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United Nations Educational, Scientific and Cultural Organization
Organisation des Nations Unies pour l'Education, la Science et la Culture

29-9-89

REGIONAL OFFICE FOR EDUCATION IN AFRICA
OFFICE OF THE EDUCATION ADVISER, DAR-ES-SALAAM

c/o UNDP

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Dar es Salaam - Tanzania

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Reference :

29th September, 1989.

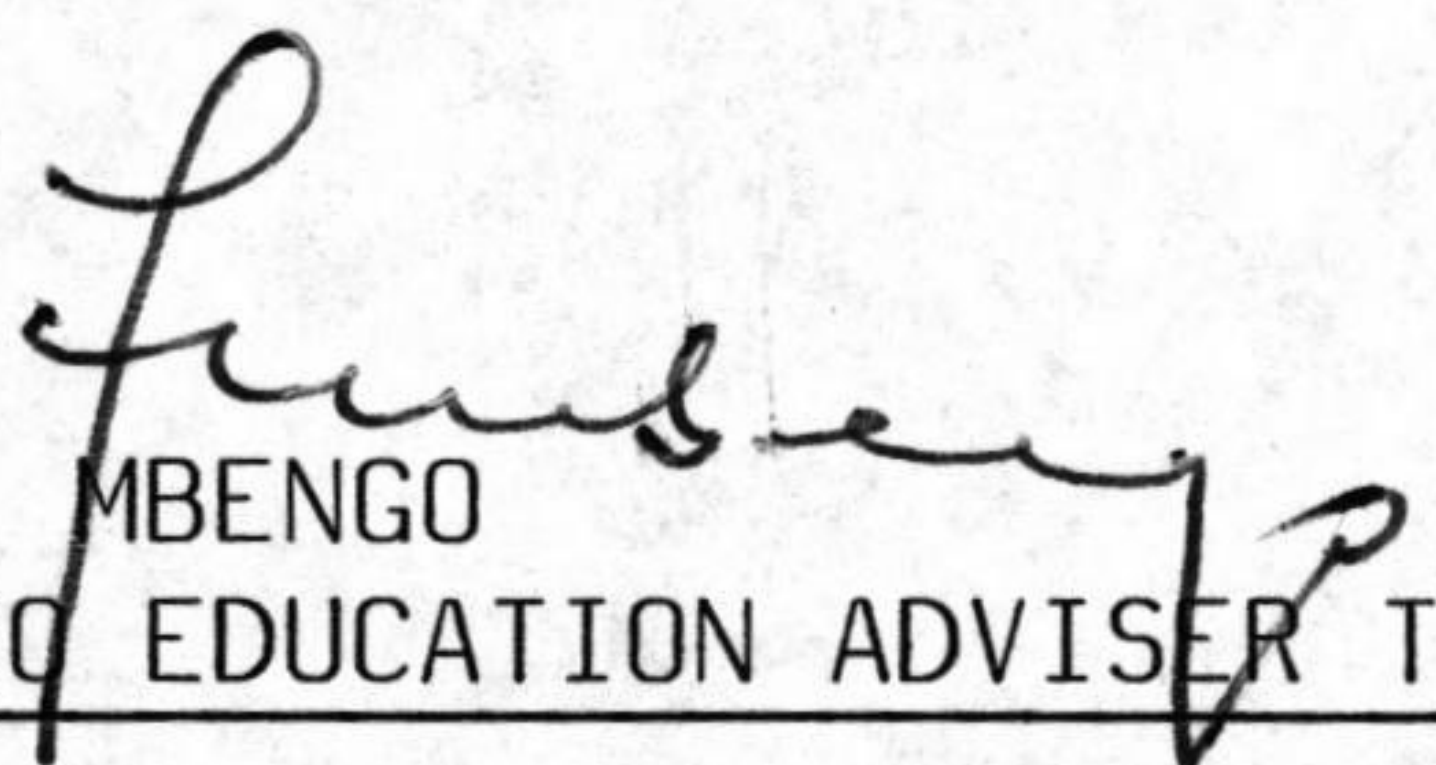
Mr. S. Choabi,
Secretary for Education,
ANC(SA)
P. O. Box 31971,
LUSAKA.

