge tasks facing us in the eastern part of Germany and of Europe will not lead to our budget for cooperation with the developing countries being reduced. Federal Chancellor Kohl has affirmed several times that the development budget will not be turned into a pool from which funds for other tasks may be extracted. Rather, we are aware of our increased responsibility towards the developing countries and are prepared to face up to these responsibilities in our development cooperation.

My country is not the only one to have experienced changes over the past year. The changes which we should see were dawned at your Annual Consultative Conference in Lusaka in Zambia have been realised; today we are gathered together in Windhoek - now independent Namibia is the tenth member of SADCC. I would like to offer you my congratulations on this peaceful, and in every sense, positive development of the integration of a democratic Namibia into the progressive regional cooperation of SADCC.

“SADCC Human Resources: Primary Factor in Development”, with this guiding principle you are putting the people at the centre of your further deliberations on SADCC's development strategy. In so doing you are building on the motto of the last Conference: *“The Second Decade Enterprise, Skills and Productivity”*. SADCC is now concentrating its efforts on the people, who should after all be at the centre of all social and economic development, not just as objects, but above all as primary actors.

In your theme document, I found many interesting reflections on this very point, which I am able to endorse to the full. I would like, if I may, to contribute a few thoughts as seen from the German point of view. You place education in the widest sense of the word at the head of your list of priorities. The major development tasks within the SADCC region can only be tackled and solved with the help of properly educated and trained manpower.

Academic, vocational and scientific training are not only desirable for their own sake. They are the basis for human development, not just in society and in public life, but likewise in the private sector. Our experience - particularly with regard to the most recent German history and the collapse of the GDR - shows that a flourishing community arises above all where the members of that community are able to take their fate in their own hands and where private initiative can develop.

The government is not able and should not seek to provide everything. It is true that it is responsible for providing for the most basic needs, for establishing the

legal framework, the rules of the game if you will, under which people should be enabled to organise their lives themselves. Participation and government accountability will lead to *government by the people for the people* in the truest sense of the word.

Training opportunities open up possibilities to become self-employed, for job creation, and self-help. When the state and its citizens work together, then the people, building on their training, can make their own contribution to the success of their community and the prosperity of the economy. It seems to me to be important that these chances are given to all citizens, regardless of race or sex. African women in particular need to enjoy the true equality, in order that they may develop their key role in the economy and in society to the full.

In my opinion this means that drastic measures need to be undertaken with the aim of reducing the high population growth rate in the states of Southern Africa as well. Only in that way can human progress be assured, otherwise rapid growth in population will consume all economic growth.

I am pleased to note that seven of the ten SADCC states are pursuing policies of structural adjustment in some form or other. With economic and social reform programmes they are correcting false developments and meeting the challenges of the last decade of this millennium. In your region this also includes preparing for cooperation with a democratically constituted, post-apartheid South Africa. Something which promises many opportunities and no doubt some risks as well.

Competition may well become harder, but the markets in the region will open up, transport lines will be based more on economic than on political criteria. In this context we should regard the open-minded discussion within SADCC relating to the development of the successful - but so far relatively loose - cooperation into a regional organisation in the real sense, a common economic community, as a positive sign. For that reason we are following, with great interest, the work within SADCC on a cooperation charter or basic agreement.

The fact that, at present, only five percent of the SADCC states' foreign trade is with other SADCC states, shows that there is room for considerable improvement in this area. The founding of business councils in order to involve the business community in SADCC regional cooperation (on which Executive Secretary Dr Simba Makoni reported recently in Brussels) is certainly a step in the right direction, which should be followed by further action.

Concentrating on the development of human resources - without thereby allowing the former SADCC focus of transport and communications to be

forgotten — you are preparing for regional cooperation in the year 2000 - by then, I am sure, with a majority-ruled South Africa. The education offensive which is being pursued at present takes these requirements into account. However, the meager public funds available will scarcely suffice — and the donors will not be able to fill the gaps either — to finance the whole range of education which must be offered (this has already been stated by SADCC in its Theme document).

However, why should not those who benefit from vocational training — and are thus enabled to earn more in the future — make a contribution to the costs of their training? Why not ask private industry to help pay for the training which then provides it with more capable and more productive employees? In Germany we have had good experiences with a dual system in which private companies play an essential part in vocational training, and I would suggest to you to introduce a similar concept.

We would like very much to help so that the huge potential in terms of creativity, responsibility and initiative available in Africa may be tapped further. Germany already supports SADCC in the training sector. If I may just mention the project for postgraduate training in the agricultural sector which is being carried out at present with DM 10 million from our commitment of last year.

We would be glad to see and promote a considerable increase in the effectiveness of the work of the Regional Training Council in Mbabane.

I would also like to mention the ECU 121 million made available under Lome IV for SADCC members, which — as is well known — is financed up to 26 percent from German contributions.

Our bilateral support for Southern Africa in the 10 years that SADCC has been in existence now amounts to DM 4 billion and we will continue to do what we can, even if I am unfortunately not yet able to name any concrete amount for our SADCC commitment this year. Following the recent elections in Germany and the formation of a new government just two weeks ago, the Federal Budget has not yet been finalised.

I would not like to end without expressing my thanks to the Republic of Namibia for the splendid organisation of this Conference and for the warm welcome and hospitality which I and my delegation have been privileged to experience here in Windhoek.

STATEMENT : Greece

H.E. Mr S Valsamas-Rhellis
Ambassador to Zaire

It is a particular honour and pleasure to be here on behalf of the Greek Government and I take this opportunity to express my sincere and heartfelt thanks to all those who have contributed to the remarkable preparation of this Conference.

I would particularly like to point out how pleased we are that this Conference is being held in Namibia, the tenth SADCC member State which found within this Organisation its appropriate and natural place.

I wish to thank the Government and people of Namibia, hosting us today, for their exceptional hospitality extended to all delegations and for the excellent organisation of this important Conference.

SADCC has entered the second decade of its existence with important political and economic achievements. The Organisation has justified its existence in a number of ways and has become an institution with a regional identity and a stabilising effect. It is accepted as an economic factor of the region and an effective tool in uniting the efforts of the member States to accelerate their economic and social development and lessen their current economic dependence on South Africa.

Through the 1980s SADCC has played a positive and constructive role amid difficult circumstances. The second decade of SADCC, however, has every chance to become the decade of progress.

The challenges of the 1990s will be different from those confronted in the past decade, but it holds out great promises for the region as a whole.

Looking to SADCC's economic future, we hope that it will be even more successful than the last in the quest for satisfactory social and economic development. SADCC deserves our support and encouragement to consolidate its role as an instrument for international cooperation.

Greece highly appreciates the achievements of SADCC, its positive impact and its contributions to economic progress in Southern Africa.

My country, beset with economic difficulties, cannot at the moment be a donor to SADCC countries on a bilateral level. However, Greece had rendered substantial assistance and will continue to assist SADCC member States in their development efforts through the UN system and the European Community. We are examining, in cooperation with relevant SADCC institutions, how Greece can provide (if conditions allowed and within the limits of our available resources) economic assistance for future years.

On the other hand, my country follows with great interest the political developments in Southern Africa, which give renewed hope that the region's serious problems shall permanently be overcome.

We are of the opinion that the recent measures taken by the de Klerk Government have created favourable conditions for establishing constructive dialogue with the majority population with the aim of totally abolishing the apartheid system.

We believe that the recent developments which occurred in South African internal politics will result in a positive impact on the SADCC member States. An assessment of the overall situation over the past year leads us to expect that the funds devoted to the arms race will be progressively diverted to development purposes.

We also believe that the independence of Namibia as well as the existing positive signs for the long awaited national reconciliation in Angola and Mozambique, will undoubtedly contribute to political, social and economic progress of the Sub-Saharan states.

The traditionally excellent relations my country maintains with the SADCC member States are based on the wholehearted support of the same fundamental principles of strict respect of equal rights, human rights, national independence, sovereignty and territorial integrity.

SADCC countries are very dear to Greece because large Greek communities live in these countries, and work towards a common and more prosperous future; thus contributing to development in a most constructive way.

STATEMENT : India

H.E. Mr S S Mokhurjee
High Commissioner to Namibia

The Government and the people of India are particularly gratified that this Annual Consultative Conference is being held in the capital of an independent Namibia. I would like to take this opportunity to pay tribute to the people of Namibia for their long struggle for independence, led by His Excellency President Sam Nujoma; a struggle that was crowned by victory on the 21st March last year.

In this short statement I would like to reiterate India's recognition of SADCC as an important instrument for fostering and sustaining cooperation between its member States and the international community. It is through this regional cooperation that much progress has been made for the attainment of economic independence and self-reliance by the member States of SADCC. It is therefore through this kind of regional cooperation that the utilisation of the human and material resources of Southern Africa is optimised.

I take this opportunity to reiterate India's long standing commitment to the people of Southern Africa in their struggle against destabilisation and oppression which is the direct result of apartheid, and for their quest for economic development and economic independence. We were privileged yesterday to listen to the inspiring address of the man who, perhaps more than anyone else, symbolises the struggle against apartheid, the Deputy President of the ANC, Mr Nelson Mandela. My Government, while noting the changes taking place in South Africa are encouraging, is of the opinion that the struggle for an equitable and just society is far from over.

The current decade is characterised by peculiar problems for the developing world such as grave indebtedness and slowing down of rate of industrial and economic growth. Developments such as the Gulf crisis only aggravate these problems, much of the burden of which is borne by developing countries. It is therefore vital to the developmental process that an integrated approach is adopted towards the development of human resources - something that is being universally recognised. I join other speakers in emphasising that the decision of the member States of SADCC to focus this Conference on the theme of "**Human Resources Development**" is most relevant and timely.

India is committed to continue its cooperation with the member States of SADCC. A Memorandum of Understanding of Indo-SADCC cooperation and assistance in industrial programmes was signed in 1987. This Memorandum provided for scholarships to Southern African students in India, secondment of Indian experts, and the conduct of feasibility studies. I reiterate India's willingness to consider further cooperation in priority sectors identified by SADCC, in addition to the bilateral assistance that India provides to individual member States.

Finally, I would like to draw the attention of the Conference to the initiative of the Non-aligned Movement at the Zimbabwe Summit in 1986 under which the Africa Fund was started, to mobilise additional resources to meet the present needs of the region and to arouse world opinion in favour of economic assistance to the Frontline States and the liberation movements.

The Fund has already led to the disbursement of some half a billion dollars in kind to the recipients, of which India's contribution is 500 million Rupees, or about US\$28 million. The Africa Fund and SADCC have in the past recognised the substantial potential that exists for cooperation towards their common objectives. This is cooperation that should be strengthened.

In conclusion, I would like to express our gratitude to our hosts and to the SADCC Secretariat, for the massive effort put into the success of this Conference.

STATEMENT : Ireland

Mr D Lyons

Minister of Transport and Tourism

I am happy to represent Ireland at the 1991 SADCC Annual Conference. Although we have been present at all SADCC consultative conferences since the first in Maputo in 1980, it is a particular pleasure to be here in Windhoek today.

Namibia's role as host to the Conference underlines the importance of her independence to the region. It was entirely appropriate that the independence of Namibia should be followed by her membership of SADCC.

In undertaking the obligations of membership as one of its first international commitments, Namibia has underlined the important role of SADCC in promoting development throughout the Southern African region. You are now faced with the challenge of integrating Namibia into the existing SADCC network. We can expect that this important task will be tackled with energy and commitment by all the parties concerned.

Because of the size of its economy, Ireland's contribution to the SADCC Programme of Action is relatively modest. Nevertheless I feel confident that as a result of its membership, Namibia will benefit from our projects in the areas of regional food security and accountancy.

In these projects, as in Ireland's bilateral aid programme as a whole, our governing philosophy is the importance of long term sustainability and the development of local skills. These objectives are also, quite properly, major concerns of this Conference.

Mr Chairman, these reflections on the role of local skills are prompted by the Conference theme document: *Human Resources, Primary Factor in Development*.

This is a thoughtful and carefully argued analysis of a key problem which will face the Southern African region throughout the 1990s and into the next century. I was particularly impressed by the manner in which it builds upon the theme of the 1990 Conference: *The Second Decade -- Enterprise, Skills and Productivity*. The human resources document has undoubtedly identified certain key factors which can either encourage or impair the development of the region.

Because of the wide ranging character of the analysis there are many aspects which invite comment. I completely agree with its view that expatriate technical assistance should never become a self-perpetuating process or an end in itself. It should rather, through emphasis on counterparts, have as its objective; making itself redundant. This is an area which calls for clear thinking on the part of all concerned and the SADCC analysis certainly makes an important contribution.

The Irish bilateral aid programme which, as you will be aware, concentrates mainly on countries in the SADCC region, is primarily a technical assistance programme. The issues raised are, therefore, of particular relevance to us and to our efforts to train and hand over projects developed by expatriate personnel to local staff.

There are problems, of course, for example, that of retaining staff in the jobs for which they have been trained, which are very difficult to resolve in the short and medium terms.

I am glad to note that significant progress has been made in the development and localisation of Irish sponsored projects such as medical laboratory training in Lesotho, and accountancy training in Tanzania.

Mr Chairman, that we are meeting here in an independent Namibia also reflects the dramatic changes that have occurred in Southern Africa since this time last year. These changes have been an encouragement to us all to continue to work to bring about a new order in the region as a whole, based on national reconciliation and mutual respect and cooperation. Needless to say, all these are essential prerequisites for future regional growth and prosperity.

We in Ireland, along with our partners in the European Community, continue to follow developments in Southern Africa closely and with particular interest. We have many links with the region. We wish to see it prosper. We believe in its potential to stimulate economic activity capable of giving new impetus to the region and to the African continent as a whole.

But none of this will be possible unless there is an end to apartheid in South Africa and until conflicts in the region have been resolved.

Mr Chairman, this past year has given us cause to hope that enduring solutions may be found before too long to the internal conflicts in Angola and Mozambique. We welcome the initiation in 1990 of direct talks between the opposing parties in both these countries, facilitated by two member States of the Community.

We commend the parties on the progress made so far and would encourage them to redouble their efforts so that peaceful solutions may be found in 1991. The extent of human suffering has already been too great. The cost of failure to seize the opportunity now offered would be enormous.

Mr Chairman, the future of Southern Africa is inextricably linked with political developments within South Africa. Apartheid still remains intact but we are witnessing the beginning of the demise of this abhorrent system.

This is a time of transition and change in South Africa. There is now a genuine hope, notwithstanding the very real obstacles which still exist, that a new era is dawning in which we will see the emergence of a new South Africa — a united South Africa, founded on democratic principles and in which the

fundamental rights of all her citizens, irrespective of race or colour, are fully respected.

It remains the fundamental objective of the member States of the European Community to secure the early and total abolition of apartheid. We will continue actively to work for the realisation of that goal. In this connection we will maintain, in respect of the South Africa Government, a judicious policy-mix of pressure, persuasion and encouragement as circumstances warrant.

We believe development in South Africa are at least moving in the right direction. However, it is also true that achievements to date only serve to point out how much more remains to be done. We have recognised the courage and determination of both President de Klerk and Mr Mandela in moving the process forward towards formal negotiations on a new South Africa.

We earnestly encourage them and representatives of all democratic forces in South Africa to press ahead. There is no room for complacency. Violence continues in South Africa. It has claimed in excess of 3000 lives in the past year. This situation is a source of serious concern to my Government. Violence from whichever quarter cannot serve the course of peace and reconciliation, and risks undermining both the political process already initiated and the gains which have been made to date.

I sincerely welcome, therefore, the meeting on 29 January between Mr Mandela and Chief Buthelezi aimed at putting an end to all acts of violence.

In conclusion, Mr Chairman, my Government looks forward with growing confidence to the emergence of a new South Africa which, in contrast to the past, can play a positive role in the economic growth and political development of the region.

Energies and resources, formerly expended in undermining her neighbours and frustrating cooperation, can be redirected towards rebuilding relations and strengthening cooperation for the benefit of the region and of the African continent as a whole.

STATEMENT : Italy

H.E. Dr P De Masi
Ambassador to Namibia

I am delighted to be able to attend my first SADCC Consultative Conference here, in Windhoek, and to celebrate the accession of the tenth member State of SADCC. I would like, therefore, to express, on behalf of the Italian Government, my sincere appreciation to President Sam Nujoma and to the people of Namibia for the warm welcome given to the Italian delegation in Windhoek. Furthermore, I would like to join the other delegations in offering our heartfelt thanks to the Chairman of the Council of Ministers of SADCC, Mr Mmusi and the SADCC Secretariat for the remarkable preparation and organisation of this annual event.

I am equally delighted to extend the most friendly greetings of the Italian Government, which I am representing, to all the participants in this Conference.

In particular I wish to express once again our appreciation of the significant successes achieved by SADCC. My country has given, and will continue to give, full political and material support to this important regional institution.

Italy has followed with special attention the political events that have taken place in Southern Africa and has committed herself, both on a bilateral basis and in the EEC context, to wider political and diplomatic actions and will contribute to Namibia's independence and to overcoming the system of apartheid; both of which are necessary conditions for the normalisation of the whole area.

Therefore, we seize with enthusiasm the opportunity this meeting gives us, to assess the events which took place in this region.

After the signing of the New York Agreements of 22 December 1988, a process aimed at the creation of a new era of security in Southern African has begun. The independence of Namibia and the withdrawal of Cuba's troops from Angola have been the fundamental elements of this process. They represented on one side the very essence of changing internal situations of Angola and Mozambique.

In these two countries, where the pluralistic option has been finally accepted, steps toward a negotiated internal peace have at last been undertaken, notwithstanding understandable difficulties. Everyone's efforts must be now aimed at encouraging a positive achievement of such efforts. We believe that only a political solution acceptable to everyone can bring an end to the conflicts. As far as Mozambique is concerned, an agreement has been reached in Rome concerning the presence and role of Zimbabwean troops pending the proclamation of ceasefire.

This has been the first agreement for a partial ceasefire after 15 years. Contacts between the two sides have been resumed in Rome on 25 January. The Italian Government, as everyone knows, is strongly committed to the full success of the negotiations.

In South Africa, the understanding reached on 6th August last year in Pretoria and the abolition of the State of Emergency in the Natal Province, represent a reaffirmation of the willingness of both sides to pull down the system of segregation and to create a new South Africa; allowing the country to resume its rightful place in the international community.

To this end, the decision made in December in Rome by the European Council, to encourage the process underway in South Africa, represent a turning point in the European policy toward that country, as well as the acknowledgement of the positive nature of this process, and of the willingness of the South African Government to reach a political solution equitable and acceptable to all. Through that the majority can regain the rights which they were dispossessed by the regime of apartheid. Further, racist policies of that regime, such as the "Group Areas Act" and the "Land Acts", should be in fact dismantled soon.

The European Community's signal is addressed not only to President de Klerk's Government, but also to the political organisations of the South African majority.

It is necessary to avoid the risk of building a new institutional framework which could remain an empty shell, without real participation of the people.

To this end, we in the EEC have decided on a reorientation of positive measures which will benefit employment, professional training and education of the population's more vulnerable groups.

Mr Chairman, Namibia's independence represents a meaningful example of the "building" of a new democratic system in Africa. This is the result of a pragmatic and realistic approach to social coexistence in a multi-racial state. In

this sense, it goes far beyond the tendency to multi-party system which is nowadays evolving throughout the whole continent

The policy of national reconciliation undertaken by President Nujoma offers indeed the model of a State realised through the method of democratic debate between the various sections of the population.

Mr Chairman, the implementation of peace initiatives in Angola and Mozambique should turn the Southern African region not only into a laboratory of a new political culture, but also the economic leader of the continent.

The annual report, as well as the sector reports submitted for discussion by the SADCC Secretariat, illustrate clearly and in depth the excellent progress achieved by SADCC in promoting integrated and balanced economic development of the entire Southern African region. From now on, this area will face new major challenges. Therefore, new strategies must be envisaged to meet these challenges. We think in that respect, it is entirely appropriate that the theme of *Human Resources as a Primary Factor in Development* has been chosen for this year.

