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PROPOSALS FOR THE EXPANSION OF THE ICOSA : Staff, perspective and budget.

Paper prepared by Bevis Miller, Administrative Secretary.

The inaugural meeting of ICOSA was held in March 1978, with the London 'Office' being opened in August of the same year. Therefore, ICOSA has been in actual operation for approximately 16-21 months. During this period of establishment ICOSA has developed rapidly, such that it is now recognised by the international movement as having an important role to play. This new found status has been reflected at many levels, such as the invitations to attend the OAU Summit in Monrovia, to address the United Nations General Assembly's Political Committee and the UN Special Committee Against Apartheid. Also ICOSA has now established good contacts with both National and International Non-governmental organisations specifically with the World Peace Council and the AAPSO as well as with the overwhelming majority of anti-apartheid and support groups within Western Europe (see attached paper of organisations which have applied to be represented within ICOSA). ICOSA is also increasingly being invited to attend international and national conferences concerned with Southern Africa.

It should be recognised however that while great interest and support has been expressed for ICOSA, it will only be maintained and developed if ICOSA is seen to be fulfilling a useful practical role which actively enhances solidarity work. One of ICOSA's strengths lies in that it is an alliance between the Liberation Movements and the solidarity and anti-apartheid groups. The latter's concrete support is dependant upon ICOSA's ability to promote, expand and assist their work. It would be wrong to underestimate the deep rooted hostility of activists in West European Solidarity Groups towards international organisations and conferences which they tend to see as being either politically dominated, or just very expensive and of little value. Also it should be recognised that many of these activists have been involved in this area of work for several years, and have developed a degree of expertise. Therefore, if ICOSA is to give political leadership to these forces, then ICOSA's contribution must be of the highest quality.

Several practical problems have, and are being experienced by the ICOSA Permanent Secretariat, which are pertinent to this discussion. In the early stages of ICOSA'S development, these problems were not too serious, but now that ICOSA has expanded so rapidly, the Permanent Secretariat, in its present form is unable to fulfill its growing obligations.

It is worth examining, for example, the reasons why ICOSA's Stockholme Conference had to be postponed. These were as follows:-

1. FINANCIAL: At the time of the postponement, ICOSA had in its account approximately £2,000 and had obtained no firm comitment for financial support for the meeting from any other organisation. This was with less than one month to go before the conference, and with a conservative budget for it of £11,000.
2. PERSONNEL: At that time the SWAPO representative within ICOSA had been recalled to Lusaka, and it was not clear when he would be able to return. The ANC (S.A.) had just changed their representative to be Comrade M.D. Naidoo, who had other comitments to fulfill which effectively excluded him from active participation in either the conference or its preparation. Comrade N. Khezwana, of the Patriotic Front was heavily involved in the Constitutional Talkis in London, and thus also was unable to take responsibility for the meeting. Finally, a terminal illness in the close family of the Administrative Secretary severely limited his contribution.

For these reasons it was felt that it would be pditically dangerous, especially in the Nordic Countries, to convene a meeting which could be disastrous. This



example is not just a 'one off' unfortunate set of circumstances, but rather it illustrates an on-going problem with the work of the Permanent Secretariat. For example, ICSA still has no technical secretary, office or equipment because funds are not available. Also the demands made upon the representatives of the Liberation Movements, by their respective organisations, on top of the work for ICSA is such that the Permanent Secretariat's ability to implement ICSA's Programme of Activities, on a day to day basis is severely restricted.

#### PROPOSALS FOR AN EXPANDED ICSA PERSONNEL

##### Full time staff.

##### Terms of reference.

One representative of each Liberation Movement.

To give on a day to day basis, overall political leadership to the work of the Permanent Secretariat.

To function as 'Roving Ambassadors' for the Liberation Movements through representing ICSA at conferences, seminars, on delegations etc. This can be especially valuable in areas where the Liberation Movements have no permanent representation. For example, ICSA is represented on the NGO sub-committee and is increasingly being offered national speaking tours.

To ensure close liaison between ICSA and the International Departments of their respective organisations.

(Clearly such responsibilities will involve a substantial amount of international travel and fulltime involvement)

Administrative Secretary.

To be responsible for the overall administration of ICSA. This involves finance, correspondence, logistics, office administration etc.

To be responsible for the organisation of ICSA conferences, seminars and workshops.

Technical Secretary.

To provide a technical service for ICSA, e.g. receptionist, telephonist, courier and secretarial work.

ICSA Bulletin Editor.

The bulletin is central to ICSA's ability to develop a co-ordinated approach by the International Solidarity Movement. It also needs to ensure the widest possible dissemination of the perspectives of the Liberation Movements. The bulletin needs to be monthly and of a high standard which necessitates a full time editor. The editor would be responsible for the preparation of the articles and the technical production and distribution of the bulletin. Editorial control would remain with the Liberation Movements.

With a fulltime editor, the scope of the bulletin could be increased to include interviews, background articles on the situation in Southern Africa, and an up to date news service on the activities of the solidarity movements etc.



Information  
Officer

To liaise with the various research sources - internationally and to promote the widest possible use and distribution of this material.

To prepare background research information for the ICSA bulletin, and special publications.

To collect together in an ICSA library the publications of the various solidarity groups and research centres dealing with Southern Africa.

To assist in the preparation of papers to be presented by ICSA to conferences, seminars etc.

NB. Clearly these jobs will overlap and staff members would work in conjunction with each other where appropriate.

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#### Unpaid personnel

The Praesidium members of ICSA need to be more involved in the work of the committee. The Praesidium should therefore be expanded to include not only 'personalities' who add to the prestige of ICSA but also include people who can effectively represent the ICSA at conferences, on delegations and with the media.

It has also been suggested very tentatively that Bevis Miller remain active within ICSA on a voluntary basis after a new administrative secretary has been appointed possibly as 'assistant secretary general'.

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#### FINANCE.

Such an expansion of the ICSA obviously will require further financial support and a new budget is enclosed. In the preparation of this budget not only is the increase of staff taken into account but also an increase in the salaries. To live in London such an increase is essential if staff with some experience of this kind of work are to be appointed. The present salaries are only suitable for some one with no family commitments, which in practise means a student fresh from university who is unlikely to stay.

It must be pointed out though that so far only a third of the present ICSA budget has in fact been raised. This shortage of funds has very severely limited our capability ! However it is felt that this money can be raised. It is therefore proposed that an ICSA delegation in which the international departments of the Liberation Movements play a central part should visit Algeria, Libya, Iraq, Sudan Ethiopia Nigeria and the Socialist countries to raise this question.



NEW BUDGET FOR ICOSA (PER ANNUM) TAKING INTO ACCOUNT THE PROJECTED EXPANSION

Office

Rent	£ 6,000	£
Rates	1,500	
Equipment	5,000	12,500

Salaries

Liberation Movement Representatives	12,000	(exclusive of tax & N.I. contributions.)	
Administrative Secretary.	5,000		
Bulletin Editor	5,000		
Research Officer	5,000		
Technical Secretary	4,500		31,500

General Office Expenses

telephone, telex, incidental travel & petty and sundry expenses.	5,000
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Printing and Stationary

Bulletins X 12	6,000	
Postage	1,000	
Additional Publications	1,000	8,000

Conferences and Meetings (excl. air tickets)

Full meeting of the ICOSA. X 1.	
Secretariat meeting X 4.	
International Workshop. X 1.	
Major International Conference once every two years.	6,000

<u>Air Tickets</u>	25,000
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TOTAL EXPENDITURE 88,000