Dear Mr. Choabi,

SUBJECT: PLAN OF OPERATIONS FOR THE OBS/UNESCO FUNDS-IN-TRUST PROJECT 529-ANC-10

Please find enclosed two fully signed copies of the Plan of Operations for the OBS/Unesco Funds-in-Trust project 529/ANC/10 for your records.

Yours sincerely,


F. F. MBENGO
UNESCO EDUCATION ADVISER TO TANZANIA.

c.c. Mr. Hans Kaltenecker,
Cooperation with Funding Sources Division,
Unesco,
Paris.

c.c. Mrs. L. De Andfade,
Programme Specialist, ED/SPO,
Unesco,
Paris.

PLAN OF OPERATION

THE UNITED NATIONS EDUCATIONAL,
SCIENTIFIC AND CULTURAL
ORGANIZATION
(hereinafter called "Unesco")

and The Government of the United
Republic of TANZANIA
(hereinafter called "the Government")

and The African National Congress
(hereinafter called "the ANC")

Introduction

WHEREAS the ANC has requested assistance from Unesco for the training of ANC primary and secondary school teachers in Teacher Training colleges located in Tanzania;

WHEREAS the Director-General of Unesco is authorized by the General Conference to receive funds from Member States and international, regional or national organizations for the purpose of carrying out certain activities which are consistent with the aims, policies and activities of the Organization;

WHEREAS, by virtue of an agreement with Unesco, the Otto Benecke Foundation (FRG) will make funds available to Unesco to enable Unesco to assist the ANC and the Government in implementing the project described in Annex I of this document;

Now, THEREFORE, Unesco, the ANC and the Government agree as follows:

Article I

Purpose and Description

1. The purpose of the project is to train South African primary and secondary school teachers in English, who will be qualified to teach in educational institutions established by the ANC within Tanzania and elsewhere as the case may be. Such teachers will be trained to follow curricula drawn up to meet the social, economic and cultural needs of the society in which they are expected to work. In the long-term the pattern of teacher training established will serve as a model for the development of an extended teacher training programme at the national level.

The long-term and immediate objectives of the project and its detailed description are given in Annex I.

Article II

Obligations of the Government

The Government shall:

1. put the Korogwe Primary Teachers' Training College and the Mkwawa Secondary Teachers' Training College's resources and facilities at the disposal of the project, for special training courses for ANC Teachers;
2. select, recruit and pay 13 Tanzanian teacher educators who will provide the necessary instruction for the trainees.
3. co-ordinate activities with the ANC, as may be required, in particular for teaching practice purposes;
4. fulfil any other tasks described in Annex I.

Article III

Obligations of the ANC

1. The ANC will be responsible for identifying and selecting:
 - 15 ANC primary teachers to be trained and upgraded at the Korogwe Training College;
 - 20 ANC Secondary Teachers to be trained and upgraded at the Mkwawa Training College.
2. The ANC will also put the Primary and Secondary classes at SOMAFCO at the disposal of the project for teaching practice purposes and the teaching staff at the College will collaborate with the teacher education staff in the implementation of the programme.
3. The ANC will, furthermore, closely cooperate with the Government and Unesco in the execution of any other tasks defined in Annex I.

Article IV

Obligations of Unesco

1. During the period covered by the project and within the framework of the budget as per breakdown in Annex II, Unesco shall:
 - a. have the overall responsibility for the coordination and monitoring of the project;
 - b. recruit Consultants for monitoring of the project;
 - c. provide the services of technical consultants, funds for training, materials and equipment, stipends and other services that may be required;
 - d. participate in the review and evaluation of the project, together with the Government and the ANC.
2. The Assistance of Unesco as described in paragraph 1 above shall be subject to the availability of funds from the Otto Benecke Stiftung (FRG) and to the decisions of the General Conference of Unesco and shall be provided in accordance with the regulations, rules and procedures of Unesco, within the Budget framework given in Annex II.
3. Any Unesco funds not applied by the Government or the ANC in accordance with this Plan of Operations or remaining unspent upon completion or termination of the project shall revert to Unesco for transmission to the Otto Benecke Stiftung (FRG).