The Italian delegation fully shares the assessment and indications emerging from the documents, and we agree therefore, on the necessity to increase investments in planning and management, training and teaching of science and technology. We also agree on the necessity of giving priority to the employment of local personnel and institutions in development programmes.

We must not, however, disregard the difficulties and the limits of this policy in the present economic situation. The policies of structural adjustment programmes, pursued in order to rationalise the use of available financial resources, have resulted as an immediate consequence in the reduction of current public expenditure, with special emphasis on social sectors, including education.

To overcome this difficulty it seems, therefore, necessary to rationalise the use of resources, already quite insufficient, focusing, in particular, on development of human resources. This could be done through the revision of national education policies, in order to promote the basic technical, professional and management capabilities in each country.

Furthermore, it will be necessary to place such policies in a wider regional context. The changes taking place in the region must in fact aim at a greater popular participation in the ongoing processes of democratisation and economic liberalisation. This will also require the ability to plan ahead and to reach consensus in a democratic context, on the integration and diversification of the

economies of SADCC member States. That means developing the economic sectors where each member State is in a position of comparative advantage. This process will, at the same time, require an effective integration of the regional labour market.

This will lead, amongst others, to improved conditions of "equal opportunity" whose absence at this stage, has resulted in "brain drain" and regional internal migration among SADCC countries with different rates of growth.

Mr Chairman, Italy considers it a fundamental objective of cooperation, the achievement of solidarity among peoples, the entire fulfillment of human rights, and the uplifting of living standards.

Development, social equity, economic integration will be achieved only through a common effort focused on the human being. These commitments will be basically reached only through the elimination of the already existing barriers against women. We, in fact, are well aware of the crucial role women can and must play in the development process.

Furthermore, the Italian delegation certainly sees the necessity to coordinate different national training policies in the framework of regional economic integration. This means, at the institutional level, the strengthening of the Sector Coordination Unit. The Regional Training Council should, therefore, be our partner as far as cooperation in human resources development is concerned.

Italy will continue to support financially the efforts of SADCC and its member States towards the achievement of greater economic integration and development, mainly in the transport and communication sectors.

In addition to these commitments, the Italian Government, recognising the importance of the Conference's theme, is pleased to announce a new pledge of US\$5 million to be allocated to SADCC projects and initiatives in the sector of training and education. Of course this will be in addition to all the many projects in the same field already identified or ongoing, that have been undertaken on a bilateral basis with various SADCC member States.

Last year we welcomed the beginning of a new spirit of peace in international relations. Unfortunately the situation now has dramatically changed and this political atmosphere suffered a serious setback, though in a different geographical area.

Let me express my firm belief that, as regards Southern Africa, the tendency to

resolve conflicts through negotiations will continue to prevail allowing a peaceful solution of all conflicts and confrontations already existing..

And let us hope that the whole region may find again a sure way towards lasting peace.

STATEMENT : Japan

H.E. Mr Mitsuo Fijima
Ambassador to Zimbabwe

The year 1990 has turned out to be most historic for the SADCC region. First, Namibia became independent and joined the Organisation as the tenth member. It is very significant indeed that this Conference is taking place here in Windhoek today.

Secondly, we witnessed important progress in the national reconciliation process and peace talks both in Angola and Mozambique. The two countries, basically rich in natural resources, have high potential for economic development, and yet peace is the prerequisite for translating that potential into economic gains. Peace in the two countries would also have a very positive influence on the entire SADCC region because it would alleviate the problem of displaced persons, and make available to landlocked member States, effective transportation routes to the oceans.

Thirdly, remarkable developments took place last year in South Africa. Japan strongly supports the efforts towards a negotiated settlement and the elimination of apartheid.

In October 1990 we invited Mr Nelson Mandela, ANC Deputy President, to Japan, and expressed our strong support for his firm stand on constructive negotiations with the South African Government. We hope that South Africa will abandon apartheid as soon as possible, and then play a role of a prime locomotive in the economic development of the entire South African region.

Lastly, it should be noted that many countries in the region have reaffirmed their commitment to economic structural adjustment, and have made further

progress in economic liberalisation; the general move to political openness also continues. We expect that these positive developments will be conducive to the economic development of SADCC member States.

Japan's cooperation with SADCC is an important factor of its assistance to Africa. Our aid to the SADCC region has been expanding rapidly over recent years, and Japan's official development assistance to the region was third after Italy and Sweden in 1988. Furthermore, our assistance to the region amounted to US\$ 268.5 million in fiscal 1989, which was a 5.5 percent increase over the previous fiscal year.

In order to further enhance the effectiveness and efficiency of our aid to Southern Africa, we consider inter-regional coordination of economic development policies as vitally important. In this context we would like to continue to strengthen dialogue with the SADCC Secretariat and member States.

As we stated at last year's Conference, Japan's economic assistance scheme does not have a SADCC quota, so to speak, or an allocation earmarked solely for SADCC projects. Our assistance to SADCC projects is therefore conducted on a bilateral basis. It is for this reason that we hope SADCC member States come up with good regional projects in submitting requests to our embassies, and that the SADCC Secretariat takes the initiative for inter-regional coordination, keeping close contact with relevant SADCC member States.

Our recent contribution to SADCC projects include the rehabilitation of Limpopo and Beira transport corridors in Mozambique and the telecommunications network project in Zimbabwe.

We intend to give positive consideration to SADCC projects according to our economic cooperation policy, if the requested projects are to greatly contribute to the development of the SADCC region. Therefore, we hope that SADCC member States will understand the Japanese economic cooperation system which I mentioned just now, and then propose good projects.

Last year, "*Enterprise, Skills and Productivity*" was adopted as the SADCC theme for the next decade, and this year's theme is "*Human Resources — The Primary Factor in Development*" focusing on the importance of the human element in economic development.

From Japan's experiences in economic development, we cannot overemphasise the importance of promoting human resources, particularly skilled labour force in business management and industrial production. Needless to say, to lay a firm foundation for the development of human resources, basic education,

especially at the primary and secondary levels, needs to be expanded and improved in developing countries.

Japan fully recognises the importance of consolidating human resources and basic education. A good example of Japan's contribution in this field in Southern Africa is the building of secondary schools in Zambia. Japan extended bilateral grant aid to this project, totalling US\$ 22 million in fiscal 1989 and 1990.

It should be pointed out, however, that providing equipment and facilities alone will not automatically bring successes in education and human resource development. Self-help efforts on the recipient's side are critically important. This would include securing personnel responsible for running the project, and recruiting students and trainees. In this regard, a project host country and other member States should properly coordinate their programmes and policies. SADCC's coordinating role would be highly appreciated in the process.

In conclusion, I wish to once again express great respect for SADCC in endeavouring to tackle difficult challenges, one of which is of course, *human resource development*. I reaffirm Japan's willingness to cooperate with SADCC.

STATEMENT : Netherlands

Mr N Treffers

*Deputy Director — General for
International Cooperation*

At the outset, I would like to express the sincere gratitude of the Netherlands delegation to our Namibian hosts for their warm hospitality. I also thank the Conference Chairman, the Honourable Peter Mnusi, the SADCC Secretariat and the Namibian Government for the excellent Conference arrangements.

Mr Chairman, a conference dedicated to the development of the entire SADCC region, held in the capital of a free Namibia which, for the first time participates as a full member, is an historic event. The joining of Namibia to the family of independent African nations marks the final stage of a process which has, in a

period of a quarter of a century, profoundly restructured the entire continent.

I feel greatly honoured to be able to address this Conference and I would like to take this opportunity to pay a special tribute to all those dedicated people who through their efforts brought about Namibia's independence. The struggle for independence by the Namibian people has been supported by the Netherlands over the past many years and I would like to extend to the people of Namibia, the feelings of warm friendship of the people of the Netherlands.

In spite of the critical situation in many countries of Sub-Saharan Africa, in spite of the feeling of uncertainty caused by the war which now rages in the Gulf, and in spite of the recent developments in Eastern Europe, there are reasons for us to be optimistic about the future of large parts of our global village. Southern Africa belongs to those areas over which a measure of cautious optimism appears justified.

The road ahead, however, remains long and the journey will not be without difficulties. Up to the present day, the region continues to suffer from the violent conflicts in Angola and Mozambique and it must be anticipated that the transition in South Africa will not be an easy process.

What is needed now is to look towards the future and to assess the challenges which the developing world in general and Southern Africa in particular will face during the coming decade.

Mr Chairman, I would like to discuss a number of aspects which, in my opinion, deserve special attention in the Southern African context, and which feature prominently in the recently reviewed Netherlands development policy. These aspects are, firstly, the rapid changes in international relations and their implications for developing countries; secondly the threatened environment and the ramifications this has for the process of development and, finally, the issue of human resources development, which is central to this Conference.

I would like to address these three aspects in turn: the fundamental changes the world is witnessing today have far reaching implications for any development policy. Long-standing divisions are now subject to a process of increasing erosion, and international relations are no longer dominated by East-West tensions. These developments should enable the United Nations, which is the primary forum for international cooperation, to increasingly fulfil its role as the catalyst for improvement in international relations.

In this way, a climate should be created in which free and creative thinking about a newly structured international community will flourish. The withering

away of seemingly well established divisions also profoundly affects Sub-Saharan Africa. The independence of Namibia is a good example. Whilst this independence is largely due to the energies committed to this noble cause by its own people, it has been considerably helped by the changes in the international climate.

In South Africa, the combined effects of a rapidly changing international environment, of increasing internal pressures by political organisations, trade unions and a wide range of non-governmental organisations and of international sanctions have made an important contribution to the continuing process of change which now appears to be irreversible. While the struggle to fully eradicate "apartheid" is bound to continue for some time, thereby affecting large numbers of South Africans, the prospect of a peaceful transition to a South Africa free of racial discrimination now appears to be real.

The Netherlands Government is committed to continue its contribution to peaceful change in South Africa both by maintaining pressure on all parties concerned to refrain from the use of violence and by supporting those developments in South Africa which offer a true perspective for further peaceful change. The Netherlands remains deeply concerned about the ongoing human suffering in South Africa and calls on the South African Government and all groupings in South Africa to work in a constructive way to create a free and peaceful South Africa.

In this respect I have noted with great interest that SADCC has stated in its Annual Progress Report for the period July 1989 - August 1990, that SADCC anticipates South Africa to join the Organisation on the basis of adherence to SADCC's basic principles. It is further argued in the same document that South Africa should participate in redressing the current economic imbalances, for the benefit of all the countries in the region.

In addition, the Chairman of the Conference, the Honourable Mr Peter Mmusi, elaborated on this theme in his opening address.

Mr Chairman, these statements indeed open the way for a fundamental review of the role of the SADCC organisation. Having started as a framework - in which, inter alia, member States could decrease their dependence on South Africa - SADCC could now develop into an organisation, covering the whole of Southern Africa. This would have important consequences for the planning and implementation of SADCC's Programme of Action. It should, however, be borne in mind that the process of change in South Africa itself will require a huge effort by all concerned. The redressing of the imbalances in the South African economy itself will absorb considerable resources.

Therefore, the responsibility of the ten SADCC member States for their own destiny and for the well-being of their populations, remains in full and will continue to demand urgent action.

Mr Chairman, turning now to the second major aspect: the ongoing degradation of our environment. The world at large is becoming increasingly aware of the vast risks which mankind is facing due to the serious damage to the natural environment caused by industrial and agricultural production as well as by population growth.

The survival of mankind is at stake and during this decade the utmost priority should be given to the formulation and implementation of effective policies to guarantee man's sustainable presence on this earth.

It is most encouraging to note that in SADCC's own policy framework on food, agriculture and natural resources, a broad range of key factors which directly contribute to environmental degradation are identified. These include population pressure, improper land use, deforestation, overstocking and inappropriate range management, neglect of soil conservation practices and, of particular importance in the light of the theme of this conference, insufficient institutional, organisational and manpower resources.

The Netherlands is fully prepared to assist in reorientation of policies and modes of implementation and intends to better integrate environmental considerations in both the planning and execution of programmes which it supports. Specifically, attention should be given to low external input agriculture and improved communal management of natural resources as well as to research.

However, at the same time it should be recognised that developing countries must have access to new technologies. The vast agricultural potential of the SADCC member States fully justifies further investment in agriculture. Equally important is the rehabilitation and expansion of the region's transport and distribution capacity, because whilst the region as a whole has been able to produce a food supply surplus in terms of maize equivalents, regional distribution problems prevent surpluses to reach deficit areas.

The Netherlands programme of cooperation in Southern Africa, both through the SADCC framework as well as with individual member States, will therefore continue to concentrate on agricultural production, rural development, transport and manpower development. The Netherlands confirms its commitment to provide assistance to SADCC and to the member States of SADCC in these sectors.

Mr Chairman, I would like to turn to the central theme of this year's Conference, *the development of human resources*.

The increasing recognition of the major contribution which human resources development can make to national and regional development is warmly welcomed by the Netherlands. We would like to express our appreciation for the document prepared for the Conference. Many of the concerns raised are shared by the Netherlands. The attention given to the position of women is noted with particular appreciation. However, like many participants, we are of the opinion that a broader approach to the concept of human resources would be appropriate. Such a broader approach would include health, nutrition and family planning as well as the crucial field of women and development.

In my view human resources development can be pursued along the following lines: First and foremost, a political climate should be created in which people feel free to develop a critical mind. A society in which democratic conditions prevail, in which human rights are fully observed and which is governed by leaders devoted to justice, progress and equality provides the most suitable environment for the process of human resource development in its widest sense. In this connection, it is heartening to observe the intensive public debate in a number of SADCC member States on the issue of a more plural society.

The issue of a more pluriform society was also central to the discussions held by the countries which gathered in the Netherlands town of Maastricht in July 1990 to discuss the future of Africa.

It was recognised by all those participating, who included ministers from the vast majority of African States, that Africa's development efforts will not bear fruit unless governance is improved. It was also emphasised that development is a human-centered process and that people are both the cards and the means of development.

As a result, the Maastricht Conference agreed that programmes of human-centered development, of food-security and of employment must have a central place in any development strategy. Since the Maastricht Conference, President Masire, Mr McNamara and Minister Pronk have continued to work on an action programme for the Global Coalition for Africa. As part of this programme, meetings of experts are foreseen on, inter alia, the following topics: environmental issues, food security and institutional capacity building. These meetings are scheduled to take place in the course of this year.

The Global Coalition for Africa will be active during the coming years. It will, however, not become an institution in itself; it is intended to support promising

developments on the African continent, it is focused on sectors rather than on individual countries and it is designed to offer a forum for the exchange of ideas and experiences between African countries, donors and other organisations as well as individuals capable of making a contribution to the urgently required process of transformation in Africa. The contribution which SADCC can make in this respect cannot be overstated.

Mr Chairman, while the climate of good governance is an essential prerequisite for the success of a human resources based development policy, the design and implementation of such a policy itself also requires increased efforts.

The provision of education and training at all levels, at national and regional institutions, and, if required, overseas is an important element of such a policy. At the same time however, it is crucial to embark on a programme to restructure organisations, both in the public and private sectors.

Such a two pronged policy, addressing itself to the problem of good governance, as well as to the urgent need to further build Africa's institutional capacity, appears at this moment to be the best approach to human resource development. SADCC is in a very strong position to promote such an approach; it is now, after more than ten years of successful operations, a trusted and well respected framework for regional cooperation.

I would like to end, Mr Chairman, by underlining very briefly the main links between human resources development, good governance and regional cooperation.

Africa's development is a long term process. It should not be subordinated to short term requirements. This process is human-centered; development is in the first place human development. Under the circumstances the process of human development can only succeed on the basis of sustained growth in production.

To this end, African governments and donors will have to work together, during the 1990s, to mobilise all required resources. Even so, in my view this will only be truly successful if there is a climate of good governance and a greater degree of regional cooperation and integration.

It is from this perspective that the Netherlands will remain firmly committed to SADCC and I wish to confirm my Government's policy to continue to concentrate an important part of its programme in Southern Africa.

STATEMENT : New Zealand

H.E. Mr Douglas Law
High Commissioner to Zimbabwe

The New Zealand Government congratulates SADCC on its achievements over the past 11 years. SADCC has become an important vehicle for regional cooperation. Significant progress has been made, but as we are all aware, there are many more tasks ahead.

The challenges of the 1980s have given way to new major challenges in the 1990s. The theme for this conference - *The development of human resources* - is one that is strongly supported by New Zealand. We place great emphasis on this aspect of our development programmes and activities.

The annual SADCC Conference provides a valuable opportunity to exchange ideas and information on issues of relevance to Southern Africa.

The task of achieving further economic and social development will continue to be a major challenge for the governments of the region.

New Zealand is encouraged by the assurances by major donors that events elsewhere in the world will not lead them to abandon their support for Southern African development programmes. New Zealand will also continue to lend support, as far as its resources allow, to the governments of the countries of Southern Africa and to SADCC.

STATEMENT : Portugal

Dr J M D Barroso
Deputy Minister of Foreign Affairs and Cooperation

I wish above all, Mr Chairman, to salute, in the name of the Portuguese Government and on my own behalf, the President and the people of the Republic of Namibia for the warm welcome that they have given the Portuguese delegation to this Annual Consultative Conference of SADCC.

I also wish to express my congratulations for the efforts of all those who participated in the preparation of this Conference and for the way, You Mr Chairman, has handled its proceedings.

The convening of the 1991 SADCC Consultative Conference in Windhoek occurs at a moment in which conditions are favourable for the establishment of a new socio-politico-economic order in Southern Africa, capable, in the future, of bearing the good fruit that we all desire.

We find ourselves in effect, close to a new era for the African continent, resulting partly from the international situation that derives from the extinction of the old political blocks. We are arriving now at a phase in which, through the exercise of dialogue, the political transformation of Southern Africa is benefitting the development of the whole region.

The recent independence of Namibia, the peace processes in Angola as well as in Mozambique, and the progress registered in the dismantling of apartheid in South Africa will definitely contribute to the consolidation of a new climate of confidence, dialogue and progress in Southern Africa.

In this respect allow me to emphasise that the First Meeting of Ministers of Foreign Affairs of African Countries of Official Portuguese Language, which took place in November 1990 in Guineau-Bissau, took note with satisfaction of the positive evolution of the situation in this region. The Ministers also considered the measures adopted by the Pretoria Government to free Mr Nelson Mandela, the legalisation of political organisations and the lifting of the State of Emergency.

On our part we will do everything in order that the South African authorities continue to adopt measures that will soon permit the building of a society without racial discrimination.

Only in this way can lasting peace be attained which permits the construction of a democratic society in that country; and that will bring political stability to the whole of Southern Africa.

We recognise that there is still a long road to travel. However, I cannot cease rejoicing at these occurrences to which Portugal, given the historic and cultural links with countries of this area, has done its best to contribute.

Unfortunately recent developments in the Middle East do not permit us to face the future in the manner which we would like.

The socio-political absurdities which have taken place in the past decade in many African countries have to be avoided. The period of so called "Afro-Pessimism" has to end. For this to happen however, one has to provide ways to facilitate the rehabilitation of the economies of countries of this continent and especially this region. We also have to bear in mind that economic advancement can only be achieved in cases where we have allowed the individual to be an active member of the society of which he is part and to act as the principal motor of development.

The forces that SADCC has come to promote since its creation have contributed already to the development of the region. Nevertheless in order that it can overcome the innumerable difficulties that still exist, it must reinforce many socio-economic sectors and above all, those that make up the principal theme of this year's Conference - Human Resources.

The recent past has shown us that the development programmes which failed to take into account the human factor, ended up in failure.

So then, we should not forget the requirements of the individual so that he can constitute an active element in development, in a way that diminishes economic dependency and allows policies of social and economic development to bring well being to the people.

It has come to be a theme of constant reflection at SADCC conferences, that sectors linked to productive infrastructure and transport have a major importance in regional development. We fully endorse this, and I remember our participation in the Limpopo Corridor project and the Energy Technical Unit of Angola in the project, "The Integrated Use of Resources of the Hydrographic Basin on the River Cunene".

