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African National Congress  
LUSAKA

Attn: Mr. Motswenyane, Farm Manager  
Your ref. Our ref. TD/em/9201 .23 Date August 17th 1989  
RE: FISH PONDS ANC MAKENI FARM

Please find enclosed herewith minutes from the meeting held between yourselves and Mrs. R. Siamwiza of Interconsult regarding operation and management of the fish ponds.

We feel these preparations are of paramount importance for the successfulness of the proposed fish farming business. Therefore the issues raised at the meeting will be followed up in parallel to the rehabilitation of the fish ponds.

In accordance with the letter from NORAD, 3rd August 1989, the works have been temporarily postponed awaiting the title deeds aspects to be settled.

In the meantime, we remain

Yours faithfully  
for INTERCONSULT A/S  
Torbggrn gamhaug  
RESIDENT MANAGER

Copies : ANC - Attn: Mrs M. Motswenane, Financial Officer  
NORAD Lusaka - Attn: Mr O. Gldmmi, Deputy Res. Representative  
IC Lusaka - Attn: Mrs R. Siamwiza  
Encl: mentioned.

HEAD OFFICE: P.O. Box 5655 BRISKEBY, 0209 OSLO 2 NORWAY Tel: e47-2-44 10 00 Tlx: 74526 IC  
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SUBJECT: ORGANISATION AID HAIAGEIEIT OF THE REHABILITATED FISH PONDS  
12TH JULY 1989

Present: Mr Moss Hotewenyane, Farm Manager

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Mrs Martha Hotswenyane, Financial Officer, AFC

Hrs Robie Siamwiza, Interconsult A/S

#### INTRODUCTION

The purpose of the meeting was to have an informal discussion about the operation and management of the fish ponds.

After an abbreviated tour of the farm, discussions were held with Mr and Mrs Hotswenyane regarding general farm activities and their ideas about fish pond operations.

#### ORGANISATION AND MANAGEMENT

The ARC Farm falls under AFC Projects, a sub-division of the overall ANC activities in Zambia. The fish ponds would be seen as another project of the ANC and, thus they would have overall administrative responsibility.

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At the operational level, the farm manager is responsible for the day-to-day operations of the farm. He utilizes both paid local labour and ARC members to assist him. The local labourers are paid at Government gazetted rates whilst AFC labourers receive a smaller based on prescribed ARC regulations. This wage disparity combined with the nature of the work and available alternatives for ABC members tend to discourage their participation in farm work. Consequently, local labourers exceed the number of ABC labourers.

When the ponds become operational, additional labour will be employed to assist with the increased workload. It is likely that these labourers will be drawn from the local population. However, it is envisaged that fewer workers will be needed to run the fish ponds as compared with other farm activities. Overall labour requirements are not expected to increase dramatically once the ponds become operational.

#### FINANCIAL ISSUE

The farm will need the injection of "seed" money or an initial capital investment to get the project started. The money will be used to obtain stock (such as fish fingerlings and ducks) and equipment (such as a handmill for grinding maize, scales and a refrigerated van). Last year the farm suffered a financial loss due to severe flooding. Consequently, funds are not available to cover the required initial investment.

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#### 4. LONG-TERM PLANS

The theni area is vulnerable to flooding during the rainy season because of its topography. In addition a high water table throughout the year seriously constrains the type of crops planted and actual planting period.

The long-range plans are to transform the farm into a fish-farming enterprise. Vegetables and maize will be produced at a greatly reduced scale.

#### 5. AVAILABLE SUPPORTIVE SERVICES

We discussed the available supportive services for operating a fish pond and needed inputs. The ARC has its own veterinarian, who would be available to treat the ducks should the need arise. The Fisheries Department is nearby (at Chilanga) and can provide extension services. Some facilities are already available at the farm such as a cold room for storage.

The Farm Manager would assume responsibility for marketing the fish, ducks and eggs besides being the overseer of the farm. However, there is need for him to become more familiar with fish farming operations. We discussed the possibility of him visiting Hisamfu Fish Farm in the Northern Province on a familiarization tour. The purpose would be to observe an established centre of fish farming and to ascertain the type of knowledge one must have in order to operate a successful enterprise.

Mr Hotswenyane would also like to take a short course in fish farming (i.e a six months certificate or diploma course). Should this be possible the Assistant Farm Manager could assume managerial responsibility.

#### 6. CONCLUSION

The organisation and management of the farm will continue to be an ARC responsibility. Presently, the farm is run as a commercial enterprise utilizing hired labour. It is envisaged that the fish farming enterprise will also operate along these lines.

Robie Siamwiza

Social Scientist

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14th July 1989