Article V

Equipment, Materials and Supplies

1. The Government and the ANC shall assist in the delivery to and installation of project equipment and supplies at the appropriate site(s).
2. All equipment, materials and supplies provided in accordance with this Plan of Operations shall be devoted exclusively to the execution of the project. Non-expendable equipment with an individual value exceeding US\$400 per item and vehicles shall remain the property of Unesco and shall be recorded in its inventory register. Vehicles shall be insured by Unesco against third-party risks and other risks in accordance with the laws of the country. On termination of the project, Unesco shall, in consultation with the Otto Benecke Stiftung (FRG), decide on the

transfer of the official title of such equipment and vehicles. The title to all other equipment, materials and supplies is considered to have been transferred to the Government or to the ANC if the Government so decides, when they are delivered to the project site.

3. In the case of aid furnished by Unesco in the form of materials and supplies, the Government shall take all necessary measures to arrange for, and bear the cost of, its importation and customs clearance, reception, transportation, handling and storage from the port of entry to the project site, and, after delivery to the project site, its safe custody, maintenance and insurance and, if necessary, its installation, erection and replacement.

Article VI

Other Conditions

1. Assistance by Unesco shall not preclude the Government or the ANC from receiving supplementary assistance from other United Nations agencies, bilateral programmes, or private foundations.
2. The Government and the ANC shall give Unesco information on such assistance applied for and received.

Article VII

Information and Reports

1. The ANC and the Government shall furnish Unesco with such information, reports and accounts as Unesco may reasonably request from time to time on the execution of the project.
2. Without limiting the preceding statement, the ANC shall also submit a six-monthly report giving details of the work carried out during the period and of the work planned for the succeeding period. It shall explain the difficulties encountered or expected to be encountered and include requests for specific action by Unesco. In addition, the ANC shall include in this report a six-monthly financial statement showing the funds received from all sources other than Unesco for the project and related expenditure.
3. For the purpose of inspecting and verifying the nature, quality and extent of the execution of the project, the Government shall accord to Unesco, or its designated representative, access to the project site and to any relevant financial records and documentation. Such records and documentation shall be made available to Unesco by the Government and preserved for at least five years after the completion or termination of the project.

5. The Government shall be responsible for dealing with any claims which may be brought by third parties against Unesco, its property and its personnel or other persons performing services on behalf of Unesco and shall hold harmless Unesco, its property, personnel and such persons in case of any claims or liabilities resulting from activities under this Plan of Operations, except where it is agreed by Unesco and the Government that such claims or liabilities arise from the gross negligence or wilful misconduct of such personnel or persons.

Article VIII

Privileges and Immunities

1. The Government shall apply to Unesco, its property, funds and assets, and to its officials, experts and other persons performing services on its behalf, the provisions of the convention on the Privileges and Immunities of the Specialized Agencies and Annex IV thereof, it being understood in particular that no restriction shall be imposed on the right of entry into, sejour in and departure from the territory of Tanzania by Unesco officials, experts and other persons performing services on its behalf in connection with this project, without distinction of nationality.
2. The Government undertakes not to impose taxes, fees or levies upon the equipment or materials or for the supplies and services necessary for the execution of the project.
3. Neither the Government nor its instrumentalities shall impose any commercial bank charges on the transfer of funds by, or to the account of, Unesco.
4. The Government shall take such measures which may be necessary to facilitate the operations under this plan of operations and shall grant Unesco and its personnel or other persons performing services on its behalf such facilities as may be necessary for the speedy and efficient execution of the project. It shall, in particular, grant them the rights and facilities:
 - (a) the prompt issuance without costs of necessary visas, licences or permits;
 - (b) access to the sites of work and all necessary rights of way;
 - (c) free movements, whether within or to and from the country, to the extent necessary for proper execution of the project;
 - (d) the most favourable legal rate of exchange;
 - (e) any permits necessary for the importation of equipment, materials and supplies in connection with this Plan of Operations and for their subsequent exportation;

- (f) any permits necessary for the importation of property belonging to, and intended for the personal use or consumption of, officials of Unesco or other persons performing services on its behalf, and for the subsequent exportation of such property.
5. The Government shall be responsible for dealing with any claims which may be brought by third parties against Unesco, its property and its personnel or other persons performing services on behalf of Unesco and shall hold harmless Unesco, its property, personnel and such persons in case of any claims or liabilities resulting from activities under this Plan of Operations, except where it is agreed by Unesco and the Government that such claims or liabilities arise from the gross negligence or wilful misconduct of such personnel or persons.