We have been collaborating in the project of the Zambezi Basin whose first phase has just been completed and we are open to participating in the new phase of the project.

Mr Chairman, once more allow me to renew our pledge to the attainment of projects now functioning in the Lobito Corridor, namely; the technical-professional training and the construction of the SATCC building in Luanda.

I cannot, however, cease to reflect that the improvement of the systems of teaching at basic and superior levels and professional training merits the same or even increased importance.

In this field it gives me pleasure to state that my country has come to pledge

itself increasingly to development of human resources. I wish to draw attention, as an example, to the Portuguese contribution to Angola which amounts to 25 percent of our total bilateral aid. In professional training in the socio-cultural area we spent more than 63 percent of the total sum destined to Angola and Mozambique. It gives me pleasure to further inform you that the Secretariat of SADCC could also benefit from a course for translators-interpreters that Portugal will sponsor to citizens of the five PALOP countries and for regional African organisations.

Although this aid is centered essentially in Portuguese speaking countries of Africa, this does not imply that we will neglect other countries of the region. In this context we pledge support to the graduate training programmes started in 1990 with the Republic of Namibia and post-graduate and technical-professional courses for SATCC.

Portugal is ready to renew the Protocol on Scholarships as well as contributing to the publication of a magazine in Portuguese to be published by SADCC. Further to this we wish to follow a policy where cooperation between Portugal and African countries favour social, economic and cultural sectors as well as strengthening business links.

In this region the language and culture of Portugal are there for all to see. In spite of our limited economic means we have initiated actions that contribute to the consolidation of the Portuguese language as a cultural heritage.

For the preservation of national identity within this region, we shall not abandon our commitments to intensify and defend measures that will improve present socio-economic conditions.

In that regard my country is ready to give significant assistance to the programme of the reconstruction of the economy of Angola (PREA) whose preliminary report is now finished. The PREA report was produced with the participation of several Portuguese specialists.

We hope that the studies carried out will soon be analysed by the international community in order to set off the first phase of the social and economic recovery of Angola. Needless to say, the economic recovery of Angola will contribute positively to the development of the SADCC region of which it is part.

I further wish to underline the positive role of international agencies that have carried out various projects that are essential for the region.

In conclusion, I would not want to forget to applaud the positive results achieved by SADCC. I further wish to reaffirm continued commitment by Portugal in support of SADCC activities aimed at achieving the Organisation's political and economic objectives. The SADCC Programme of Action indeed fosters links of solidarity between the peoples of the region; to whom we also ask to be continually joined.

STATEMENT : Romania

H.E. Mr Petre Vlasceanu
Ambassador to Namibia

First of all, I am honoured to discharge a pleasant duty; to convey to you, Mr Chairman, and to the SADCC Council of Ministers, a message of thanks from my Government for inviting Romania to participate in this Annual Consultative Conference.

This is a significant sign of recognition of the fundamental changes underway in my country towards a free and real democratic society; a free market economy, a new pluralistic society in Romania, and a policy of cooperation with all states. These we consider as a pragmatic approach to contributing to international efforts for peace, understanding and cooperation among all nations of the world.

Our participation in the Conference confirms our determination to play our part within the limits of our capabilities in promoting the efforts of SADCC to develop economies of member States towards self sufficiency.

Our cooperation with SADCC is possible due to the radical changes taking place in my country and in all Eastern Europe as well as countries in the southern part of the African continent.

It is my conviction that these profound changes will not in any way be an obstacle but, on the contrary, will create conditions for closer cooperation and mutual benefit between Romania and member States of SADCC.

The Romanian delegation has listened with great interest to the statement of

President Nujoma, who underlined the essence of the changes in the region and articulated the needs of the SADCC nations. We highly appreciate His Excellency's contribution to the work and success of the SADCC Conference.

Allow me, Mr Chairman, to join those delegations who have expressed their profound thanks to the Government of Namibia for hosting the Conference and for assuring its success.

Romania will continue to maintain close relations of friendship and cooperation with the member States of SADCC and also with Cooperating Partners. My country is ready to develop further its ties and contacts with SADCC for cooperation in all fields of common interest.

In conclusion, Mr Chairman, I would like to point out that the Romanian delegation appreciates the vital role played by SADCC and the Cooperating Partners, and congratulates SADCC for its achievements. We wish the Organisation all the success in the implementation of its programmes and the challenges it faces in its second decade.

STATEMENT : Spain

Mr Fernando Riquelme

Director General of the Institute for Cooperation and Development

The Spanish delegation wishes first of all to cordially thank the authorities of the young Republic of Namibia - and especially its President, Mr Sam Nujoma, for their hospitality in welcoming us to the 1991 Annual SADCC Consultative Conference in Windhoek.

We would also like to thank the SADCC Secretariat, headed by Dr Simba Makoni, for having prepared and supplied us with complete and useful documentation about SADCC activities and projects. This shows that there has been constant progress in the fulfillment of the goals set by SADCC over 10 years ago.

The Spanish delegation considers that this information is a valuable contribution to more accurate knowledge of regional problems of SADCC and its member States, and that it also furnishes important terms of reference to the countries and agencies present here today. This will facilitate our bilateral and multilateral cooperation.

Mr Chairman, it gives us great satisfaction today to see that the Namibian people's long, difficult and brave march towards independence as a sovereign state has been crowned with success; thanks to the efforts of the Namibian people themselves. This has been buttressed by the determination and sustained action of the international community, confident that it will see solutions in the short-term in the peace processes begun in Southern Africa, particularly in Angola and Mozambique. The international community continues to apply pressure aimed at abolishing the policy of apartheid in South Africa.

During its 11 years' history, SADCC has earned international credibility for its political objectives, its pragmatism and its decentralised organisational framework. It can be asserted that there are now a number of peoples and states on this sub-continent, between the Atlantic and the Indian oceans, who increasingly believe that a common destiny awaits them — based on respect for democratic principles, individual and collective freedoms, and solidarity with the less-privileged.

This annual Conference has been convened so that together, we may give special consideration to the subject of "*Human Resources as a Primary Factor in Development*". It is very easy for us to agree that this is a good choice, given that human development is a continuous process, which pursues the maximising of human potential and which requires — amongst other things — appropriate educational and training methods, better health and sanitary conditions, political and economic pluralism and guaranteed respect for human rights.

An assessment of both the regional and global situation over the past year, leads us to expect that the funds devoted to arms will progressively be diverted to other more noble objectives, such as the fight against poverty, hunger, disease and environmental pollution. It is clear that SADCC will have to enhance its already pre-eminent role in these fields.

We wish to congratulate the authors of the document submitted by the Secretariat on the central theme of this Conference. We entirely agree with the theme that the development of any modern society is impossible without a resolute policy of evaluation of the human element, understood as the means for, and the ultimate justification of, the whole developmental process. The other aspect of the mobilisation of human resources is the improvement of the

region's institutional capability which will result in greater effectiveness in the administrative structure and the public service.

One of the lessons that developing countries have learnt from their past experience is that the true wealth of a nation lies in its people or - even more - in their human qualities and ability to innovate while putting to good use the scientific and technical advances provided by those who have already experimented with them.

We should make sure that full advantage is taken of the training opportunities provided under the grants made available to the entire region, by eliminating administrative difficulties which, until now, have hampered their effectiveness. Correspondence courses, especially those for adults, can contribute to raising the level of technical and management knowledge, thereby enhancing the productivity of the work force.

The development of human resources has at least two dimensions: the development of people's abilities, and the use to which they put their training. In order to ensure the success of both these activities, it is essential to remedy a dual situation, the results of which have a very negative effect on the availability of trained workers in developing countries. On the one hand, attractive job offers in countries with high rates of economic growth, result in the emigration to them of many well-trained people, and on the other hand, the attempt to counteract this drain of local experts by attracting technical assistance from abroad is generally at a much higher cost.

The negative results of these two trends could be minimised through special policies to set up incentives of different kinds for local skilled personnel, which, in the medium and long term, would lead to the relative availability of these experts for roles in both management and administration, and for acting as effective counterparts for assimilating the technical assistance deemed absolutely necessary as well as adapting it to local circumstances.

This policy of remuneration could be complemented by another of geographical re-distribution of public officials according to their qualifications, aptitudes and professional knowledge, which would strengthen their motivation to remain in their jobs, as well as the effectiveness of their work.

Likewise, it has been a good decision to set up and operate schools for training civil servants in the industrialised countries. This has made it possible to provide trained personnel for the complex task involved in the administration and management of public bodies, goods and services. It would seem obvious that, in this way, the need for decentralisation would be better met. Perhaps the

application of this policy could be envisaged not only at national, provincial and local levels, which is the norm, but also regionally.

This would result in the availability of officials with synthesised knowledge and training for dealing with the entire spectrum of SADCC problems and, in turn, would lead to a more effective allocation of resources, given that no one country in the region can produce all the best and most complete educational programmes in all fields at an affordable cost.

Moreover, there is still plenty of scope for regional coordination of some high level scientific and technological institutions. This would reduce unitary costs and undoubtedly improve the quality of education and training.

Mr Chairman, Spanish cooperation within the framework of SADCC has, until now, been directed at Angola and Mozambique, consisting of assistance to Lobito and Beira rail corridor projects: these involve a great deal of human resources training. For example, the R-M-1 and R-M-3 Lobito Corridor projects, which started to be implemented towards the end of 1990, are connected with the plan for development of human resources and technical assistance for training railway workers.

At the same time, the TA-R-1 project has been supplying technical assistance, for two years now, to the railway company. Eleven Spanish consultants give advice on railway operations, rolling stock maintenance, traffic and signals.

Finally, Mr Chairman, we reiterate our support for SADCC's goals regarding the mobilisation of its human resources, taking maximum advantage of domestic and foreign opportunities and attempting to enhance, to the full, the creative talent of the subjects of development; **themselves**.

I am pleased to assure you that Spain remains willing to cooperate closely with SADCC and its member States, within the framework of our policy of aid and solidarity with the rest of the international community.

STATEMENT : Union of Soviet Socialist Republics

H.E. Mr A Y Urnov
Ambassador to Namibia

It is an honour and pleasure to speak at this forum, the activities of which so convincingly demonstrate the fruitful potential of international cooperation - both regional and global.

It is all the more gratifying that this Conference is being held in Windhoek, the capital of Namibia, the youngest independent state of Africa.

Many speakers here noted with satisfaction the positive changes taking place in this world of ours. I share these feelings and humbly suggest that my country, the Union of Soviet Socialist Republics, has been instrumental in helping to bring these changes about. I mean our policy of new thinking, based on such fundamental principles as non confrontation; political settlement of conflicts; and the primary importance of overcoming under-development.

Here in Southern Africa we welcome and encourage the promising development in Angola and Mozambique, and we fully support the efforts of anti-apartheid forces in South Africa, so ably represented by the ANC Deputy President, Mr Nelson Mandela - to achieve, through a peaceful political process, a united, democratic and non-racial South Africa.

And while disagreeing with those who say that changes in South Africa are cosmetic, neither do we agree that they are profound enough to warrant the relaxation of international pressure on the South African Government.

We hope that the process of dismantling apartheid will gather speed, and that this year will see a fundamental transformation of the South African society.

The Soviet Union intends to continue to play its role in Southern Africa, and together with other members of the world community, to contribute to the establishment of peace, stability and cooperation in the region.

Some years ago apartheid South Africa put forward a scheme called "the Constellation of South African States" It was then unanimously rejected by the African states concerned, who rightly saw in it an attempt to convert them into

bantustans. But now the chances are high that in a post apartheid Southern Africa, an enlarged SADCC will emerge as a genuine constellation of free and equal states working together for the benefit of all.

As for the tragic war in the Gulf, the USSR stands and works for an immediate ceasefire as soon as the Iraqi leadership expresses its readiness to leave Kuwait.

Many a reference was made here to the changes in Eastern Europe and the USSR. Perestroyka in my country is going through a critical stage. The restructuring proved to be much more complex and painful than originally expected, but the Union Government and President Gorbachev are determined to carry on, yielding neither to the Right nor to the Left.

The Government of my country remains as ever committed to democratic ideals, to dialogue and peaceful settlement of disputes. But this is a two-way street. The rule of law must be maintained. Constitutional coup d'etat and UDIs are unacceptable.

Thank you, ladies and gentlemen, and may I wish that if not the next SADCC Conference, then the one after it, will take place in a non-apartheid South Africa.

STATEMENT : United Kingdom

Hon, Lynda Chalker, MP
Minister of State for Foreign and Commonwealth Affairs,
and Overseas Development.

I have the unfair advantage of being able to speak twice during these proceedings. I will take care not to abuse that privilege and will accordingly be brief. I should, however, like to take this opportunity to say a few words about what Britain is doing as an aid donor in Southern Africa and what we are hoping to do in the future.

I have been asked on several occasions in recent months whether our new aid programme in Eastern Europe will not inevitably mean less money for Africa

and the rest of the developing world. I should like to make quite clear that this is not the case. Our assistance to Eastern Europe is quite distinct from, and additional to, our regular Aid Programme and will remain so.

Having recently regained responsibility for African affairs within the Diplomatic Wing of the Foreign and Commonwealth Office, in addition to my job as Minister for Overseas Development, I can affirm Britain's continuing interest and involvement in the affairs of Southern Africa. As I said in my response to the Opening Addresses, there is a task to be completed and we are committed to seeing it through.

Statistics, as we all know, can be false witnesses, but in this instance I think they can speak for themselves. In the decade since the founding of SADCC, British bilateral aid to the region has amounted to more than £1300 million, £170 million of that in 1989 alone. In addition, a major element of our aid programme, about 40 percent overall, takes the form of contributions to multilateral programmes, including those of the European Community. This is true in Southern Africa as elsewhere. Such spending came to a further £50 million in 1988 and is likely to continue to rise.

Our bilateral assistance to Southern Africa is concentrated in five main areas. To outline these briefly: First, emergency relief and food aid. Drought and the tragic conflicts in Angola and Mozambique have brought suffering to millions in the region. Assistance to those in need in these two countries alone came to over £11 million in 1990. And we recognise that the need may be even greater this year.

Second, support for longer-term development. To help prevent environmental degradation, to reduce population pressures, to promote better health care, to fight AIDS and enhance the lives of women as well as to help promote economic growth. Given the theme of this Conference, I might mention in particular assistance for education and training. These have long been priority areas for the British aid programme and account for nearly 20 percent of our aid expenditure worldwide.

Third, support for the victims of apartheid in South Africa through measures to promote community developments in urban and rural areas, to help with the provision of low-cost housing and, above all, to help repair the damage caused by years of under-investment in education for the majority of South African citizens.

Fourth, support for economic reform and good government, issues which we believe to be closely linked and to deserve particular attention in the allocation

of British aid. We have pledged more than £100 million in balance of payments assistance over the past three years to countries pursuing programmes of economic adjustment and we shall continue to support their efforts. We shall also continue to give what assistance we can to efforts to improve public administration and public sector management and to support the wider aspects of good government.

Finally, support for the efforts of SADCC to promote regional integration and co-operation, a task which for the reasons I outlined in my earlier intervention will, I believe, be of vital importance in the period ahead.

Our future assistance to the region will continue to concentrate on these five main areas of activity. It is true that our aid resources are under pressure, not least because of pressing needs in other parts of this continent. But I can assure you that we shall continue, as we have in the past, to respond as generously as we can to the specific needs of Southern Africa and to weigh these needs very carefully against competing demands elsewhere.

The pledge of £10 million which I announced last year in support of SADCC's activities brought the total of our support to £70 million over the first decade of the Organisation's existence. These funds are not yet fully committed but, as and when they are, we shall be glad to make further funds available.

There need be no doubt about our firm and continuing commitment to SADCC. Our immediate objective, however, must be to complete the commitment of the funds we have already pledged. Our involvement in transport and agricultural research will continue, but we shall be looking for new involvement in sectors, such as energy, of high priority in the future development of the region and offering real scope for action on a regional scale.

We shall also be glad to look at the possibilities for new involvement, in the context both of individual country programmes and of the SADCC programme, in projects which will contribute directly or indirectly to the development of the region's human resources. The theme document for this Conference, and the very fruitful discussion which took place yesterday in the working groups, have provided much food for thought about the action needed at both the national and the regional level if we are to realise the full potential of the region's ultimate resource.

STATEMENTS : United States of America

Mr Ted D Morse
USAID Director for Southern Africa.

As many of you know, our new Assistant Administrator for Africa, Mr Scott Spangler, was to have served as head of the US delegation to this Conference. However, due to unforeseen circumstances that require his presence in Washington, Mr Spangler cannot be with us today. He asked that I convey his sincere regrets for not being able to participate, and that I bring you his greetings and best wishes.

It is a great privilege and pleasure to represent the United States Government and the American people at what has become an important annual gathering for the SADCC member States and for the donor groups who share your objectives and your vision of Southern Africa's economic prosperity. Our presence here in Namibia, Africa's youngest independent nation, bears witness to the force of regionalism shaping politics and economies.

Tremendous progress has been made during SADCC's first decade: politically, Namibia has gained its hard-earned independence, a unity accord has been implemented in Zimbabwe, and negotiations underway in Mozambique and Angola hold much promise. Events in South Africa, including the unbanning of political parties and freeing of Mr Nelson Mandela, are demonstrations of significant moderation on the part of the Government. As previously opposing factions begin discussions and as separatist laws begin to unravel, the hoped for end to apartheid in South Africa is within reach, as is the end of the economic and political havoc it wreaked.

From all corners of the world, there is a growing recognition of the desirability of democratic pluralism. Indeed, in Eastern Europe and here in the region there has been a reaffirmation of the desire for better governance. Increasingly, individual governments are acknowledging the necessity of political pluralism and the rule of law as an underpinning for free markets and the economic and human growth possible under a free market system.

SADCC has established itself as a formidable organisation in the region and has successfully mobilised nearly US\$3 billion from its Cooperating Partners to support its Programme of Action. As we move into the 1990s, SADCC must

continue to serve as the catalyst for the implementation of regional priorities over narrow national interests.

Economically, during the 1980s the region confronted the decline of commodity prices, deteriorating terms of trade, diminished public and private investment and mounting debt. The unfavourable international economic environment, growing unemployment and erosion of the physical and socio-economic infrastructure, forced a re-evaluation of economic policies by SADCC member States.

As a result, there is a growing recognition of the need for policy reform to create the environment for broad-based economic growth in Southern Africa, for attracting private investment and for restructuring economies away from commodities export to capital goods manufacturing. In the late 1980s, partly in response to structural adjustment programmes impacting the agricultural sector, the region recorded modest positive GDP growth.

SADCC has played a significant role in facilitating support for the growth of the region's private sector. These efforts include the creation of the private sector-run SADCC Regional Business Council, and constituent SADCC national business councils in each of the member States. These business councils provide SADCC a forum to dialogue with the private sector, and they will also provide valuable services to individual businesses in the region. The United States has capitalised the SADCC Regional Business Council start-up cost, and is providing funding for studies, conferences, and investment/export promotion.

Building on the framework of the *SADCC industry and trade strategy*, which acknowledges the pivotal role of the private sector in regional development, SADCC is developing a *regional export promotion strategy*, and is analysing a variety of mechanisms to provide direct support to exporters.

By nurturing private sector initiatives, the problems of unemployment and under-employment can be addressed.

The United States continues to embrace the macro-economic policy reforms recommended by the World Bank and IMF. We recognise the short-term social costs some of these programmes entail; however, the transition through structural adjustment can be eased through the growth of private enterprises.

Appropriately, our new programme of bilateral assistance to Namibia will focus on building its human resource capacity. In each of the countries of the region, the United States supports, human resource development activities are important elements of the bilateral programme of assistance. We will continue

our US\$40 million programme of support to victims of apartheid in South Africa, through programmes in human rights, education, black private enterprise development, and labour union and community institution building.

In designing our projects, we recognise the need not only to foster but sustain development efforts by ensuring the adequacy of local manpower available, whether to service a road, manage an investment centre or attract foreign investment.

We have, therefore, systematically included technical assistance and training as integral elements in each of our sectoral programmes, not only to ensure the successful implementation of that specific project, but to serve as building blocks for enhanced productivity and efficiency in the region.

SADCC and its donor groups have invested billions of dollars in building infrastructure and it now must meet the challenge of providing the human resources to manage the region's capital resources in the most efficient and competitive manner.

Despite concern expressed by the African states that US assistance to sub-Saharan Africa might be diverted to Eastern Europe, this has clearly not occurred. In fact, the amount of US economic assistance to sub-Saharan Africa approved by the US Congress for 1991, totals US\$800 million and represents a 40 percent increase over previous levels.

Over the past decade, nearly US\$300 million has been provided by the United States to support the SADCC Programme of Action. This year we expect to obligate another US\$50 million and disburse in excess of US\$77 million from previous years' commitments.

Together with bilateral support of more than US\$200 million annually, to SADCC member countries, this aid signals American recognition of the importance of and commitment to the peoples of Southern Africa.

The US will continue to substantially support the SADCC Programme of Action. Our assistance will continue to reflect SADCC's own past priority on infrastructure. We believe, as do others, that there is a need to shift emphasis from building transport capacity to increasing the operational efficiency and the financial viability of the region's transport links.

A new project to begin in 1991, the SADCC Transport Efficiency Project, addresses this very issue of operational efficiency, and will deal specifically with project components, including a railway rolling stock information system

and transport route appraisals, attempt to redress institutional and operational constraints to regional transport. These activities will contribute to lower costs and improved reliability of the region's transport network.

Another important new US project initiative, the enhanced export competitiveness project, will focus on improving the utilisation of human capital in SADCC-based exporter and supplier industries to improve their competitive position. Project activities will help the private sector adapt to structural adjustment processes within member States, respond to the transition to majority rule in South Africa, and prepare for an evolving international trade regime.

In agriculture, as part of a multi-donor effort, the United States will support the operations of SACCAR in fulfilling its expanded mandate for coordination of agricultural research and training.

Recent political events have attracted the world's attention to Southern Africa. This renewed focus on the region presents a unique economic opportunity — an opportunity to demonstrate Southern Africa's viability as a trading partner, as an employer and as a centre for investment. The US believes the political changes started in South Africa, Angola and Mozambique in 1990 will be accelerated in 1991.

These changes will soon have a dramatic and positive effect on the trade, investment, business, labour, refugee and transport of this region. We believe it is essential to do the research, over the next year, to analyse dynamic regional economic trends which are already running ahead of political change. This is essential for SADCC member States to cooperate or compete with a changing South Africa, within a region going toward trade liberalisation and a world of new trade alignments.

Mr Chairman, fellow delegates, we congratulate SADCC and its supporters for the progress made over this last decade. We believe 1991 will be the year of the Organisation's biggest challenge — to redefine itself in a rapidly changing regional context.

The United States pledges its continued support for strong regional developments.

AGENCIES

STATEMENT : Africa Development Bank (ADB)

Mr A Sangowawa
Vice President

It is a great honour for the African Development Bank Group, its President Mr Babacar N'diaye, and myself to participate in this 1991 SADCC Annual Consultative Conference, which is the first to be held in Namibia, SADCC's 10th member State.

I would like to thank the Government and the people of Namibia for the warm hospitality and the excellent arrangements made for this meeting. My heartfelt congratulations go to the Chairman, Honorable Mr Peter Mmusi, the Executive Secretary, Dr Simba Makoni and the staff of the Secretariat for the excellent and substantive reports prepared for this year's Conference Theme: "*SADCC: Human Resources - Primary Factor in Development.*"

Mr Chairman, let me say from the onset that the African Development Bank recognises the importance of the theme of this Conference, and is fully supportive of the initiative. We believe that all development is human-centered, therefore, the achievement of sustainable development in Africa would depend on Africa's rational use of its human resources.

Mr Chairman, the accomplishments of SADCC since its establishment in 1980 continue to be impressive and heart-warming. It is being increasingly realised that the availability of natural resources alone is not a sufficient condition for economic development. This is especially true of Africa which is amongst the best resource endowed continents of the world and yet remains underdeveloped, particularly in the sphere of industrial production.

With the deterioration in the level of national economic performances of many African countries, a new dimension has been added to the problem. Africa is today faced with a serious problem of intellectual exodus, commonly known as brain drain. As a result, some of her well trained professionals have been attracted to developed and Middle East oil producing countries with better remuneration. This has created a vacuum and exacerbated an increased reliance on foreign assistance and consultancy services.

As development has always been sustained through human resource develop-

ment, Africa cannot continue to rely largely on outside technical assistance personnel to implement its socio-economic development programmes. For SADCC member States, the reduction of economic dependence on external assistance and the achievement of sustainable growth require the creation of an environment which would encourage the retention of scarce medium and highly trained manpower within the sub-region.

The most successful countries in the world, particularly the newly industrialised countries, owe their successes to their efforts in the area of human resource development. They maintain on average, an investment rate of about 5-10 percent of the GDP in education and health which are the two main sectors that contribute significantly to human resource development.

In view of resource constraints facing African countries, human resource development would best be achieved by proper planning and plan implementation, particularly in education and health sectors. Development of human resource implies sustained efforts to the needs of the various segments of the population including children, adults, men, women, disadvantaged and rural and peri-urban dwellers.

Mr Chairman, I will now turn to the problem of human resources in SADCC member States. Available statistics show that there is an acute shortage of skilled manpower in the sub-region. This is due to the fact that the current levels of investment in education and health are abysmally low. In addition, human resources development has a long gestation period. In the past, the focus has been in providing basic education at the primary and secondary school levels. However, since the late 1980s, emphasis has shifted towards technical and vocational training; tertiary education and improvements in the content of curricula.

SADCC's human resources development strategy is sound but its resource allocation to the relevant sectors remain rather small. For instance, less than one percent of SADCC's investment resources is allocated to this important component of the social sector. Indeed, the allocation was 0.40 percent in 1989, and that further dropped to only 0.24 percent in 1990. Such low levels of resource allocation will only prolong the time required to attain self-sufficiency and a respectable measure of economic independence.

Mr Chairman, earlier speakers today have ably and exhaustively discussed the issue of human resource programmes for the sub-region; what I would like to do now is to focus on ADB's past and future intervention in this very important area on which the long-run development of Africa depends. The Bank Group attaches particular importance to human resource development, and has pro-

vided financial and technical support to the relevant sectors in several member countries. We at the Bank believe that the problem of human resources development cannot be adequately tackled without a critical examination of the role of education and health.

The Bank Group has developed appropriate policies and strategies to guide its operations in the relevant social sectors. Specifically, in the education sector, they aim at: increasing accessibility to basic education in member countries with emphasis on formal and informal education, and ensuring equity of participation for all with emphasis on female education, and those dwelling in the rural areas; developing manpower through increased intervention in technical and vocational education in agriculture, industry and other productive sectors; and promoting institutional and management development at all levels.

In the health sector, they focus on the training of health personnel required to implement the huge but justified primary health care delivery system adopted by most of our member countries; supporting programmes designed for the control of communicable and endemic diseases, reduction of morbidity and mortality rates, and those directed at improving the quality of life; and emphasising the training of health administrators with capacity to plan and manage national health programmes, and the storage and distribution of essential drugs.

In global terms, the ADB Group lending to SADCC member States' education and health sectors has grown from US\$5.8 million in 1975 to a cumulative total of US\$423.72 million by December 1990. Most of the resources committed were concessionary funds provided through the soft loan affiliate - the African Development Fund.

In these two sectors, the Bank Group's commitment to all member countries was the equivalent of US\$1.7 billion between 1967 and December 1990, representing 9.0 percent of its cumulative lending. Of this 24 percent went to SADCC's member States. Under the current second five-year Bank Group operational programme for the period 1987-1991, we plan to commit up to 15 percent of the total lending to the two sectors, and most of this would be in the form of concessionary funds. SADCC member States will benefit from these resources. Future programmes will continue to address the critical needs of these sectors.

In order to reach a greater percentage of the population, particularly those in remote areas, as well as vulnerable groups, including rural women and children, the Bank Group will continue to accord priority to the provision of essential infrastructure in the transport, communication and public utilities sectors. This

is the reason for the substantial Bank Group's lending to these sectors in SADCC member States, besides assisting them in their collective endeavour to promote economic inter-dependence in the region.

Mr Chairman, in order to consolidate the achievement so far made in human resource development, it will be necessary for our countries to control the formidable challenge posed by rapid population growth. Ironically, man becomes his enemy through rapid procreation and compromising investment in human resources to take care of the larger population.

Some of our countries grew rapidly at around 3.7 percent during the decade of the 1980s, while their GNP per capita was declining. Without an effective national population control policy, and rapid growth of the economy, the financial requirements for social services would be far beyond the reach of our national treasuries. No matter how great the need for assistance may be, external resources for the social sectors is not likely to be forthcoming unless the problem of rapid population growth is effectively and quickly dealt with. The Bank Group would be pleased to assist member countries prepare policy options on control of population.

In conclusion, the Bank Group fully associates itself with SADCC's human resource development programme. We intend to do more in the future to contribute to the successful realisation of the programme's objectives through project loans and technical assistance.

STATEMENT : Commission of the European Communities

**Mr Dieter Frisch
Director-General**

It has always been an honour and privilege for the Commission of the European Communities to participate in SADCC's Annual Consultative Conferences.

This year's venue represents a milestone in the political development of the Southern African region with Namibian independence come true after so many years of struggle. I would like to express my delegation's appreciation to the

Government of Namibia for the warm welcome extended to us and the excellent arrangements made in this young country. I would also like to thank SADCC, through Vice President Mmusi and Executive Secretary Simba Makoni for the preparation of the Conference.

The political map of Southern Africa is changing fast; independent Namibia has become the tenth member of SADCC; talks have started on ways to end apartheid and to introduce a system of government acceptable to all South Africans; and talks are going on about a settlement of the problems in both Angola and Mozambique. All these developments give us hope.

The recent decision to call for an all-party conference to discuss the outline of a future constitution for a democratic non-apartheid South Africa is an important step to overcome the difficulties and move forward. As mentioned by the President of the Council of the European Communities, the European Community will maintain its pressure on South Africa until the process of change is irreversible and the pillars of apartheid have been dismantled.

The Commission will continue to encourage the process of change in South Africa — through its programme of positive measures — for which ECU 60 million will be made available in 1991. I am hopeful that soon a truly non-racial, democratic and united country will emerge which will be able to play an important role not only in the Southern African region, where its contribution will be vital, but also in the international community as a whole.

I should like to express my profound satisfaction on seeing Namibia not only the tenth member of SADCC, but also the 69th member of the ACP group linked together with the European Community through the Lomé Convention. The speed and efficiency with which the newly incoming Namibian Government tackled the negotiations was an example of high statesmanship and a business-like approach. The European Community will use all its endeavour to ensure that the fruits of independence will be felt throughout Namibia.

Namibia's commitment to national reconciliation, concern for human rights and political pluralism will provide a model for South Africa. The Namibian experience shows how a country can elaborate economic policies designed to stimulate economic growth — respecting the role of the private sector — while at the same time fostering a more balanced and equitable development.

Namibia's approach to constitution building is available to those in South Africa struggling to design a constitution which will ensure that the gains which have been achieved are indeed secure.

Southern Africa is in a state of flux. We believe that SADCC will prove to be an important institution guaranteeing continuity and providing a framework within which change can be managed to the benefit of all concerned. The two fundamental objectives of the Organisation — the reduction of the region's excessive dependence on South Africa, and the acceleration of regional economic development and integration — remain valid. But the former will change from confrontation to a search for cooperation and complementarity. South Africa and the present member States of SADCC will thus become partners in the process of the development of the Southern African region.

The investment which have been made, through SADCC, in the region's physical infrastructure and human resource development, will not become 'cathedrals in the desert', once South Africa is cooperating with SADCC. Quite the opposite. Peace in the region will allow you to complete these initiatives and thus strengthen the economies of the SADCC member States. The stronger the SADCC economies are, the greater will be the possibility for mutually advantageous economic interaction between SADCC and a post-apartheid South Africa.

Useful lessons can be drawn from the experience of economic integration in the European Community. It is possible to establish regional integration which benefits all countries despite their different economic and social background. It is a challenge worth taking up.

Given the enormous economic disparities between South Africa and the countries of SADCC, this will not be an easy task and will require careful management. SADCC has, however, helped to lay the foundation for such cooperation through championing the debate on economic policy which was initiated with the publication of *Investment in Production*.

On the basis of this initiative, we have seen gradually emerge a consensus on economic policy which enlarges the scope for the private sector and pays much greater attention to the need for market discipline.

The European Community, through the Lome Convention, works closely with all the SADCC member States at both the bilateral and the regional levels. Under Lome III, SADCC was given a mandate to negotiate with the European Community on the programming of regional resources for Southern Africa. That experience has proved an unalloyed success. We are ready to follow the same approach under Lome IV.

The ability to plan, at the regional level, over a five year period, how these resources are to be used, means that it is possible to develop an integrated

programme of support to SADCC rather than a series of essentially ad hoc interventions. It is also, however, requires individual member States to be willing to forego short-term national advantage in order to ensure that regional priorities can be secured. The SADCC member States have a commendable record in this regard.

Since last year's meeting in Lusaka, the Commission and the SADCC member States have started detailed discussions as to the use of the amount of more than ECU 1 billion made available for national programmes for these countries under Lomé IV. As under Lomé III SADCC will be our main interlocutor for the Southern African region and discussion has also begun with the Organisation — on behalf of countries of Southern Africa — on the use of the ECU 121 million made available for regional programmes.

In this context, the activities and efforts of the Commission are being broadened by operations of the European Investment Bank (EIB).

The Bank has financed projects in each of the SADCC member States and expects soon to operate in Namibia as well. The Bank is, thanks to its funding structure, able to fill a gap that would otherwise often remain unfilled and hence is in a position to support in no small part, the orientation of SADCC. This has become particularly relevant when the emphasis shifted towards private sector development, particularly financing of small and medium scale enterprises where the EIB can come in with venture capital funds and lines of credit channelled through local financial intermediaries.

This can also involve the privatisation of state enterprises, but the Bank also supports — and often in tandem with private sector initiatives — investments in infrastructure necessary to pave the way for private investors.

The EIB is flexible and adjusts its lending programme to the specific needs of the member States of SADCC. This means that EIB can also respond to SADCC's current emphasis, the development of human resources through the selection of projects in your countries.

The ten SADCC States are implementing economic structural adjustment programmes. These programmes will have a positive impact on economic stabilisation, growth and increased competitiveness, leading to enhance flows of private investment.

But I am fully aware that such structural adjustment programmes often entail high social costs, carrying with them the danger of political unrest. In this respect the specific object of the Lomé IV Convention is to assist countries

undergoing structural adjustment programmes to cope with the social aspects of such policies. A clear example in this field is provided by our assistance to Mozambique where poverty alleviation was brought to the centre of the adjustment process.

I should like to emphasise the importance of the inter-relationship between the national and regional approach. Until now structural adjustment has been confined far too much to national policies, sometimes irrespectively of the regional context. In the face of the constraints of the national framework, structural adjustment policies require a wider application framework, a regional basis, in order to have their full effect on the economy and stimulate growth. In other words, structural adjustment can be an asset for regional integration.

The new Lome IV convention which puts emphasis on regional integration, trade and economic development going beyond the classic approach of development through provision of physical infrastructure, is fully supportive of such policies.

Economic integration and trade liberalisation might also be of importance in a wider geographical context involving organisations like the PTA, of which most of the SADCC countries are members.

I therefore urge the countries of Southern Africa to pursue the objective of structural adjustment on a national level; and SADCC, as an institution, to create the macro-economic framework on the regional level for the process to be as successful and as painless as possible.

As regards the theme of this conference: "*Human Resources — Primary Sector in Development*", the Community is fully supportive of the emphasis placed by SADCC on the development of the region's human resources. It has long been our view that the creation of a cadre of skilled personnel able to meet the changing manpower needs of the region is an essential precondition for the implementation of the entire SADCC Programme of Action and that regional cooperation has a crucial role to play in the development of such a cadre.

We welcome the global strategic approach adopted by this year's theme paper as being an important contribution to a more rigorous and systematic approach to the problem than has been possible in the past.

Under Lome IV the Community intends to further develop and extend its cooperation with SADCC in the human resources field. Under the previous Convention the majority of our support was targeted at developing the skilled

manpower needed to support Community financed operations in the priority sectors of Transport and Communications, and Agriculture and Food Security.

Widening the scope of educational opportunity within the region and the importance of creating a management environment designed to ensure the maximum productivity of scarce skills is fully in line with the new Convention's policy on human resources. In particular the emphasis in the new Convention on the decentralisation of Community development cooperation will enable us to respond positively to the issues of on-the-job training and to the crucial need to match education and training to the requirements of the labour market.

The great innovation of this year's theme paper is the importance placed by SADCC on the development of alternative forms of educational delivery and forms of learning. The Community accepts that the concepts embodied in these alternatives are particularly suitable for the mechanisms of regional cooperation. We look forward with the keenest anticipation to developing with SADCC a range of new project ideas designed to embody this new and creative approach.

But in determining an operational five year cooperation programme, one must be aware of the necessary balance to be established between programmes which have immediate developmental impact and those which have longer term objectives such as human resources development.

The world is changing and moving towards a new order. The picture we get of Africa through the media is one of a continent in decline where crises is the order of the day.

Much of the continent is in deep crisis, I need only mention the Horn of Africa, but there are also grounds for hope: economic reform is under way and a new era of pragmatism has dawned. Indeed, an end to ideologies is sweeping over the continent. Concepts like democracy, human rights, pluralism and participation of the whole population in the political process are being promoted throughout Africa.

The European Community will support Africa in this difficult and sometimes painful and turbulent transition.

The SADCC region provides an outstanding example of what the end of ideological confrontation can achieve: the peace process leading to the independence of Namibia. Hopefully soon Angola and Mozambique will follow the same course in order that resources finally can fully be devoted to development.

The European Community is aware of the concerns of its partners with regard to the newest European priorities: Europe 1992 and Eastern Europe.

Let me solemnly assure you that the Community will not become a 'Fortress Europe', but will remain a reliable partner of the developing countries and in particular of Africa. The new political and economic weight achieved by developments inside Europe will also be used to enhance the economic relations with the South.

Concerning Eastern Europe, you will appreciate our needs and desire to support the historic economic and political changes which our immediate neighbours have embarked upon. It is a must. But this does not mean that we turn our backs on our partners in the Third World. The EEC has substantially increased its efforts of assistance to developing countries and not one single ECU has been shifted from these countries to Eastern Europe. We are a partner you can rely on.

Let me end by saying that the cooperation between the EEC and Southern Africa, with the SADCC in particular, will show what can be achieved in a new world environment between a politically and economically strengthened but open Europe and a Southern African region with all its potential devoted to development, once the last remainders of confrontation, conflict and discrimination have been eliminated.

We must succeed!

STATEMENT : Commonwealth Secretariat

Dr M Kaul

Director

**CFTC Fellowship and Training and Management
Development Programme**

I bring you warm greetings from Commonwealth Secretary General Chief Emeka Anyaoku who regrets his inability to be present in person. He wishes SADCC and the Cooperating Partners a successful week of fruitful discussions.

I wish to take the opportunity to extend to the Government and people of Namibia and also the SADCC Secretariat our sincere thanks for the warm hospitality extended to us and to express our satisfaction with the excellent arrangements made for the Conference.

As you are aware, human resource development predicated one area of member States' endeavours for which the CFTC places special significance. Our interventions in SADCC Consultative Conference in the past have always emphasised the importance of human resource development. Commonwealth Secretariat like SADCC believes in self reliance and the building up of local capability and skills.

For that reason, we also believe that technical assistance should be directed towards strengthening regional and national training institutions. We attach high priority to programmes designed and organised by institutions, organisations and member governments aimed at improving the technical, administrative and managerial skills of their nationals.