Article IX

Final Provisions

1. This Plan of Operations shall enter into force upon signature by the three parties concerned. It may be modified by written agreement between Unesco, the ANC and the Government. Each party shall give full and sympathetic consideration to any proposal advanced by the other parties for the amendment of this Plan of Operations.
2. This Plan of Operations may be terminated by Unesco, by the ANC or by the Government upon written notice to the other parties and shall terminate ninety (90) days after receipt of such notice provided that such termination shall not affect the obligations of the parties under this Plan of Operations in regard to liabilities incurred bona fide by either of them under this Plan of Operations prior to such termination.
3. The obligations assumed by Unesco, the ANC and the Government under this Plan of Operations shall survive the expiration or termination of this Plan of Operations to the extent necessary to permit the orderly withdrawal of personnel, funds and property of Unesco and the settlement of accounts between the parties hereto.

Agreed on behalf of the parties by the undersigned:

The United Nations
Educational, Scientific
and Cultural Organization

Date: 23 MAI 1989

A. GHIBA

Director
Bureau for Co-ordination
of Operational Activities

The Government of the United
Republic of Tanzania

Date: 19 AUGUST, 1989.

The African National Congress

Date: 10 AUGUST, 1989

AFRICAN NATIONAL CONGRESS
(SOUTH AFRICA)

PRINCIPAL SECRETARY
MINISTRY OF EDUCATION

March 1989

UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION

REVISED PROJECT

Title	: Educational Assistance to African National Congress Teachers
Duration	: 3 years and 5 months
Project site	: Korogwe and Mkwawa, Tanzania
Sector	: Education
Implementing agency	: The African National Congress
Executing agency	: United Nations Educational, Scientific and Cultural Organization
Starting date	: August 1988

<u>Financing</u>	: <u>Funds-in-Trust</u>	US\$ 493,315
	Donor: Otto Benecke Stiftung (OBS), Bonn, Federal Republic of Germany.	

Brief description:

The project is designed to train primary and secondary school teachers for the Solomon Mahlangu Freedom College (SOMAFCO), Mazimbu and elsewhere, by means of a two-year course of primary teacher training and a three-year course of secondary teacher training to be conducted at the Korogwe Primary Teacher Training College and the Mkwawa Secondary Teacher Training College, respectively. Such training is necessary in order to improve the quality of formal education provided for young South Africans who receive primary and secondary education at SOMAFCO. Teaching practice for teachers under training will be carried out at SOMAFCO itself, where conditions are best suited for the purpose.

A. Context

1. Description of subsector

The Solomon Mahlangu Freedom College (SOMAFCO), which is the institution set up by the African National Congress (ANC) in 1979 to provide primary and secondary education for its young people, has now reached a high standard as far as its physical plant and facilities are concerned. However the majority of teachers engaged to work there are still largely unqualified and of an academic standard below that required to give an appropriate education to the students attending classes. Frequent transfers and changes of staff also have a negative effect on teaching, and inhibit institution building. The assistance of seconded teachers and of contracted teachers from abroad which proved helpful in the past, is no longer possible and the time has come when the ANC needs to depend upon its own adherents to provide the competent staff needed to run the institution. Rapidly increasing enrolments at SOMAFCO itself and the long-term need for cadres of teachers required to work at the national level, also highlight the importance of providing training courses in teaching for ANC personnel.

2. African National Congress strategy

The ANC decided some years ago that education was a priority for its adherents, if they were to be prepared for life in a non-racist, democratic South Africa. It also recognized that a key element in the development of its education programme was the training of competent teaching staff. As a first step, however, SOMAFCO was established in 1979 to provide seven years of primary education and five years of secondary education to ANC personnel. This college, located at Mazimbu, Morogoro, Tanzania, has since then steadily widened its scope and extended its activities, so that enrolments today are approximately 400 at the primary level and 370 at the secondary level, making a total of 770 male and female students. The school has been progressively equipped to a high standard and now has lecture rooms, laboratories and workshops, a library, theatre, playing fields and land where agricultural skills can be acquired and cattle raised. Staffed by ANC members and entirely self-supporting, SOMAFCO can now be considered to have laid the foundations on which a model for a national education system can be built.