We share the concerns of member governments at the slow pace in human resource development in the sub-region. CFTC continues to assist in local training through experts and sponsorships for training programmes drawing on a network of institutions from 50 member countries, covering a number of priority areas including management and public administration, advanced technologies, entrepreneurship development and international trade. The Fund has also been actively involved in supporting small industries development projects in SADCC since its inception.

The Fund will channel its assistance towards strengthening the capacity of existing institutions, establishing and strengthening the delivery mechanism of networks at regional as well as pan-Commonwealth levels of operation.

A strong, efficient and organised, technical and administrative machinery is necessary for implementing various development projects. In this context, CFTC will continue to assist in building up the capability of SADCC Sector Coordinating Units to implement Projects.

The process of consultations will be intensified between SADCC, the CFTC and other Cooperating Partners with a view to avoiding duplication of efforts and develop a better utilisation of technical assistance.

With regard to the financing of projects, the CFTC this year, is prepared to provide technical assistance to the tune of US\$1 714 000 in support of high priority projects identified from this year's SADCC's project documents. We

look forward to receiving from SADCC Sector Coordinators formal requests to enable us to proceed with the implementation of the selected projects. Mr Chairman, as you are aware, we are holding consultations with the Sector Coordinators on Saturday, 2 February in this connection.

I would like to mention at this juncture the special relationship the Commonwealth has with Namibia, being its 50th and most recent member State. The Commonwealth Secretariat has been assisting Namibia even before it attained independence. Under the Enhanced Commonwealth Programme of Technical Assistance set up by Commonwealth leaders at their summit in Kuala Lumpur in 1989 to assist Namibia in its immediate post independence development efforts, a target for annual expenditure of about US\$5 million is envisaged. I am pleased to confirm that in 1990/91 the programme expenditure is likely to match that figure.

It is pleasing to note that Namibia is free and able to play its rightful role in SADCC. We look forward to see the day when South Africa, rid of apartheid, and democratically run, will also join this august regional grouping.

As part of the Commonwealth preparatory action for post-apartheid South Africa, and on the advice of the Commonwealth Committee of Foreign Ministers for Southern Africa, the Commonwealth Secretary General has appointed an Expert Group to suggest action for human *resource development* for post-apartheid South Africa. The group's report will be ready by the middle of this year.

Apart from its regular programmes for the Commonwealth member countries of SADCC, the Commonwealth also has a Special Programme for Mozambique and has recently initiated a human resources development programme in Angola on behalf of the Australian Government.

We are happy to be able to make these modest contributions to SADCC in meeting its objectives.

STATEMENT : International Labour Organisation (ILO)

Mr F Abdel-Rahman
Assistant Director General for Africa

First of all, I would like to convey to you the greetings and good wishes of the Director-General of the ILO, Mr Michel Hansenne.

I would also like, on behalf of the ILO, to express our gratitude to the President, the Government and the people of Namibia for the warm hospitality and excellent facilities put at the disposal of the participants.

A year ago at the last SADCC Consultative Conference held in Lusaka, Zambia, we all looked forward to an independent Namibia within a few months after the Conference. It is of historic significance that we find ourselves here today meeting in independent Namibia.

In this respect, may I add my voice to the many that have welcomed Namibia to the community of independent sovereign nations to the SADCC.

Seeing its work in this sub-region as a natural partnership with SADCC and its member States, the ILO has, over the years, eagerly attended the SADCC Annual Consultative Conferences. This is because the Organisation shares the belief that truly genuine development is unattainable without fundamental human rights and dignity.

Consequently, action against all forms of discrimination, and especially against apartheid, is a major concern of the ILO. An equally important factor in our partnership is the ILO's preoccupation with human resources development and employment promotion.

The realisation of the full potential of the individual is only possible through productive work, skill development and enterprise. The ILO's formal condemnation of apartheid was first made in 1964 in a Declaration adopted by the International Labour Conference. This Declaration has been reviewed and updated every year since then. A major landmark in this respect was a Tripartite Conference on Apartheid in Lusaka, Zambia, in 1984, which reviewed the ILO's anti-apartheid programme of assistance.

This year, in June as it does yearly, the International Labour Conference will again review developments and adopt an updated Declaration on apartheid. We take pride in the fact that the first International forum addressed by Mr Mandela after his release from prison was the ILO - in the course of the June 1990 session of the International Labour Conference in Geneva.

In his momentous address to the Conference, Mr Mandela paid tribute to ILO's contribution in the fight against apartheid.

The independence of Namibia, the release of some of the long-serving political prisoners from South African jails, peace prospects in Angola and Mozambique; all these are positive political developments in the sub-region. Nevertheless, you will agree with me that the continued existence of the apartheid system remains a formidable obstacle to any meaningful constructive development for Southern Africa.

Thus, the sub-region continues to face serious social, economic and employment problems aggravated by external factors including the destabilisation policies of South Africa. However, the development scene is overshadowed not only by apartheid, but also by adverse international and external factors.

I would therefore like to reaffirm the ILO's full support to SADCC in its objectives of self-reliance development of its member States and of reduced dependence on the Republic of South Africa.

In that context, it is hoped that the political and economic liberalisation policies and programmes being undertaken by a number of SADCC member States will bear the desired fruits.

At this juncture, I would like to reiterate what is common knowledge: that due to several well-known factors, the 1980s ended as a 'lost decade' for Africa. We are at the beginning of a new decade which, due to the same well-known factors like over-population and rapid population growth, lack of proper ordering of our priorities, unrealistic social and economic policies, etc., does not easily promise even a little improvement in the living standards of our peoples. Already, hunger is stalking Africa, and several countries in this sub-region are faced with famine and its severe complications. Something has got to be done, and done soon: We cannot afford to lose another decade!

The Theme of this Conference - the development of human resources is very central and crucial to the concerns, and indeed the mandate of the ILO. In this regard, the ILO will continue to give technical assistance to SADCC member States through its Area Offices in Lusaka, Dar es Salaam, and Yaounde, as well

as the Southern African Team for Employment Promotion (SATEP) now based in Harare, Zimbabwe.

This assistance will continue to receive back-up support from the ILO Regional Office in Abidjan, Cote d'Ivoire, and ILO Headquarters in Geneva. At present the ILO's programme of technical assistance has over 60 on-going projects and more than 40 pipeline proposals and a number of project ideas in individual countries of the SADCC region. There are in addition, several sub-regional projects and inter-regional programmes that are benefitting countries in this sub-region.

As we begin the second decade of SADCC, I am pleased to inform you that the ILO is bracing itself for meeting the new challenges of the 1990s with regard to its cooperation with SADCC. Already, the ILO has organised a number of technical missions to Namibia, and it is expected that a number of technical cooperation projects and programmes will result from these missions for implementation.

Besides, the ILO is assisting the various SADCC States in their National Technical Assessment and Programme (NATCAP) exercises in preparing for the next (5th) cycle of the UNDP Country Programme 1992-96.

Over the past few years, ILO's technical assistance programme in this sub-region has focussed on issues of labour, manpower planning and development, employment promotion policies and programmes, and research and advisory services on manpower and employment issues. Considerable emphasis has been placed on management and entrepreneurship training, development of skills, and vocational and technical training.

In all this, the role of ILO/SATEP has been very crucial. ILO/SATEP continues to render research and advisory services on labour migration, employment and manpower issues to countries in this sub-region. Its research interests include the role of the informal and rural non-farm sectors in employment generation, and it continues to participate and contribute to various national and sub-regional workshops in this field. In this, ILO/SATEP collaborates and cooperates with national and sub-regional institutions and organisations. It also prepares project ideas and documents for countries of this sub-region.

SADCC member States continue to draw on the expertise of three other ILO regional projects. These are: Skills Development for Self-Reliance (SDSR) based in Nairobi, Kenya, with expertise in training for employment and self-employment for rural youth and women; Improve Your Business (IYB) based in Harare and dealing with small enterprise development and entrepreneurship

training; and African Regional Labour Administration Centre (ARLAC) also based in Harare and concerned with training in all issues of labour administration and management.

In the years ahead, these ILO activities and technical assistance in the fields of ILO's competence are expected to increase in volume and diversity. I would therefore, like to urge SADCC member States to maximise their use of the technical advisory services rendered by the ILO. The rapid growth of the labour force resulting directly from the high rates of population growth in the sub-region, and the stagnant economic growth resulting in very slow growth of employment, have together caused a very deep crisis of unemployment and under-employment, especially among the youth, in the sub-region.

In this area, the ILO will continue to assist by instituting both vocational and entrepreneurial training to prepare the youth for both wage employment and self-employment in the informal sector. This kind of training should also benefit other workers displaced by the implementation of structural adjustment programmes (SAP) by preparing them for redeployment in emerging sectors.

I must add that returning migrant workers, disabled persons and war victims are other groups of people who could also benefit from such training and/or retraining schemes for wage employment and self-employment. The potential of the informal and rural non-farm sectors for employment promotion, and job creation are tremendous; but it needs to be exploited effectively.

The foregoing establishes the similarity and convergence of the concerns, objectives and approaches of SADCC and those of the ILO, and underscores the need for the two organisations to forge closer bonds of cooperation and collaboration. Such cooperation and collaboration could be pursued in the following priority areas:

- creating an enabling environment in which human skills could be fully developed and energies harnessed effectively for socio-economic development;
- developing appropriate responses to the problems besetting our peoples and ensuring the people's active and full participation in the solution of these problems;
- articulating and implementing appropriate and coherent national policies for employment-generating growth and poverty alleviation;
- designing comprehensive programmes for the development of local en-

trepreneurship, small-scale enterprises, and self-employment in the informal and rural non-farm sectors; and

- strengthening the managerial, administrative and technical skills, as well as the institutional infrastructure, to support and sustain development programmes and economic growth.

These are not entirely new ideas or proposals, but they are critical themes that need to be addressed urgently. Therefore, the ILO stands ready to cooperate with the SADCC Secretariat, SADCC member States themselves, and indeed the donor community in addressing these issues for which the ILO has considerable capability and capacity.

In conclusion, I would like to point out that any ILO assistance and/or external assistance to SADCC member States will not be an end in itself. The final responsibility of translating such assistance into a meaningful sustainable growth lies with the SADCC member States themselves. It is they, and only they, who have to take the lead in identifying their problem areas and formulating and implementing sound socio-economic policies and development planning.

I hope that the peace efforts in Angola and Mozambique, the negotiations for an acceptable political dispensation in South Africa and the political and economic liberalisation policies and programmes being pursued in SADCC member States will all bear fruit and create the requisite environment of peace and stability for sustainable economic growth and a better future for our peoples.

STATEMENT : International Trade Centre (UNCTAD/GATT/ITC)

Mrs Ingrid I Vanore-Speer
Chief of Office for Africa

I would, first of all, like to thank the Chairman of the SADCC Council of Ministers and the Executive Secretary for having invited the International Trade Centre to participate in this meeting.

It is indeed a pleasure for me to participate once again, on behalf of the International Trade Centre, at this important meeting, and particularly to make my first visit to this beautiful country which has become SADCC's tenth member State.

Let me take this occasion to thank the Government and the people of Namibia for their warm hospitality, and for the efficient arrangements made in hosting this Conference. May I also convey to you the greeting of Mr Goran Engblom, Executive Director of the International Trade Centre, and his best wishes for the successful outcome of your deliberations.

Over the past several years, the SADCC Annual Conference has consistently identified key developmental issues — including investment, production and trade — as themes for its discussions. The theme for this year — *Human Resources* — must be considered as a catalyst, the power source essential to drive the engine of development, which will make possible the achievement of objectives in these key areas. It is also a theme which is close to the heart of ITC; upgrading knowledge and skills has always been a priority in all our programmes of cooperation in trade development.

The critical shortage of adequate members of skilled and experienced professionals in the SADCC sub-region has been long recognised as a severe deterrent to successful and timely achievement of development objectives in all socio-economic fields, as is clearly outlined in the excellent Conference documentation provided for this meeting.

Amongst the important proposals put forward in this keynote document on *Human Resources: A Primary Factor in Development*, I believe the following are the most essential:

- a coordinated approach to building up a permanent training capacity in the SADCC region;
- concentration on building up and disseminating training materials especially adapted to the needs of the member States;
- developing of training programmes in response to skills needed in the job market;
- specialised training in business and management skills;

and, by no means least:

- the full participation of women in human resources development programmes to enable them to contribute more fully to the economic and social development of their country and of the region as a whole.

Before speaking on the key subject area, let me say a few words on the mandate of ITC and, particularly, our activities in this region. As you know, ITC is the focal point in the United Nations system for technical cooperation with developing countries in trade promotion and export development - both intra-African and external trade. Its main activities are directed towards helping developing countries to set up the appropriate framework for expanding foreign trade by:

- formulating trade expansion strategies
- developing export products and markets
- improving import operations and techniques, and
- building up specialised trade support services.

In the SADCC region, ITC's activities are carried out at both national and multi-country levels, covering all SADCC member States. ITC works directly with the Industry and Trade Coordination Division in the planning and implementation of SADCC regional activities, both ongoing projects and new programme development. It is a particular concern of ITC to ensure strong linkages between supporting national and regional development priorities - as well as harmonised approaches between different ITC intercountry programmes, in order to ensure the synergetic effect and increase the impact of ITC's technical cooperation activities in the region.

Through our first-hand experience in the SADCC region, we are conscious of the severe shortage of skilled human resources in both the public and private sectors concerned with trade and the paucity of adequate business and management training facilities. All our projects call for both on-the-job and formal training in all facets of trade management, and some results have been achieved. However, these programmes are not yet sufficient to create the result called for in the Conference theme document — namely a concerted and coordinated programme to build up the capacities of regional institutions for training in trade and business management.

Some participants may have attended the recent *Extraordinary Session of African Ministers of Trade*, held in Addis Ababa in December 1990, and specifically convened to consider and adopt the *Strategies for revitalisation, recovery and growth of African trade in the 1990s and beyond*. In this context, it is particularly relevant to mention that the 1990s have been declared as the “*Trade Development Decade for Africa*”. The importance of urgently re-

sponding to the need for human resources development to achieve the ambitious objectives thus becomes a top priority.

In addition, the declaration of the Trade Development Decade for Africa underscores two important axioms: firstly, it confirms trade's catalytic capacity to stimulate enterprise development and rehabilitation and investment in the productive sectors — thus serving, inter alia, agricultural and industrial development and regional economic cooperation. Secondly, it reveals the growing acceptance of intra-African trade potential, and the recognition of the dynamic role Africa's private sector — both formal and informal — can play in the region's integration efforts, once given the opportunity to do so.

As you will know, ITC has been instrumental in the implementation of a wide range of activities for *standardisation and quality control of export products and packaging*. I would also like to take this occasion to express our warm thanks to the governments of Finland and Italy whose generous contributions have made this assistance

possible. In each country this programme has helped to provide specialised technical advice to manufacturers of corrugated board, plastic and metal can packaging so that their products are not only of better quality, but respond better to the demands of the exporter.

In quality control ITC is helping to set up national standards bureaux in Angola, Lesotho and Mozambique — specialised technical training in India will start in March for three key quality standards officers and similar training for another group of three SADCC persons will take place later in the year. One highly successful feature of this programme of assistance has been to launch a *SADCC wide information service on packaging and quality control*, which is operated by the Malawi Bureau of Standards. Literally hundreds of queries are flowing in from businessmen, institutions and governments — queries which are replied to promptly and with precise and highly technical information.

For the past five years, ITC has collaborated closely with both the Industry and Trade Coordination Division, and the Management Resource Unit of the Human Resources Coordination Division, and has had a continuing dialogue with both these divisions — a dialogue which has led to the formulation of a technical cooperation project proposal with the following specific objectives:

- increase the knowledge and skills among key target groups in the foreign trade sector of SADCC member States in the techniques of planning and implementing export and import trade operations; and

- develop a permanent capacity for pre- and in-career training in foreign trade subjects within selected institutions of the SADCC region.

We hope that this proposal can be officially endorsed by SADCC and integrated into the coordinated human resources development programme cited in the Conference documentation. ITC stands ready to explore with SADCC the search for funding sources in order to launch this project so important for your region.

Let me finish with a special word on a few other key issues cited in the Conference documentation which ITC has discussed with officials of both SADCC and its member States.

The first of these is the *Introduction of a Comprehensive Export Financing Scheme* for the SADCC region. In this context, a regional workshop was held in Lesotho in November 1990 and a project proposal has been put forward and endorsed by the participating countries. The proposal has been forwarded to the SADCC Secretariat. Again, ITC would like to join you in the search for financing with the hope of being able to launch this regional export financing scheme in the course of 1991.

Throughout the Conference documentation, emphasis has been placed on *Improving management efficiency in both the public and private sectors*. This cannot be achieved exclusively by training; rather it must be a judicious combination of skills development and first-hand practical advice. It is in this context that ITC is now working to develop, with the SADCC Industry and Trade Coordination Division, two new programmes — the first being for *export development and marketing assistance to small and medium sized enterprises*, and the second being to help *improve efficiency in government and donor financed procurement* in the region.

Last, but not least by any means, is the issue of *Women in development* and, specifically, the actions needed to increase the role and participation of women in the economic development of the SADCC region. As has been clearly indicated in the Conference documentation, women constitute the population majority in the region, but most women are still far from realising their potential, particularly in the areas of production, business and management.

Some delegates may already be familiar with a new *ITC project to help women entrepreneurs in export product and market development*. This project — which started in October 1990 and which is financed by the Government of Norway — covers Botswana, Lesotho and Swaziland and we now hope to extend it to Namibia. We are also in the process of investigating financial

possibilities with the objective of providing parallel projects to businesswomen in the remaining six SADCC member States.

On behalf of ITC's Executive Director, I would like to reiterate our wish to strengthen cooperation with SADCC and its member States through:

- highly-appreciated ongoing projects of assistance in export quality control and packaging, financed respectively by the governments of Finland and Italy;
- new projects for a regional export financing scheme and for manpower development which we hope to launch in 1991,
- other complementary programmes — such as for women in development, procurement and small and medium-sized enterprises — now being developed.

I hope that ITC can contribute to economic progress and assist SADCC in taking on the challenges of the second decade.

STATEMENT : Kuwait Fund for Arab Economic Development

Dr Nabeel Abdul-Raheem
Engineering Advisor

It has always been an honour and privilege for Kuwait Fund to participate in SADCC's Annual Consultative Conferences. Although our participation this year in your Conference coincides with the naked and brutal Iraqi aggression and occupation of our homeland, Kuwait, since the 2nd August 1990, I am positive that it is the will of the international community to uphold international law and ensure and preserve Kuwait's sovereignty.

Mr Chairman, before I proceed further allow me to join those who preceded me, in congratulating the Namibian Government and SADCC Secretariat for their excellent arrangements for the Conference and their warm hospitality.

Mr Chairman, one would expect that under the present unusual events Kuwait Fund would suspend its operations and cease to carry out all types of development activity, but let me inform you that it is the determination of my country to continue with what we started in December 1961.

As you know, immediately after our independence, Kuwait established Kuwait Fund for Arab Economic Development as an autonomous development aid agency. The main purpose of the Kuwait Fund is to assist Arab and other developing countries in developing their economies, particularly by providing them with loans and concessional terms to facilitate the implementation of development projects and programmes.

Over the last 29 years, and up to June 30 1990, the total commitments for project financing by the Fund reached US\$ 5,8 billion benefitting 65 developing countries including 16 Arab countries, 30 African countries, 15 Asian countries and four other countries.

Kuwait Fund involvement in the development efforts of the African countries is relatively recent. It started in January 1974 when the Fund decided to extend its operations to include non-Arab, Asiatic and African countries. Up to December 1990, total loan commitments to 30 sister African countries amounted to about US\$ 1100 million, on highly concessionary terms.