3. Prior or ongoing assistance

A UNDP/Unesco project (ANC/82/002/A/01/13 during the third cycle), was signed in 1982 to assist SOMAFCO which is the principal ANC centre of education and this included the provision of financial support for the posts of principal and teachers, for administrative, technical and boarding school personnel, consultancy services, equipment and the costs of in-service courses.

Because of the lack of well-trained teachers at SOMAFCO and at the request of the ANC authorities, the project document ANC/86/005 - Educational assistance to ANC Primary/Secondary Teacher Training and Curriculum Development - was submitted to be financed by UNDP.

UNDP having earlier expressed implicitly willingness to finance the project with some reservations on the total budget, Unesco requested an advance authorization, following normal procedure in similar cases. However, this advance authorization, given by cable M 4773 dated 30 October 1988, was never put into effect by Unesco, since at that time, consultations with OBS had reached an advanced stage.

4. Institutional framework for subsector

The educational authorities of the ANC have responsibility for the programmes offered at the primary and secondary levels at SOMAFCO and for the recruitment of staff and the administration of the institution. They are also responsible for liaison with the Tanzanian Ministry of

Education in general and with teacher training institutions in particular. Agreement has now been reached with the Tanzanian authorities that training courses be established in their teacher training colleges for ANC teachers required to work at the primary and secondary levels of education. These courses will be conducted by Tanzanian teacher educators at the Korogwe Primary Teacher Training College and at the Mkwawa Secondary Teacher Training College and will be of two and three years in length respectively. In addition the Tanzanian Government has generously agreed to meet the costs of the salaries of the Tanzanian teacher educators engaged to work in the programme, thus adding to the very considerable assistance it has already given to the National Liberation Movement in its educational endeavours.

B. Project justification

1. Problem to be addressed: the present situation

Although good progress has been made in setting up SOMAFCO, there is still a long way to go before it can be considered effectively to fulfil its role as a model educational institution where students can be prepared for life in a democratic South Africa. Well trained teachers are still lacking and outside help in filling staff vacancies can no longer be relied upon. In August 1986, for example, a Joint Evaluation Mission found that there were only six trained primary teachers and 11 qualified secondary teachers on the staff at Mazimbu. Changes and transfers of staff also continued to exacerbate the situation and as a result the most recent estimate is that more than 50 per cent of the present college staff is without proper training. The minimum staffing needs, assuming a teacher/pupil ratio of 1 to 30 are for the following numbers of qualified teachers:

Primary School

Principal	1
Vice Principal	1
Arts and Crafts teachers	2
Music/dance teachers	2
Class teachers	12
Total	18

Secondary School

Principal	1
Vice Principal	1
Heads of Departments for Mathematics, Science and English	3
Pre-vocational teachers for Carpentry, Metal Work, Electricity, Home Economics, Agriculture, Arts and Crafts, Typing	7
Class teachers	14
Total	26

Total : 44 teachers

A total of 44 qualified teachers is, therefore, required for the two schools. Of this number some nine existing staff members are likely to have the necessary qualifications, which means that there is a need to train some 35 teachers to bring the entire staff to the necessary level of academic achievement. The Orientation Centre at Dakawa from which students are recruited for SOMAFCO is similarly without suitably trained staff. It also has to be borne in mind that there is a long-term need for well qualified teachers for the establishment of a national system in South Africa which will be relevant to the social, economic and cultural needs of the people. Curricula for this purpose need to be prepared by competent personnel and teachers able to teach them need to be trained. It is only by the provision of teacher training programmes that these urgent needs can be met. The advice of regional and international consultants will also be needed to help in the implementation of the programme.

2. Expected end of project situation

Since the primary and secondary teacher training courses are scheduled to last for two and three years respectively, a three years and five months project is foreseen. However, since the demand for teachers for the ANC is likely to increase rather than diminish, further training courses will be required when OBS/Unesco assistance comes to an end.

3. Target beneficiaries

Those expected to benefit from special training courses would be 15 trainees for primary school teaching and 20 trainees for secondary school teaching. These are the estimated requirements for SOMAFCO. They would be recruited from staff at SOMAFCO, the Orientation Centre at Dakawa and from ANC students in neighbouring countries. On successful completion of their courses, they would be expected to return to the institutions from which they had been recruited or take up other educational assignments which the ANC might request. On their return to teaching, the 770 students in the College and the 120 trainees at the Orientation Centre would be subsequent beneficiaries of the training provided.

4. Project strategy and institutional arrangements

Although it is true that existing teacher training facilities within Tanzania could be used for the training of ANC teachers, they cannot be effectively employed since the language of instruction is Swahili, which is not the mother tongue of the South African students. English is the medium of instruction in SOMAFCO at all levels and the African National Congress is anxious for this to continue as students have previously been at a disadvantage by being obliged to study within the Bantu system of education. It is for this reason that training courses for ANC teachers need to be in English set up at the Primary Teachers' Training College at Korogwe and at the Secondary Teachers' College at Mkwawa. Similarly teaching practice will have to be conducted at SOMAFCO, since English is the medium of instruction used there.

5. Reasons for assistance from OBS/Unesco

Since the African National Congress is not a sovereign state but a National Liberation Movement, its ability to meet the educational requirements of its followers is strictly limited. While the Government of Tanzania readily agreed that the facilities and staff of two of its teacher training colleges be put at the disposal of the ANC.

6. Special considerations

The courses given will be conducted in established teacher training institutions in Tanzania, which already have the necessary buildings and furnishings. The recruitment of qualified Tanzanian staff and the payment of their salaries by the Tanzanian Government will also facilitate the implementation of the project. The fact that large numbers of women teachers will be trained to work in the ANC system of education is of major significance as far as the future development of a national system of education is concerned.

7. Coordination arrangements

Overall coordination and monitoring of the project is the responsibility of Unesco which will make appropriate implementation arrangements with the Government of Tanzania and with the educational authorities of the ANC, which will ensure that there is satisfactory liaison between the two teacher training institutions, SOMAFSCO and the Orientation Centre at Dakawa as well as with neighbouring governments. The Unesco Educational Adviser Office based in Dar-es-Salaam will maintain liaison with the ANC and the Tanzanian authorities and will assist in the organization and evaluation of the teacher training programme.

8. Counterpart support capacity

Staffing for the training courses will be provided by Tanzanian teacher educators for the implementation of the project. The usual question of counterpart support will not, in this case, arise.

C. Development objective

The purpose of the project is to train South African primary and secondary school teachers, who will be qualified to teach in educational institutions established by the ANC within Tanzania and elsewhere as the case may be. Such teachers will be trained to follow curricula drawn up to meet the social, economic and cultural needs of the society in which they are expected to work.

D. Immediate objectives, outputs and activities

1. Immediate objectives

To train qualified teachers - men and women - to teach at the primary and secondary levels of education at SOMAFSCO and at the Orientation Centre at Dakawa, by providing special courses conducted in the English medium, leading to the award of the Tanzanian Primary Teachers' Certificate and the Tanzanian Secondary Diploma in Education respectively.

1.1 Output

Fifteen ANC teachers will be awarded the Tanzanian Primary Teachers' Certificate.

Twenty ANC teachers will be awarded the Tanzanian Secondary Diploma in Education.

Activities

- 1.1.1 Follow a two-year training course in the English medium for 15 ANC teachers holding at least three G.C.E.'O' level passes at the Korogwe Primary Teacher Training College.
- 1.1.2 Follow a three-year training course in the English medium for 20 ANC teachers holding at least four G.C.E. 'O' level passes at the Mkwawa Secondary Teacher Training College.
- 1.1.3 Provide teaching practice for 35 teachers under training in the primary and secondary classes at SOMAFSCO.
- 1.1.4 Provide supplementary science and audio-visual equipment, stationery and textbooks for the Tanzanian Training Colleges providing the courses of training.
- 1.1.5 Provide additional transportation for teachers following the programmes and for project monitoring provide a four-wheel drive motor car.
- 1.1.6 Provide additional professional advice on the implementation of the programme by means of consultancy services recruited from within the region and at the international level.