About US\$ 310 million went to most of the SADCC states. The loans contributed to the financing of projects in the sectors of transport, water supply and sanitation, energy, agriculture, fishing and industry. In addition a number of loans were granted for technical assistance, and to carry out project studies. This is a brief overview of Kuwait Fund involvement in the development of the SADCC member States.

Besides project financing, the Fund provided over 90 technical assistance grants with a total value exceeding US\$ 71 million to assist 37 developing countries, and eight institutions in various aspects related to development operations.

In addition to loans and technical assistance grants, the Fund also made contributions to a number of regional and international development institutions of an amount of about US\$ 71,5 million. Such contributions have enhanced the financial resources of the said institutions and helped them to contribute towards the implementation of development projects and programmes in developing countries.

Mr Chairman, as a result of the invasion of our country, and the inability of

Kuwait Fund to operate and transact its business from its head office in Kuwait City, a number of problems have occurred such as:

- * loss of documents including feasibility studies and drawings for completed, on-going, and proposed projects.
- * loss or destruction of all of the signed loan agreements for about 380 projects.
- * loss or destruction of signed copies of all of the contracts with consultants and contractors executing the projects in different countries.
- * loss or destruction of all the records on disbursements for the on-going projects.
- * a large number of on-going projects have been suspended due to the undisbursement of due financing.

Notwithstanding the present difficult circumstances, and the atrocities that have been committed against the Kuwaiti people, the Kuwait Fund has resumed its operations from a temporary office in London. Kuwait Fund will continue to honour its obligations and commitments for financing on-going projects and will also provide assistance for new development operations.

Since the aggressive invasion, Kuwait Fund has signed, so far, seven loan agreements, and a number of projects are being appraised, while more are in the pipeline. Furthermore, the Fund will maintain close cooperation with recipient countries as well as national, regional and international development institutions.

Mr Chairman, as far as the SADCC countries are concerned, I would like on this occasion, to reaffirm that the Kuwait Fund will continue to be firmly committed to assisting your development efforts. I do not think I need to dwell on the problems facing the SADCC states. It is no doubt true however, that SADCC States are experiencing difficulties. This is not to belittle the tremendous efforts being made to ease such difficulties. The achievements are commendable in the face of the numerous challenges you are facing from within as well as from outside the region.

Finally, Mr Chairman, once again I would like to assure you of Kuwait Fund's continued support, and look forward to further cooperation with all of the SADCC member States from a liberated Kuwait.

STATEMENT : Preferential Trade Area (PTA)

Dr Bingu wa Mutharika
Secretary General

This is the first time I am taking part in this meeting as Secretary General of PTA and I am very pleased to be given this opportunity to address you. Before I do so, I wish to take this opportunity to express on behalf of the PTA and myself, our deep gratitude to you, Mr Chairman, and to my dear brother and friend, Dr Simba Makoni, for inviting us to be part of this constructive dialogue towards a better future for all our peoples in this part of the world. I also wish to thank his Excellency, Mr Sam Nujoma, the President of the Republic of Namibia, the Government and people of this great country, for the warm welcome and hospitality we have enjoyed since our arrival in this beautiful city of Windhoek. We would like you, Mr Chairman, to convey our best wishes to his Excellency, the President.

My address will concentrate only on one theme, namely, cooperation between PTA and SADCC. A great deal has been said in various forums, and indeed during this meeting, about the need for the two organisations to cooperate. Perhaps the place to start is to recognise that eight out of the eighteen member States of PTA are also members of SADCC. It follows therefore that SADCC programmes do not cover ten of our member States. This information is very crucial in the design of programmes by PTA, SADCC and the donor community. It is also important to point out that the PTA Treaty and its Protocols, empower us to implement programmes for our member States in all major economic sectors including trade, agriculture, industry, transport and communications and human resources development.

Therefore, there is potential for complementarity between PTA and SADCC. I must also stress that the two organisations were designed to be complementary and not competitive.

My delegation is here to initiate a dialogue with Dr Simba Makoni and his colleagues at SADCC Secretariat with a view to suggesting mutually agreed mechanisms for consultation and cooperation between our two organisations in all these sectors.

While the consultation process is going on, let me share with you some of the

highlights of PTA's future programmes which constitute the core of PTA's agenda for the 1990s.

The major focus for the PTA in the 1990s will be the transformation of the PTA into a *subregional common market*. This will provide new and greater opportunities for trade expansion through increased production of goods and services for the PTA market. Within this framework, we believe the small and medium scale enterprises will have a better chance of exporting to other countries within the PTA.

We will also focus on the transformation of the rural economies or the informal sector through specific production-cum-marketing packages. In this regard, special attention will be paid to enhancing the role of women in all aspects of the PTA programmes.

The second area will be to strengthen the institutional framework for cooperation that we have already created. These include the PTA Trade and Development Bank; the PTA Federation of Chambers of Commerce and Industry; the PTA Trade Information Network; the PTA Clearing House; and the PTA Association of Commercial Banks. We shall also strengthen and further promote the use of UAPTA travellers cheques as a means of reducing our dependency on foreign exchange in travel or business dealings.

The third area of focus in the 1990s is the assistance to least developed countries (LDCs). Mr Chairman, the PTA has no less than 12 LDCs. It is therefore critical for us to devise new programmes to enable LDCs to participate fully in the PTA or SADCC programmes. One way is to promote the production of new brands of goods and services which the countries can export to the rest of the PTA. Therefore, regional industrialisation programmes should be redesigned bearing in mind the specific needs of the LDCs and also taking into account the decisions taken at the last Paris Conference on LDCs.

The fourth area of focus in the 1990s is to achieve real collective self-reliance through intensive capacity building programmes. When put in simple terms, we believe that the time has come for us in the PTA to do things for ourselves. We envisage the establishment of a PTA Technical Cooperation Programme under which a fund would be created to enable the financing of experts from one PTA country to go to other PTA countries to assist them to develop self-reliance in specified activities, such as, for instance, the maintenance of physical and social infrastructures, e.g. highways, railways, airports, ports and harbours, public utilities, hospitals, schools, etc.

As you can readily see, these are areas which are also of interest to SADCC. I

believe these are areas in which the donor community has also expressed interest. We can cooperate, for instance, in joint programming, research, training and skills upgrading, execution of programmes of mutual interest and even through sub-contracting in the implementation of our programmes. This will be based on the competence and expertise available within our two organisations.

We must therefore find an effective formula for cooperation not only between PTA and SADCC, but also between our two organisations on the one hand and the donor community on the other. I can assure this august meeting that there is a genuine desire, commitment and goodwill from all concerned to cooperate in all areas.

Therefore, I am very optimistic that before long, PTA and SADCC will be able to report to our respective legislative authorities on the modalities and mechanisms we have put in place for cooperation and coordination of our activities.

I can only appeal to the donor community to help us achieve this objective.

Thank you for your kind attention and I wish your deliberations great success.

STATEMENT : United Nations Children's Fund (UNICEF)

Mr S Lewis

Special Representative of UNICEF Executive Director

It gives me great pleasure to address this Annual Consultative Conference of SADCC here in Windhoek, where only a few months ago I participated in the historic Independence celebrations of Namibia, now triumphantly, a SADCC member State.

The period since 21 March 1990 has been an historic one for children, although not without a continuing cloud of menace and tragedy.

In September 1990 more than 70 Heads of States and Government, including several from the SADCC region, attended the World Summit for Children in

New York. These world leaders adopted a far-reaching World Declaration on the *Survival, Protection and Development of Children*, solemnly committing themselves and their governments to give high priority to children's rights and progress, and recognising that the well-being of children demands political action at the highest level.

These leaders understood that the tasks involved in saving young lives, providing adequate health and nutrition, basic schooling, special care for the disadvantaged, as well as the indispensable affirmation of the role and status of women — require concerted efforts, through national action, and by nations working together.

The external debt obligations of several SADC member States are so heavy that, even in the absence of direct conflict, investment in basic services essential to child survival and development is being compromised, as is the ability to mount emergency survival and medium term rehabilitation programmes.

The commitment of the international community to support both SADC and its member States in the rebuilding of shattered infrastructure, the rehabilitation of disrupted family life, and a rapid reduction of the debt burden, is essential in preventing further avoidable loss of child life. This commitment must also be sustained over time, in such a way as to achieve all the *goals* for children in the 1990s, including better nutrition, universal quality education, safe drinking water access, and a healthy environment.

As if this litany of the stresses and strains on the human condition were not enough, the threat of AIDS to SADC's people is serious and potentially traumatic, and must also be squarely addressed. It threatens to reverse progress made in reducing rates of young child mortality, and will raise dependency ratios in many communities, leaving a large body of "*AIDS orphans*" as well as afflicted infants. These developments will increase the numbers of households in absolute poverty and add to the overload on the resources of governments, communities and families alike — already reeling from economic struggle.

Nonetheless, there are many signs of hope today for children in Southern Africa. First, the prospects for peace in the region are being pursued with relentless determination and optimism by SADC governments. Second, SADC member States have accorded increasingly high priority to primary health care programmes, such as immunisation, which will reduce infant and child mortality, both in the midst of war and economic debilitation, and, as here in Namibia, in a new climate of opportunity.

Third, not only have rates of growth in food production overall been above those of population since 1985, but a number of integrated approaches to nutrition have been introduced which are proving successful. Fourth, approaches to the rehabilitation of refugees, drought victims and displaced families, where supported by national and international resources, political as well as economic, have been increasingly effective. Finally, as the presence of Comrade Mandela attests, the moves towards democratisation and constitutional negotiations in South Africa, the dismantling of apartheid, although still uncertain in outcome, can only presage hope for the 14 million South African children under 16 years and their sisters and brothers in the region as a whole.

The renewed emphasis of SADCC on *Human Resources Development* is a further important signal, and one strongly welcomed by UNICEF. We hope that the crucial focus on appropriately designed education and training, combined with a dramatic extension of access to women and children, will become one of the central thrusts of a SADCC *Human Resource Development* strategy for the medium term.

We would also urge that SADCC consider, in the formulation of its strategy and monitoring of national plans for this area, the broader aspects of preserving and developing the human resource base of Southern Africa. In this context, the recent initiative on *Safe Motherhood* adopted in Harare in October 1990, as well as the rapidly intensifying national programmes for AIDS control with particular emphasis on health education, are major examples of efforts to preserve the human resource base in SADCC. These are also important components of a future comprehensive Human Resource Development strategy for the region.

As I have said, SADCC member States played an important role in the adoption by the World Summit for Children last September of the World Declaration on the Survival, Protection and Development of Children, and the Plan of Action for its implementation. Here as in the Geneva Conventions, the Convention on the Rights of the Child, and in similar resolutions of the Organisation of African Unity, important provisions are made to ensure the protection and rights of children in situations of armed conflict. Today, the urgency of extending this protection and related assistance to children applies not only in several parts of the African continent, but also to the deteriorating situation in the Persian Gulf.

For this reason, we were riveted by the words of His Excellency, President Nujoma, in opening this Conference, calling upon the United Nations system, and UNICEF in particular, to seek ways to intervene to assist children as defenseless victims of the Gulf conflict. His call is well understood by members of SADCC who have witnessed unbearable horrors visiting upon their children

And his words embody principles already accepted in Angola, Sudan and elsewhere of providing humanitarian assistance to civilians on all sides of a conflict, implying that the parties involved in the Gulf crisis should provide safe passage through "Corridors of Peace" and other means, for humanitarian relief to vulnerable groups, in particular children and women, without discrimination.

We take this injunction very seriously and identify with its concern. Should the opportunity open for UNICEF to implement its mandate in this respect, it will of course do so.

In conclusion, UNICEF particularly appeals to Cooperating Partners, including bilateral donor agencies and multilateral financing institutions, to sustain and extend their commitment in real terms to the South African region. In particular to the poorest communities and most vulnerable groups. It is clear that widespread concern exists about the possible marginalisation of the African continent, in the light of changing world events. These concerns are well-founded, and intensive efforts are needed to ensure that flows of financial assistance to the developing world are not in fact reduced. Without sustaining and increasing support to national and regional efforts at reconstruction and renewed development in Southern Africa, lasting economic security for the region, and achievement of real progress for its children, cannot be achieved.

The World Declaration is taken further in a Plan of Action, which provides a comprehensive guide for national governments, international organisations, bilateral aid agencies and regional institutions in formulating their own follow-up actions to the World Summit. It is envisaged that individual governments in particular, will work out and adopt national plans of action by the end of this year, and the United Nations, including UNICEF, will monitor and report on implementation over the decade.

The World Declaration provides a detailed framework for measuring progress towards specific goals for child survival, protection and development. These goals have achieved widespread acceptance, especially through the Convention on the Rights of the Child. All SADC member States have, to greater or lesser degree, made substantial progress towards achievement of these goals in the past, and commitments to their realisation in the 1990s.

When you think of it, all of that is enormously encouraging. There are, however, other haunting realities.

UNICEF clearly recognises the obstacles facing member States in consolidating and extending this progress. The 16 million children in the SADC region

under five years of age, and 40 million under 16 years, have for a decade been subject to the effects of widespread destabilisation, compounded dreadfully by the direct and indirect economic impact of conflict, trade constraints, debt obligations and natural disasters. In the forthcoming third edition of its publication, "Children on the Frontline", UNICEF estimates that young child deaths in SADCC countries, resulting from direct and indirect effects of war and destabilisation now number 1.3 million since 1980.

This slaughter of the innocents would never have happened were it not for externally-promoted conflict. And as all will be aware, this unnecessary loss continues even today, particularly in Angola and Mozambique, despite the intensive efforts of the governments of those countries to achieve a long awaited peace. Moreover, significant additional numbers of children, and their mothers, suffer malnutrition and disease, because they have been forced to flee to neighbouring districts of countries, because their local health facilities have been destroyed, their access to clean water reduced, and their food security denied by attacks on relief convoys.

Beyond the effect of conflict, widespread poverty and inadequate access to basic services still affect families in most parts of the SADCC region. Out of about four million annual births in Southern Africa, some 800 000 children die before the age of five. While about one sixth of this wretched toll is attributable to the impact of war, the rest is not.

STATEMENT : United Nations Development Programme

**Mr Basem Khader
Deputy Assistant Administrator
Regional Bureau for Africa**

It is indeed a great honour for me to address this august gathering on behalf of the Administrator of UNDP. May I first of all take the opportunity of thanking the SADCC Secretariat for inviting UNDP to participate in this important Conference and also express sincere thanks to the government and people of Namibia for their generous hospitality and excellent arrangements.

During the nineteen eighties, SADCC has not only survived but has grown to be an important sub-regional organisation in Africa. The resolve demonstrated by member States in sticking together over the past ten years should be a source of pride for SADCC. The SADCC theme for 1991, *Human Resource Development*, closely relates to UNDP's primary concern of enhancing the capabilities of people and institutions.

The first Human Development Report produced by the UNDP last year stressed that while growth in national output (GDP) is necessary to meet all essential human objectives, there is no guarantee that such growth will translate into human development as manifested in better education, improved health and higher life expectancy, all of which would enhance the scope of choices available to people. The report further indicated that some countries have achieved high levels of human development even though their levels of per capita income were modest.

The Tanzanian experience of achieving almost 100 percent adult literacy rate is a case in point. The failure of other countries to translate their comparatively high income levels into commensurate levels of human development is often due to differences in the way public expenditure is targeted towards the welfare of the people.

Even though some methodological problems remain, UNDP is confident that the Human Development Report theme opens lines of inquiry that will lead to a more efficient link between economic growth and human development. Therefore, UNDP intends to support member States which undertake national human development analysis and policies geared towards improving the quality of their greatest resource — the men and women of each country.

In choosing *Human Resource Development* as this year's theme for SADCC, the people and governments of the sub-region have gone directly to the critical determinant of the performance of national economies for the future. The record of human resource development in Sub-Saharan Africa during the past 25 years, has been impressive — in spite of slow economic growth, falling living standards and erosion of the gains made in crucial areas such as health and education over the last three decades, as well as the negative trends in external finance, export earnings and debt servicing.

It is important that we do not become pessimistic and overlook the achievements of African countries in human resource development. During the last 30 years, adult literacy rates doubled in the region; life expectancy increased from 39 years to 51 on the average, and, with the exception of South Africa, every African country is now liberated, most recently our host country, Namibia.

Obviously positive change has taken place and continues to be a source of encouragement for further development on the continent, particularly in the SADCC region.

On the other hand, one must not harbour illusions about the daunting tasks ahead. Despite the progress made in the past, economic crises facing many countries in the region, threaten to undo the gains in human development, industrialisation, and food security in Africa. Even though improvement has been made, Africa today still has the lowest life expectancy of all the developing regions, the highest mortality rates and the lowest literacy rates. Unfortunately, the wherewithal to improve on those aspects remains limited, with incomes per head having fallen during the past decade by almost a quarter to just about US\$350 in 1990.

As a result, 28 out of the 43 least developed countries in the world are in Africa. This is not a cry of despair but a call for the judicious mobilisation of domestic savings and external resources for human development; a call for efficient and cost-effective ways of achieving progress; and a call on the donors to give Africa the needed priority in their development assistance.

Mr Chairman, I would like to reiterate the desire of the Administrator of UNDP, and indeed that of all of us, especially Mr Pierre-Claver Damiba, the Director of the Regional Bureau for Africa, and myself with direct responsibility for the SADCC countries, to do all we can to support the human resource development objectives of SADCC members individually and collectively. In that regard, it was gratifying that the Governing Council of UNDP last June approved a total of US\$ 388 million, excluding special resources, for SADCC countries individually in the 1992-1996 country programme cycle, compared with US\$274 million during the current five-year cycle.

All the SADCC countries are at present in the process of preparing programmes for utilising the next cycle resources. In addition, our Regional Programme for the Sub-Saharan African region in support of regional integration and cooperation will provide additional resources of which SADCC and its members could avail themselves. In that connection, I should perhaps mention that since 1982 UNDP has provided some US\$12.8 million in assistance to SADCC from the Africa Regional Programme covering such areas as transit traffic, food security, petroleum training, tsetse control as well as a variety of feasibility studies.

This UNDP allocation was augmented by a contribution from Norway of just under US\$ 4 million and cost-sharing from other donors, primarily Canada and US, of US\$ 2.8 million, thus bringing the total to US\$ 19.5 million.

Mr Chairman, permit me to share with you briefly some of the areas in which the African Bureau of UNDP looks forward to working with our member countries in the nineties. These are:

- the preparation of long-term national perspective studies or plans as framework for economic reforms and human resources development;
- regional integration;
- the increasingly threatening problems of HIV/AIDS
- the environment; and
- science and technology

Since we intend to discuss these issues with African Ministers of Planning and Finance in cluster sub-regional meetings later this year, I shall not go into further elaboration at this stage. These cluster meetings will also consider issues pertaining to the United Nations Programme of Action for African Economic Recovery and Development (UNPAAERD) and possible successor arrangements.

Secondly, in pursuit of the wishes of our member governments and as reflected in many UNDP Governing Council decisions, the Regional Bureau of Africa is examining modalities of how to assist African countries to undertake increased national execution of UNDP programmes in partnership, as appropriate, with agencies of the United Nations system. An important dimension of the discussion centres on how to strengthen the capacity of regional institutions such as SADCC to execute regional projects. I am sure SADCC will rise up to this challenge.

It is the clear wish of the international community, as reflected most recently in the General Assembly resolution 44/211 in 1989, that UN Agencies move away from the project-by-project approach towards a programming approach in delivering technical assistance. For some time now UNDP has recognised the need for assistance to support a coherent system of nationally designed technical assistance programmes.

Thus, five years ago the Regional Bureau for Africa started the National Technical Cooperation Assessment and Programmes (NaTCAPs) to help countries assess their technical assistance needs and coordinate the use of technical assistance from all sources. This is not the place to go over the problems associated with supply-driven technical assistance, suffice it to say

here that unless the recipient countries provide the leadership through effective data collection on technical assistance programmes, putting in place articulated policies to guide both donors and users, and prepare technical assistance programmes based on clear national priorities, the status quo will remain.

It is our hope that NaTCAPs will be pursued by countries to ensure that maximum benefit is derived from the technical assistance received by SADCC members.

Nevertheless, no matter how efficient we make technical assistance, it is the building of national capacities and their utilisation that determine the pace of development. That is why human development in African countries is so important. To that end, Mr Chairman, under the Chairmanship of Mr Pierre-Claver Damiba, the Director of Policy Bureau, the UNDP in conjunction with the World Bank and the African Development Bank have succeeded in mobilising donor support to implement an African Capacity Building Initiative to be financed under a fund amounting to almost US\$ 100 million. The consensus is that the secretariat and seat of operation of the initiative should be based in one of the SADCC countries from where the creating of centres of excellence and training of expertise in Africa for national economic management will emanate.

Mr Chairman, an "elitist" capacity building programme will not be an adequate solution to the human resource development of Africa. There is need to address the problem of mass poverty in the region through sustained economic recovery which addresses the social dimensions of adjustment.

In that context, because the concerns of women rank among the priorities of UNDP; because UNDP is mandated to ensure that women's issues are "integrated" and not "separated" from its programmes at the national, regional and inter-regional levels, permit me to urge the distinguished delegates from the SADCC countries to work towards placing *African women* at the centre of the development process, for the benefit of society as a whole.

As the Secretary General of the OAU, Mr Salim Ahmed Salim, so rightly put it, when addressing the participants of the Abuja Conference in November 1989, "The women of the world have, through national legislation, to be given the requisite opportunity to extract themselves from the periphery of national development plans".

I am particularly pleased to pay tribute to the first government of independent Namibia for adopting a constitution, the fundamental legal document of a nation, whose very first words refer to "the equal and inalienable rights of all

members of the human family”, that uses gender-neutral language throughout, and that provides through nine of its articles the grounds for repealing any laws enacted prior to independence which discriminate against women.

In a related context, Mr Chairman, special mention should be made of the United Nations Volunteers Programme whose mandate is largely geared to promoting participatory development through local communities with a special focus on the most vulnerable groups. At a time when most African economies are faced with financial constraints, another aspect of the UNV Programme is to be highlighted, namely, its cost-effectiveness.

The UNV has proven over the years its capacity to provide medium to high level professionals, in more than 100 different disciplines, at a fraction of the cost of regular experts.

As part of the answer to overcome human development constraints, I would like to invite SADCC to consider special avenues for regional cooperation with UNV. These could relate to strengthening African efforts in such areas as poverty alleviation in urban areas, community based responses to the HIV/AIDS pandemic as well as protection of the environment.

Once again, Mr Chairman, I would like to thank you for inviting UNDP to this Conference and to say that UNDP stands ready within the means available to it to support fully Africa's objective of human development in the broadest sense of the word.

STATEMENT : United Nations Development Fund for Women (UNIFEM)

**Ms S Capeling-Alakija
Director**

A question on many people's lips at last year's Conference was *'has anything changed for women in SADCC?'* UNIFEM added its voice to those of many other who felt that there was still much to be done in integrating women in

policy-making and planning, and we urged the Secretariat to try harder in the coming year.

As SADCC settles into its second decade, UNIFEM notes with great pleasure that things do seem to be happening for women, and we would like to commend the Secretariat for its increased efforts to comply with the decision of the Council of Ministers to ensure gender sensitivity in project planning and implementation. We are pleased that UNIFEM has been able to assist in a limited way in this process through providing funding for a series of gender-sensitive planning workshops, and through support to the Food Security Unit to analyse its work from a gender perspective.

In the Conference document before us "*SADCC: Human Resources — the Primary Factor in Development*", clear recognition is given to women, who represent more than half of the human resources in the region, and comprise the bulk of the workers in agriculture and the informal sector. However, as the document rightly points out, women continue to suffer from discriminatory laws and practices, and play little part in decision-making. It is therefore appropriate that member States are urged to change this state of affairs to enable women to play a leading role.

This is a truly exciting challenge and one which we agree must be met if SADCC's overall aims, and particularly those with respect to human resource development, are to be achieved. But saying that something must be done is one thing; achieving it is another.

Women's ability to affect SADCC Council decisions cannot be done through gender-sensitised men is no substitute for a woman, and point out that also that women's ability to have a say in decisions which affect their own lives is almost non-existent while they have limited representation at meetings such as this one.

We applaud much of the content of the Conference document and would particularly wish to add our concurrence with the emphasis placed on the small agricultural and informal sector in human resources development programmes. As the report points out, this sector is a vital component of the economies of member States with often as many as 90 percent of young people entering the labour force having to create their own employment.

As this is also a sector in which women predominate, UNIFEM is optimistic of the chances of women now having a much greater call of the region's financial resources. It is commonly acknowledged that while women represent over 50 percent of the micro-entrepreneurs in the region, they comprise only 10 percent

of the clients of agencies established to support small business, and less than three percent of the clients of commercial banks. Without collateral, cash or access to credit, women usually have no choice but to engage in petty trading and manufacturing which require little capital investment but generate little profit. Greater provision of credit and other services to such women will be essential if their natural entrepreneurial talent is to be put to good use in the region.

We would, however, like to inject a note of caution here. While we agree with the intention of SADCC to promote training in the basic, practical skills appropriate to the informal sector (rather than concentrating on University level and non-work related education), special efforts will be needed if this training is to benefit the women who earn their living there.

Because there are very fixed ideas about what women do and about what men do, women are often given little opportunity to attend training courses in technical skills such as metal working and carpentry - skills which pay higher dividends than traditional ones such as needlework and basket making.

Because women have family and domestic commitments, they often find it impossible to attend training courses away from their own home area. In rural areas, where women often work 16 hours a day during peak agricultural seasons, no time is available for training at all.

A human resources development programme which seriously wishes to enable all people to reach their full potential, must address issues such as these. Women are tired of watching men take over their traditional industries simply because, unlike men, they have no access to the credit, technology and training they need to compete. And women are tired of being confined to the tiniest of enterprises simply because planners consider them incapable of handling improved technology and because they have no time to learn new skills.

These and other issues have been raised by SADCC women themselves as requiring urgent attention, and we hope that the SADCC Coordinating Units and Secretariat will consider their special needs sympathetically.

UNIFEM places heavy emphasis on human resource development and stands ready and willing to assist SADCC and its member States in implementing programmes in this area in a gender-sensitive manner. We continue to serve the region from our Harare office which, I am delighted to tell you, is now directed by a senior woman from the region itself.

Mr Chairman, in closing I wish to thank SADCC and its member States for

taking the first steps towards carrying out its promise to give more attention to gender issues in its programme work. UNIFEM is happy to help in any way it can as further steps are taken.

STATEMENT : United Nations Industrial Development Organisation (UNIDO)

**Mr L C Alexandrenne
Deputy Director — General
Department of External Relations**

For the second time in just under twelve months, I have the privilege of representing UNIDO, the United Nations Industrial Development Organisation, at an important event here in Windhoek. Last March, UNIDO had the honour of being among those who witnessed accession to independence of Namibia, and now, ten months later, we have been invited to participate in this, the 1991 SADCC Annual Consultative Conference.

UNIDO is very conscious of the importance of this event. Our Director-General, Mr Domingo L Siazor, Jr, has asked me to convey to you his sincere regrets at not being able to attend this Conference owing to previous commitments. He, and with him UNIDO, would like to express our particular gratitude to the SADCC Council of Ministers for having invited UNIDO to take part in this Conference.

I should also like to take this opportunity to convey, through you, Mr Chairman, to His Excellency, President Sam Nujoma, and the Government and people of the Republic of Namibia, our deep appreciation for the kind and generous hospitality extended to the UNIDO delegation since our arrival here in Windhoek. The warmth of your welcome bodes well for the success of the Conference.

UNIDO subscribes fully to the theme you have chosen for this year's Consultative Conference: "**Human Resources, the Primary Factor in Development**". UNIDO firmly believes that human resource development should be given top priority by both the governments of Africa and the specialised agencies of the United Nations system. In Africa, and the SADCC sub-region is no exception,

one of the primary factors limiting economic growth in general, and industrial growth in particular, is the inadequacy of human resources.

This deficiency is most dramatic when one considers the lack of skilled labour and qualified managers: capabilities that are essential to the successful operation and management of industrial enterprises and the associated support services. If one is to overcome this lacuna and build up a strong human resource base, educational policies have to be redesigned and re-orientated, and appropriate training institutions and mechanisms, particularly industrial training institutions and mechanisms, have to be set up.

As observed by the participants at the recent Africa Conference at Maastricht, organised by the Dutch Government last July — and I quote — “a strategy for human development will not succeed unless production growth is restored”. Once acquired, knowledge and skills should be utilised to ensure meaningful development and raise living standards.

In the industrial sector, the demand for labour and skills is generated by projects and the growth of industries and industrial support services, whereas the supply of that labour and skills is generated by the educational system and training institutions. It is thus essential to development that supply and demand be matched. This holds particularly true for industrial development.

As industrial jobs are created, local skills must be available, either in the country or in the sub-region. There must be equipoise. The lessons of failure are apparent. In some countries in Africa, people have been fully trained and yet have been unable to secure employment or put their knowledge and skills to full use. As a result, they have moved away from the region: the brain drain siphons off essential skills and capabilities.

Human loss, however, can yield to human remedy. The best correctives are clear policies, plans and systems. They should not only ensure the provision of adequate training facilities in universities, polytechnics and industry, but also pave the way for the development and effective utilisation of industrial skills.

It is also essential to ensure that women are provided with every opportunity to increase their contribution to economic development as an important means of achieving our basic goals. Women, as we all know, are participating in the industrialisation process to an increasingly significant degree in both the small scale and modern industrial sectors. This potential should be fully recognised, and every attempt made to increase - at all levels - the number and proportion of women engaged in industry and related activities, so as to ensure that they are equal beneficiaries in the development process.

We in UNIDO are thus very gratified to note that, in the SADCC sub-region, major efforts have been deployed by your governments to ensure that educational systems are geared towards production. Furthermore, under the umbrella of SADCC, you are about to design a programme that will strengthen cooperation in terms of pooling experience, resources, expertise and capacities for human resource development.

This is very much in line with the decision adopted by the Conference of African Ministers of Industry at their ninth meeting in Harare in June 1989 which underscored the importance of developing industrial skills, particularly technological, engineering and entrepreneurial capabilities, in the context of national human resource programmes. We would thus wish to congratulate the governments of the SADCC member States on their wisdom in adopting a human resource-based strategy as the linchpin in their efforts to change present economic structures and build up a solid base for sustained economic development and growth.

Mr Chairman, within the overall framework of the Lusaka Declaration of 1980 and the industrial objectives of SADCC, and guided by SADCC's programme on industrial cooperation, UNIDO has recently re-activated its cooperation with the SADCC Industrial Coordination Unit in Dar-es-Salaam. Within the limits of its resources, UNIDO will join forces in drawing up an active technical cooperation programme for the SADCC countries.

We hope to be in a position to develop specific programmes and projects related to human resource development, providing an effective complement to your efforts to realise your human-centered economic development objectives.

As a specialised agency of the United Nations system, whose main objectives are to promote and accelerate industrial development in the developing countries as well as to promote industrial cooperation at the global, regional and sub-regional levels, UNIDO is committed to assisting the SADCC sub-region in the development of its human resources: particularly industrial skills, entrepreneurial, technological, technical and managerial capabilities.

It sees this as a truly effective means of accelerating the pace of industrialisation in the sub-region. I therefore wish to reaffirm the readiness of UNIDO to intensify its technical cooperation activities, not only with SADCC as a sub-regional organisation, but with its individual member States as well.

Mr Chairman, in conclusion I wish to seize the occasion to convey to you the gratitude of the Director-General of UNIDO, Mr Domingo L Siazon, Jr. for the unflinching support that the SADCC member States have lent UNIDO over the years.

I can assure you that our commitment to further strengthening our technical cooperation programme with SADCC remains equally unwavering. Together, through concerted action, we can work for the future of the sub-region with a clear focus on its human potential and collective determination to usher in a new era of development.

STATEMENT : United Nations

Message from the Secretary General

Read by Dr James Johan, Under-Secretary-General
for Special Political Questions, Regional Cooperation,
Decolonisation and Trusteeship

It gives me great pleasure to extend my warm greetings to all the participants at the 1991 Annual Consultative Conference of SADCC. This meeting is taking place at a difficult time in our history - the war in the area of the Persian Gulf and its consequences, political as well as economic, the deepening of recession in developed countries, and the persistent economic and social crises in Africa are continuing to adversely affect prospects for development.

It is therefore all the more necessary to continue and strengthen our efforts to promote the economic recovery and development of Africa.

This year, the Southern African Development Coordination Conference holds its Annual Consultative Conference in Windhoek, where less than a year ago, I had the honour to swear in the President of the Republic of Namibia, His Excellency Mr Sam Nujoma. This was the culminating event in the accession of Namibia to independence, a long process to which the United Nations is proud to have contributed.

It is evident that SADCC has a critical role to play to carry forward the process of political, economic and social cooperation and integration of the region. There are encouraging signs of a movement towards political stability and peace in Southern Africa. In South Africa itself, where political and factional violence have taken a heavy toll, trends towards a democratic and pluralistic society provide cause for hope for the people of the region.

It is against this background that I wish to reaffirm my commitment to

strengthen and enhance cooperation between SADCC and the United Nations. The organisations of the United Nations system will continue to play their part in working with SADCC to help the countries of the region forge a future in which social and economic progress will prevail. They are involved in several hundreds of projects at the national and regional levels in all sectors of economic and social activity, in close cooperation with national governments and SADCC.

In Mozambique and Angola, as well as in Malawi and Botswana, much has been done to cope with emergency situations. I take this opportunity to thank the international community for responding generously to our appeals and to call for further efforts to enable us to continue to alleviate the suffering of displaced persons, refugees and drought-stricken people in Southern Africa.

Mr Chairman, six of the ten SADCC member States are Least Developed Countries (LDCs). The implementation of the Programme of Action for the Least Developed Countries for the 1990s adopted by the Second United Nations Conference on the LDCs last year, will be of great importance for SADCC.

The Programme of Action reflects the strong commitment of the international community to act urgently and effectively to arrest and reverse the deterioration in the socio-economic situation in the LDCs, and to revitalise their growth and development on the basis of shared responsibility and strengthened partnership.

I urge SADCC countries and their development partners, including donor countries, international organisations, financial institutions, development funds and concerned non-governmental organisations to do their utmost to implement fully the LDC's Programme of Action in order to help realise its objectives.

Mr Chairman, one of the key elements of the Programme of Action for the LDCs is its focus on human resource development. The Programme of Action recognises the importance of development centred on human welfare, and stresses non-economic aspects and objectives of development. The democratic and equitable participation of all concerned is an essential feature of this approach. Human resource development is also emphasised in the Declaration on International Economic Cooperation, adopted by the General Assembly last year, and the International Development Strategy for the Fourth United Nations Development Decade.

It is therefore appropriate that SADCC has chosen to focus on the theme of ***Human Resources — the Primary Factor in Development*** at this Annual Consultative Conference. In considering this critical question, SADCC coun-

tries will be able to address the need for developing and strengthening technical and professional skills as well as national and regional institutions, and ensuring the full participation of people in development efforts.

Mr Chairman, the Southern African Development Coordination Conference was established by the Lusaka Declaration of April 1980 in a move by its Founding Fathers to achieve economic liberation. Its objectives are to reduce the economic dependence of the region, especially on South Africa, to achieve equitable economic integration and to mobilise resources for the development of the region.

To meet these objectives, SADCC will need to adapt to the new geo-political conditions of the region and, in particular, to develop the technical capacity to address the issues of special concern to the region. A dynamic force in the region, SADCC will need to be provided with adequate resources to carry out its mission.

I sincerely hope that, despite the prevailing difficult economic situation facing the world, the international community will continue to support these efforts.

May I wish you all success in your deliberations.

STATEMENT . Universal Postal Union (UPU)

Mr Moussibahou Mazou
Assistant Director-General

The Director-General of the International Bureau of the Universal Postal Union has asked me to represent him at this important meeting as he is unable to be here in person. In asking me to represent him, he wished to demonstrate his interest in the work of this Conference in particular, and in the postal services of Africa in general. I have great pleasure in conveying to you his greetings and best wishes.

First of all, it is an honour and a privilege for me to be with you today and I should like to express my sincere gratitude to the authorities of Namibia for

their warm welcome and for all the attention I have received since my arrival in Windhoek.

To begin with, the Universal Postal Union would like at this moment to greet the tenth member of SADCC — Namibia, the newly independent state, and to wish it all success in its future efforts in promoting economic development and in ensuring the welfare of its people. The Universal Postal Union for its part reiterates its persistent commitment to extending its full technical support for the establishment of a complete independent Namibia and wishes to participate in this effort, evidently in the field of postal services.

As you know, the Post is an essential factor in economic, social and cultural development. However, the postal services of the world are presently facing the toughest challenge ever in their history. This challenge which mainly emanates from the private courier services, has been very active in Africa and this is a matter of great concern for the Post. What is more, whilst the private courier services extend their activities, the quality and the traffic of the postal services are going down.

Fortunately, during the last few years, concerted efforts have made it possible to meet this challenge by offering new services and by adopting a certain degree of flexibility with regard to the organisation, the management, and the operation of the services. Many postal administrations and enterprises have already settled down to the task of the restructuring of the services, the rationalisation of the method of management, and also the adoption of modern commercial and operational strategies.

The Universal Postal Union, for its part, has undoubtedly contributed actively to this effort and, in this context, the 1989 Universal Postal Congress held in Washington adopted an ambitious but realistic General Action Plan with the following principal objectives:

- knowledge and grasp of the market;
- adoption of commercial and operational strategies responding to clientele needs;
- securing or improving the autonomy of management;
- development of human resources.

These objectives have been established to serve the clients of the Post better and to improve the quality of service. In addition, with a view to ensuring that

technical assistance has the maximum impact on the running of the postal services, the UPU has focused its attention on global and regional priorities.

As for Africa, the priorities proposed are :

- improvement of the quality of service;
- training and refresher training of staff;
- organisation of national sorting centres and mail transit centres
- organisation of service in urban areas
- creation of new products and services (EMS in particular).

If the global situation of the postal services in Africa is judged to be still a matter of concern, it is very encouraging to note that during the last two or three years postal managers appear to have been conscious of this situation. In this connection, it is necessary to recall that an accurate diagnosis has been undertaken during the colloquium of the Directors-General following a Conference of Ministers in charge of Postal Services in Africa, held in Nairobi in November 1988.

That Conference adopted very interesting and encouraging decisions which constitute in themselves a programme for re-assessment and improvement of the postal services in Africa.

It is gratifying to observe that SADCC has identified certain postal development projects in the areas of human resource development and improvement of quality of service which conform closely to the priorities fixed by the UPU and by the said Conference of Ministers.

For the achievement of these priorities and the objectives of the Washington General Action Plan, the UPU will collaborate with the SADCC countries in the design, preparation and implementation of integrated multi-year postal development projects, subject to the conclusion of development contracts with the governments concerned.

In this regard, the UPU regional adviser in the field of technical assistance, responsible for English-speaking African countries, placed in Harare, Zimbabwe, will have an important role to play with the postal administrations, with the ministers responsible for planning, with the resident representatives of the UNDP, with the regional institutions providing aid for development, and with bilateral donors.

I should like to mention here the valuable aid given to member States of SADCC by some developed countries, foremost among them the Nordic countries, with which the UPU maintains fruitful cooperative relations.

I wish you every success in our work and reaffirm the keen desire of the UPU to develop relations with SADCC in the interest of African advancement.

STATEMENT : World Meteorological Organisation (WMO)

Dr D N Axford
Deputy Secretary-General

Let me first express to you, Mr Chairman and through you to the SADCC member States, the appreciation of the World Meteorological Organisation for the kind invitation to attend this meeting. May I also convey to you the warm greetings of Prof Obasi, Secretary-General of the WMO, who has asked me to represent him here today. He would have liked to attend your Conference personally, but he is currently in China attending a meeting of the WMO bureau.