E. Inputs

1. The Tanzanian Government

The Tanzanian Government has agreed to hold training courses for ANC teachers at the Korogwe Primary Teachers' Training College and the Mkwawa Secondary Teachers' Training College and to put the resources of these two institutions at the disposal of the project. Tanzanian teacher educators, recruited and paid by the Tanzanian Government, will provide the necessary instruction for the trainees.

2. The ANC

The ANC will put the primary and secondary classes at SOMAFSCO at the disposal of the project for teaching practice purposes and the teaching staff at the College will collaborate with the teacher education staff in the implementation of the programme.

3. Donor agency

The Donor (OBS) provides financial support for the running of the programme, as detailed in the attached budget. Unesco provides services and assistance as defined in this proposal and in the agreement with OBS.

F. Prior obligations and prerequisites

Tanzanian teacher educators from the two teacher training institutions will be necessary. The selection of the 15 primary teachers and 20 secondary teachers will have to be made, bearing in mind not only their educational qualifications, but also their suitability for the teaching profession and their willingness to serve in it once their period of training is over. The Tanzanian teacher educators and the ANC and the Unesco Educational Adviser Office in Dar-es-Salaam will set up a committee to ensure that there is effective coordination of the work with all institutions concerned and to provide regular reporting on the progress of the students and the development of the programme.

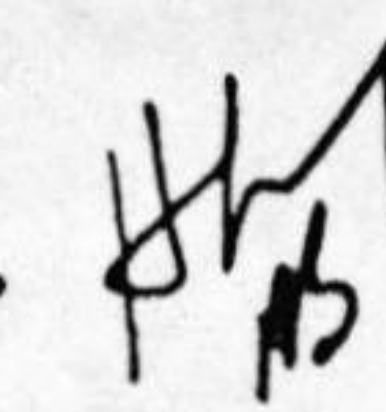
G. Project review, reporting and evaluation

- a) The project will be subject to tripartite review (joint review by representatives of the ANC, Unesco and OBS) at least once every 12 months, the first such meeting to be held within the first 12 months of the start of full implementation. The ANC project officer and the Unesco Educational Adviser Office shall prepare and submit to each tripartite review meeting a Project Performance Evaluation Report (PPER). Additional PPERs may be requested, if necessary, during the project.
- b) A project terminal report will be prepared for consideration at the terminal tripartite review meeting. It shall be prepared in draft sufficiently in advance to allow review and technical clearance by Unesco at least four months prior to the terminal tripartite review.
- c) The project shall be subject to evaluation four months prior to the scheduled termination. The organization, terms of reference and timing will be decided after consultation between the parties to this programme.

A N N E X II

PROJECT BUDGET COVERING OBS' CONTRIBUTION

(in US dollars)

1. 

Country : Tanzania

Project Title : Educational Assistance in the Training of ANC Teachers

	TOTAL		1988		1989		1990		1991	
	m/m	\$	m/m	\$	m/m	\$	m/m	\$	m/m	\$
1. <u>Fees for training</u>										
1.1.Consultant		51,080		1,080		20,000		20,000		10,000
1.2.Monitoring visits		6,500				2,000		2,500		2,000
1.3.Evaluation missions		5,000				2,000		2,000		1,000
1.4.Equipment		275,230				104,590		91,640		79,000
1.5.Miscellaneous		11,000				4,500		4,500		2,000
		348,810		1,080		133,090		120,640		94,000
2. <u>Students Allowances</u>										
2.1.Travels ANC stud/TEACHERS		4,500				2,000		1,500		1,000
2.2.Primary stud/teachers maintenance		17,250	27	1,500	180	9,000	135	6,750		-
2.3.Secondary stud/teachers maintenance		66,000			240	22,000	240	22,000	240	22,000
Sub total :		87,750		1,500		33,000		30,250		23,000
Project cost		436,560		2,580		166,090		150,890		117,000
Agency cost		56,755		335		21,593		19,616		15,211
TOTAL PROJECT COSTT		493,315		2,915		187,683		170,506		132,211