I would also like to thank the government and the people of Namibia for the warm welcome and hospitality extended to us since our arrival in Namibia and express the gratitude of WMO for the actions taken by independent Namibia to become a full member of the international meteorological community by depositing recently the instruments of ratification of the WMO Convention in Washington. In so doing, Namibia joins the rest of the SADCC states and I am sure that it will draw deserved benefits from this membership.

Mr Chairman, this meeting is being held at a time when the world context is rapidly changing and is influencing the course of actions of the SADCC countries at national, regional and international levels in the areas of economic and social development. It is therefore opportune and necessary for the international community to take adequate measures to ensure that the impact of external factors on the future development of the SADCC countries and their people are limited.

In this context, Mr Chairman, the World Meteorological Organisation is involved in a number of cooperative efforts to help in the development of meteorological and hydrological services of the SADCC member States, so that they can, in turn, play a positive role in their national economies, in particular in the sectors of agriculture, transport and communications, natural resources and energy development.

These efforts have been made possible thanks to donor countries and organisations such as the United Nations Development Programme (UNDP), which is supporting several projects for meteorological and hydrological services in a number of SADCC countries, and through the establishment of a drought monitoring centre in Harare, Zimbabwe, for the SADCC region. The Government of Finland, through its development agency FINNIDA, is supporting the FINNIDA/Southern African Transport and Communications Commission (SATCC)/WMO Meteorology project, which is now in its second phase with an overall allocation of approximately US\$ 12 million, the objective of which is to strengthen the national meteorological services in the region.

The SADCC meteorology programme, which has been developed by the directors of meteorological services of the SADCC countries, also constitutes an overall programme for which WMO is seeking the needed assistance, in particular with regard to the development and training of human resources and with regard to developments in data processing and telecommunications. These are essential elements for any service. We plan to hold a regional workshop in 1991 on the use of CLICOM compatible software to derive information directly useful for the development of sustainable agricultural systems.

Mr Chairman, with regard to the global climate change issues which have been and are being raised in several fora, WMO in cooperation with UNEP and other UN agencies and non-governmental organisations, has recently convened the Second World Climate Conference. It is anticipated that the conclusions of the SWCC will lead to the preparation and adoption of a World Climate Convention for the protection of our environment. The conference reviewed the important conclusions of the jointly established Intergovernmental Panel on Climate Change (IPCC) which was jointly established by WMO and UNEP.

Serious efforts should be deployed by all governments to minimise the impacts of climate change on the planet. In this respect, I am convinced that the SADCC countries which are already fully informed on these issues, will now pay significant attention to the improvement and strengthening of the observational network and of data processing and to ensuring the full exchange of environmental data for the benefit of all concerned.

The World Meteorological Organisation for its part will continue to work closely with its member States and other regional and international organisations on this issue. May I mention here the African Centre for Meteorological Applications to Development (ACMAD), which has been established by the Economic Commission for Africa (ECA) in Niamey, Niger, and in which the SADCC countries are already participating. I believe that the ACMAD Centre will play an important role in providing the national and regional services with useful products related to climate applications and climate change over Africa, which in turn will assist the concerned governments in designing specific development policies.

I hope that it will also be seen as a Centre of excellence where meteorologists can be trained and can develop cost effective and relevant meteorological services and products for their own countries.

Mr Chairman, I would like to take this opportunity to emphasise again the need for adequate support towards building up strong national and regional meteorological and hydrological services capable of providing useful information and products to the user community.

The governments of the SADCC countries have already provided their support to these services and the donors I have mentioned earlier have also participated in strengthening the capabilities of these services. I would like, therefore, to express here WMO's appreciation for the assistance provided, and I hope that more support will be provided in the future.

It is also our intention to work towards a further strengthening of the existing excellent relationship and cooperation between the SADCC countries and WMO.

CLOSING CEREMONY

STATEMENT: On behalf of the Cooperating Partners

Mr A.O. Sangowawa
Vice President of African Development Bank

It is an honour and great pleasure to me to make some closing remarks on behalf of SADCC's Cooperating Partners.

On behalf of all the Cooperating Partners present here today, I wish to thank the Government of Namibia for its hospitality and for the care which has been devoted to the arrangements for this Conference. Thanks are due no less to you, Mr Chairman, to Dr Makoni and his staff in the Secretariat and to all those who have contributed so ably to making this Conference a huge success.

Mr Chairman, the theme of this year's Conference — *Human Resources: the Primary Factor in Development*, is one that is very relevant at all times. Nothing can be more important than human resources in the development process. Man - homo sapiens, is the entrepreneur that develops ideas, the manager that directs production, the technician that builds the capital, the labourer that produces the output and also the consumer of the final products. The development of such an important factor, as the theme document indicates, can not be overemphasised.

In the course of our deliberations, a number of comments have been made. Mr Chairman, I would like to summarise these under two broad headings: the **enabling environment**, and the **human resources development**.

The enabling environment came out clearly in our deliberations to include not only policy reforms within each national in the sub-region, but also touched on peace and stability all over the world. Mr Chairman, the Conference noted with great satisfaction the independence of Namibia in March 1990 shortly after the tenth SADCC Conference, and the recent moves in the Republic of South Africa to eliminate apartheid.

Despite these positive moves, there are concerns that have come out very forcefully. The war in the Gulf and its environmental implications for the world economy and the fragile African economies are of great concern to those present at this Conference. The same thing goes for the unrest in Angola and Mozambique and also the apartheid policies in the Republic of South Africa. We can only hope for a quick end to the hostilities and the destruction of both human and other natural resources.

Mr Chairman, as part of the enabling environment, this Conference also stress the need for regional cooperation. His Excellency, President Nujoma, in his opening speech, spoke of a truly integrated single SADC economy: and in the response on behalf of the Cooperating Partners to the opening speech, the challenges and opportunities in post apartheid South Africa were ably articulated by Hon Lynda Chalker, Minister for Overseas Development. These point to the need for integration and regional cooperation, and to the simple fact that it is through this type of cooperation that our economies can develop.

Furthermore, as a part of the enabling environment, it was clear from our deliberations that our economies have to be liberalised to produce efficiently and face up to international competition.

On the theme of the Conference, Mr Chairman, great concern was expressed both in the Theme Document and in the speeches for the acute shortage of relevant skills in the sub-region, and the need to strengthen and enhance manpower capabilities. The brain-drain either within the sub-region or to the rest of the world compounds the problem.

Mr Chairman, the challenge is how to build and retain the manpower required for the rapid development of SADC countries. I would say that articulating an appropriate strategy to develop people's abilities and the use to which they put their training, as the leader of the Spanish delegation rightly said, is the starting point. In doing this, particular attention should be paid to the vulnerable groups especially women and children. Yesterday, UNICEF, in non-equivocal terms stressed the importance of children. In this connection, maternal care and children issues must be well-embedded in the strategy for human resources development. All the Cooperating Partners have expressed in their speeches their willingness to support SADC endeavour in this aspect.

Mr Chairman, let me touch briefly on one issue which I feel we should all think about - that is the issue of rapid population growth in Africa, for without an effective national population control policy, and rapid growth of the economy, the financial requirements for social services would be far beyond the reach of our national treasuries. Moreover, no matter how great the need for assistance, external resources for the social sectors is not likely to be forthcoming unless the problem of rapid population growth is effectively and quickly dealt with. The Cooperating Partners should consider assisting SADC member States in preparing policy options on the population control.

In conclusion, I would like to stress the need for the Cooperating Partners to continue to support SADC in its noble ideas to accelerate the pace of regional integration and development, and also to assist the vulnerable groups including

women, children, disabled and those in the rural areas, and to protect the environment.

Mr Chairman, we still have a formidable task to tackle and I am sure SADCC will rise to this challenge.

Long live SADCC and long live international cooperation.

VOTE OF THANKS: Mozambique — on behalf of SADCC

Dr Joao M Salomao, Minister of Construction and Water

It is a great honour for me and my country to have been chosen to give a Vote of Thanks on behalf of the SADCC Council of Ministers, our brotherly country, Namibia, their people and their leader, President Sam Nujoma. It gives us pleasure to note that, although Namibia has been independent for less than a year, it accepted to host us in this beautiful city, and did not spare any effort so that this Conference would be a success.

Mr Chairman, since our arrival we have been feeling a pleasant warmth in this country, particularly here in Windhoek. Our hosts did their utmost to make us feel at home, and let me say that we really are at home. The warmth enveloping us is neither the consequence of high temperatures, nor of Namibia's geographic position. It is, indeed, the product of fraternity and brotherhood which have been extended upon us, since the first moments we set foot in this country. I have no doubt that my distinguished fellow delegates share with me, these feelings.

We understand this gesture as an undeniable proof of Namibia's determination to contribute to the consolidation of the existing ties of co-operation within this large family - SADCC. It is in this context that we see Namibia's integration, not only as one more member joining the Organisation, but, above all, as a competent and committed partner who is going to bring into SADCC additional expertise and quite a lot of motivation to enrich and strengthen our Organisation

for the accomplishment of the objectives contained in The Lusaka Declaration.

It gave us great honour to have His Excellency The President of the Republic Namibia, Mr Sam Nujoma, opening this Conference. His words did not fall on deaf ears, for as we listened to him, we felt inspired to commit ourselves to giving our best to SADCC; to enable the organisation to respond to the challenges before us.

I also wish to express the overwhelming joy we felt when the opening session of the Conference was addressed by the vice-president of the ANC, Mr Nelson Mandela, heading the delegation of the South African Liberation Movements - that to us, are part of SADCC.

Their presence is, on the one hand, a clear demonstration of the hope we all share that the on-going process in South Africa towards a democratic and non-racial society will be irreversible. On the other hand, their being here is an expression of the confidence we all share that united together in the spirit of SADCC, we shall mobilise and transform the huge potential of human resources, with which our region is richly endowed, into an effective instrument for the development and the welfare of our peoples.

After ten years of the existence of our Organisation, we note with pride that a great deal of success has been scored in achieving some of the objectives set out in The Lusaka Declaration.

However, it is also true that a decade of experience has shown that SADCC will not succeed in full, unless it develops human resources as they are the prerequisite for the self reliance and sustainable economic development we are aiming at.

It is indeed timely that as SADCC embarks on the second decade of its existence, we should take the decision to pinpoint human resources as a priority area for action.

We are confident that, as always, as we face up to this formidable challenge, we can rely on the support of our Cooperating Partners. We are also committed as SADCC member states to devote our utmost efforts so as to have this objective successfully achieved in the near future.

Allow me, once more to thank our hosts for the hospitality accorded to us. Thanks are also extended to you, Mr Chairman, and to our Executive Secretary and to the Secretariat staff, as well as to all those who in one way or another, contributed to the success of this Conference.

To our Co-operating Partners, I wish to state that their presence, and above all, their contribution was a boost and encouragement for us in this protracted and long way towards our economic liberation.

In conclusion, Mr Chairman, I have the pleasure to announce that the Republic of Mozambique will be honoured to host the forthcoming SADCC Annual Consultative Conference in Maputo, in January 1991.

THE CHAIRMAN'S CLOSING STATEMENT

As we come to the end of the 1991 SADCC Annual Consultative Conference, I want to thank you for your support and for your abiding interest in the future of this region. I am confident that your hopes and expectations for the future prosperity of this region are not misplaced.

As many of you have pointed out, while the steps taken by the south African government to begin the process of negotiations are to be commended, much more needs to be done to meet the demands of the Harare Declaration and UN Resolution; to end the violence and to dismantle apartheid. Until that point is reached, the international community is fully justified and maintaining pressure for change on South Africa.

We, however, remain hopeful that all South African leaders, black and white, will reach deep into their resources of goodwill to find a solution to the problems of their country.

A Southern Africa free of apartheid, and at peace with itself, is a land of tremendous promise which can provide enough for all its peoples. SADCC looks forward to that day with great anticipation. A day which will share in an era of [productive cooperation within SADCC, including South Africa. As I pointed out earlier, SADCC has begun the preparatory process towards this end. We are, therefore most grateful for your offers of support and assistance.

It is also clear that if the region is to take full advantage of its potential it needs to increase substantially the quantity and quality of skilled manpower and to

create the necessary environment in which individuals can apply their skills maximally. All the statements that have been made over the last two days have confirmed the central role of human resources in the process of economic development: and confirmed the analysis in the theme document of this Conference. However, you have rightly asked how the recommendations of the theme document will be turned into concrete actions and whether SADCC has the capacity to carry them through.

These questions must be answered in the next weeks, months and years. With your support, and with sufficient vision, application and organisation on our part, we should be able to mobilise the region's public and private resources to create the necessary structures and environment in order to address the issues set out in the theme document.

We are particularly grateful that many of you were able to come despite the many obstacles caused by the Gulf crisis. Others of our friends could not join us this year because of fears about their personal safety, again arising from the situation in the Middle East. We fully understand and appreciate their situation.

We applaud the courage and commitment shown by our friends in the Kuwait Fund who still managed to send a delegation to this Conference despite the brutal invasion of their country. We ask them to take back to the people and government of Kuwait, a message of support and solidarity from this Conference.

I wish, once again, to thank the people and government of Namibia for the facilities made available for this Conference. We thank particularly the many individuals who were directly involved in the Conference arrangements; the officials, the SADCC Secretariat, the interpreters, drivers, secretaries and others. We thank also the Deputy Minister of Trade, Mr Dierghaart, for a job well done.

I wish you all safe journeys to your homes and families.

The Conference is adjourned until Maputo, January 1992.

COMMUNIQUE

COMMUNIQUE: The 1991 SADCC Annual Consultative Conference

1. The 1991 Annual Consultative Conference of the Southern African Development Coordination Conference (SADCC) convened in Windhoek, Republic of Namibia on 31st January - 1st February, 1991.
2. The Conference was chaired by His Honour the Vice President and Minister of Local Government and Lands of the Republic of Botswana, and Chairman of the SADCC Council of Ministers, Mr P S Mmusi. His Excellency Dr. Sam Nujoma, President of the Republic of Namibia, officially opened the Conference. A response to the Opening Address was given by Hon. Lynda Chalker, MP, Minister of State for Foreign and Commonwealth Affairs, and Minister for Overseas Development of the United Kingdom, and Mr Nelson Mandela, Deputy President of the African National Congress (ANC) of South Africa spoke on behalf of South Africa Liberation Movements.
3. The Chairman also delivered a speech, and Hon. B S Dlamini, Minister of Finance of the Kingdom of Swaziland presented the Conference Theme on behalf of SADCC.
4. Apart from the ten SADCC member States and the two Liberation Movements of South Africa, the Conference was attended by the following Co-operating Governments and International Agencies:

COOPERATING GOVERNMENTS

Australia
Austria
Belgium
Canada
Czechoslovakia
China, People's Republic
Cuba
Denmark
Federal Republic of Germany
Finland
France
Greece

Iceland
India
Ireland
Italy
Japan
Luxembourg
Netherlands
New Zealand
Nigeria
Norway
Poland
Portugal
Romanian
Spain
Sweden
Switzerland
Union of Soviet Socialist Republics
United Kingdom
United States of America
Yugoslavia

INTERNATIONAL AGENCIES

African Development Bank (ADB)
Commission of the European Communities (EEC)
Commonwealth Secretariat
European Investment Bank
Food and Agricultural Organisation (FAO)
International Civil Aviation Organisation (ICAO)
International Labour Organisation (ILO)
International Monetary Fund (IMF)
International Telecommunication Union (ITU)
International Trade Centre (ITC)
Kuwait Fund for Arab Economic Development
Nordic Council of Ministers Secretariat
Organisation of African Unity (OAU)
Organisation for Economic Cooperation and Development (OECD)
Preferential Trade Area (PTA)
United Nations Children's Fund (UNICEF)
United Nations Conference on Trade and Development (UNCTAD)
United Nations Development Programme (UNDP)
United Nations Development Fund for Women (UNIFEM)

United Nations Industrial Development
Organisation (UNIDO)
United Nations Secretariat (UN)
Universal Postal Union (UPU)
World Bank
World Food Programme (WFP)
World Meteorological Organisation (WMO)

5. The Conference appreciated the Theme Document: ***Human Resources Primary - Factor for Development*** prepared by SADCC, and agreed that it highlighted issues that were both relevant and critical to improving the capacity and productivity of individuals and institutions for effective participation in the development process. The Conference underlined, in particular, the importance and benefits of involving women as full participants in the development process.
6. The Conference, therefore, urged SADCC and member States to put in place a practical and realistic framework that will reflect fully the intent of the Conference Theme.
7. The Conference noted the progress made in the implementation of the SADCC Programme of Action, particularly in the areas of Energy, Food and Agriculture, and Transport and Communications. The Conference also noted the continuing dialogue within countries, and between SADCC and the business community, to facilitate the latter's participation in SADCC programmes of investment, production and trade.
8. Further, the Conference recognised and encouraged the positive economic and political changes taking place within SADCC member States, to provide for greater democratisation and increased public participation in the management of national affairs.
9. The Conference noted with appreciation the contribution an independent Namibia has made to enhance opportunities for peace and stability in the region, and to the overall regional development effort. In that regard, the Conference extended full support for the concerted efforts by the Governments of Angola and Mozambique, to end the wars in their countries through dialogue and political accommodation.
10. The Conference welcomed steps taken by the South African Government and the African National Congress to begin negotiations aimed at giving all South Africans equal rights in a united country. The Conference particularly appreciated the attendance of Mr Nelson Mandela, deputy

President of ANC, and welcomed his message of hope and optimism for the future of South Africa, and the region as a whole. The Conference, therefore, urged the South African Government to take further bold and decisive action to eradicate apartheid. The Conference also encouraged all black political groups in South Africa to forge unity, in order to facilitate the process of negotiation.

11. However, the Conference noted with regret, that, not only was apartheid still in place, but violence and bloodshed were still a common feature of life in South Africa,; and urged the South African Government, and all other parties to take effective steps to end the violence.
12. The Conference affirmed that it will be necessary for the international community to maintain the measures taken against apartheid, until that system is completely dismantled.
13. The Conference also welcomed the initiation of consultations between SADCC and the Liberation Movements. In that respect, the Conference agreed with the position of both SADCC and the Liberation Movements of South Africa that a post-apartheid South Africa has an important role to play in regional cooperation, based on the principles of equity, mutual benefit and inter-dependence.
14. The Conference expressed grave concern about the war in the Gulf, and its crippling effects on the world economy, particularly the weak economies of developing countries. Further, the Conference was concerned about the suffering which the war has brought on innocent civilians, especially women, children and old people.
15. The Conference strongly urged Iraq to withdraw from Kuwait; so that hostilities will cease and, the international community to seek and guarantee through the United Nations, a lasting solution to problems of the Middle East.
16. The Conference welcomed the delegation of the Kuwait Fund, and expressed appreciation that the Fund was committed to maintaining its involvement in regional development cooperation efforts, in spite of the crisis at home.
17. The Conference appreciated the positive changes in international relations, as demonstrated by the increasing cooperation between the USA and the USSR, and the strengthening of regional cooperation arrangements in both the developed and developing regions of the world.

18. Cooperating Partners pledged their continued support for SADCC and its member States.
19. The Conference received and accepted the invitation of the Government of the Republic of Mozambique to meet in Maputo in late January/early February 1992.
20. The Conference expressed its appreciation to the Government and the people of the Republic of Namibia for the hospitality offered to delegates, and excellent arrangements made for the meeting.
21. Closing statements were delivered by:
 - * Mr A. Sangowawa, Vice President of the African Development Bank (ADB);
 - * Hon. J. M. Salomao, Minister of Construction and Water of the Republic of Mozambique; and
 - * Hon. P. S. Mmusi, Vice President and Minister of Local Government and Lands of the Republic of Botswana, and Chairman of Conference.

Windhoek, Republic of Namibia
1st February, 1991

ANNEXES

DIRECTORY OF DELEGATES

CHAIRMAN

Hon. P. S. Mmusi,
Vice President and Minister of Local Government and Lands, Republic of Botswana,
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