

AUGLÝSING

um gildistöku breytinga á samþykkt um Alþjóðasiglingamálastofnunina.

Hinn 1. apríl 1978 tóku gildi breytingar á samþykkt um Alþjóðasiglingamálastofnunina frá 6. mars 1948 sem samþykktar voru 17. október 1974, sbr. auglýsingu í Stjórnartíðindum, C-deild, nr. 10/1976, þar sem birtar eru viðkomandi greinar samþykktarinnar eftir breytingarnar.

Þetta er hér með gert almenningi kunnugt.

Utánríkisráðuneytið, Reykjavík, 18. apríl 1979.

Benedikt Gröndal.

Hörður Helgason.

18. apríl 1979.

Nr. 4.

AUGLÝSING

um samkomulag milli ríkisstjórna Norðurlanda og ríkisstjórnar Tansaníu um aðstoð á sviði samvinnustarfs og landbúnaðarþróunar.

Hinn 6. mars 1979 var gert í Dar es Salaam samkomulag milli ríkisstjórna Danmerkur, Finnlands, Íslands, Noregs og Svíþjóðar og ríkisstjórnar Tansaníu um aðstoð á sviði samvinnustarfs og landbúnaðarþróunar.

Gildistaka samkomulagsins miðast við 1. janúar 1979, sbr. nánar VII. grein, og tekur það við af samkomulagi sömu aðila frá 13. desember 1971, sbr. auglýsingu í Stjórnartíðindum, C-deild, nr. 16/1974.

Samkomulagið ásamt viðauka er birt sem fylgiskjal með auglýsingu þessari.

Þetta er hér með gert almenningi kunnugt.

Utánríkisráðuneytið, Reykjavík, 18. apríl 1979.

Benedikt Gröndal.

Hörður Helgason.

Fylgiskjal.

AGREEMENT

between the Governments of Denmark, Finland, Iceland, Norway, and Sweden and the Government of the United Republic of Tanzania on Assistance to Co-operative and Rural Development in Tanzania.

The Governments of Denmark, Finland, Iceland, Norway, and Sweden (hereinafter referred to as the Nordic Governments) on the one hand and the Government of the United Republic of Tanzania on the other hand have agreed on a programme of technical co-operation.

The purpose of the Agreement is to continue the co-operation in the field of Co-operative and Rural Development established under the Agreement between the Governments of Denmark, Finland, Norway, and Sweden and the Government of the United Republic of Tanzania, signed on 13th December, 1971, and adhered to by Iceland with effect from 1st July, 1973.

The terms of this Agreement are the following:

Article I
Objectives

1. The principal objective of the activities under this Agreement shall be to assist the Government of the United Republic of Tanzania in advancing the development in the Ujamaa and Co-operative Sector.

2. To meet this overall objective the two Parties agree on the Plan of Operation set forth in Appendix I. In this Plan the major objectives to be attained during the Agreement Period are outlined. In order to reach these objectives it will be necessary to:

2.1. strengthen the management of villages, urban wards and other primary co-operative societies;

2.2. improve the standard of book-keeping and accountancy and various approved management systems within the villages, urban wards and other primary co-operative societies;

2.3. upgrade the professional and managerial capacity of the personnel within the Ujamaa and Co-operative Sector and the Department of Ujamaa and Co-operative Development.

3. The Plan of Operation, attached to this Agreement, shall be supplemented by Annual Work Plans in which the detailed objectives, means and resources of this programme of technical co-operation are to be stipulated.

Article II
Competent Authorities and Administration

1. In matters related to the implementation of this Agreement the Ministry responsible for the Ujamaa and Co-operative Development and the Board of Nordic Development Projects shall be competent to represent the parties hereto. The Board of Nordic Development Projects shall delegate matters of current administration to the Danish International Development Agency (DANIDA).

2. There shall be a Joint Standing Committee consisting of representatives of the Nordic Governments and of the Government of Tanzania. This Committee shall act as an advisory body to the two parties in respect of the activities under this Agreement.

3. The Nordic personnel for the purpose of this Agreement shall be employed by DANIDA on behalf of the Nordic Governments and shall be approved by the Competent Tanzanian Authorities prior to employment.

Article III
Contributions of the Parties

1. Contributions by the Nordic Governments

1.1. The Nordic Governments shall, within a limit of approximately 120 man-years, make every effort in order to make available to Tanzania Nordic personnel in such number and with such functions as set forth in the Annual Work Plan. The Nordic Governments shall bear the cost of salaries and allowances, international passages to and from Tanzania, social security and related benefits including leave and pre-service orientation.

1.2. The Nordic Governments will bear the costs of local transport of the Nordic personnel by purchase of four-wheel drive motor vehicles as stipulated in the Plan of Operation, meeting the operational costs of these vehicles and those incurred by the Nordic personnel when on official journeys in their personal vehicles (mileage allowance), and subsistence allowance for the Nordic personnel.

1.3. Funds will be made available for an enlargement of the Co-operative College, Moshi, as stipulated in the Plan of Operation.

1.4. Funds will be made available for the purchase of equipment, the production of manuals and other training material and the training of Tanzanian officials as stipulated in the Plan of Operation.

1.5. Any funds for the purpose of this Agreement shall be transferred to a separate bank account with the National Bank of Commerce.

2. Contributions by the Government of Tanzania

2.1. A Manpower Training Programme for Ujamaa and Co-operative Development Department personnel will be initiated, whereby a sufficient number of qualified officers are assigned as team

members with/counterparts to the Nordic personnel so as to provide for the Tanzanian officers to take over the functions performed by the Nordic personnel.

2.2. The Government of Tanzania shall cover or cause to be covered all operational, administrative and capital costs and expenditures not contributed by the Nordic Governments in accordance with paragraph 1. of this Article.

2.3. For staff members and their families, the Government of Tanzania shall make available:

2.3.1. free housing with hard furnishing of the same standard as provided for officers of the Government of Tanzania whose terms of appointment specify an entitlement to housing.

Housing shall be provided not later than two months after arrival of such staff members.

2.4. The Government of Tanzania shall provide to the Nordic staff members and their families free hotel accommodation excluding meals, laundry and telephone from the date of their arrival and until permanent residence is available as well as pending departure from Tanzania after handing over their permanent residence.

2.5. Furthermore the Government of Tanzania shall provide:

2.5.1. local support of the work of the Nordic personnel including the provision of necessary office facilities and equipment, secretarial services and free postage and telecommunications for official purposes;

2.5.2. such other assistance as is deemed essential for the effective performance of the Nordic personnel in official duties.

Article IV *Exemptions and Privileges*

1. Any supplies, materials or equipment including motor vehicles imported into Tanzania for the purpose of implementing this Agreement shall be exempted from import restrictions, taxes, customs duties and other fiscal charges. Any equipment to be purchased locally by the Nordic Governments for the implementation of the Plan of Operation may be bought from bonded stocks.

2. The Government of Tanzania shall defray all costs and onward transportation of goods referred to in section 1. above.

3. The Government of Tanzania guarantees that no currency or foreign exchange restriction shall be imposed on funds introduced into Tanzania from external sources by the Nordic Governments for the purpose of implementing this Agreement. Undisbursed and uncommitted balance of such funds shall be freely and immediately transferable into a convertible currency.

4. The Government of Tanzania undertakes to extend to the Nordic personnel the following privileges and exemptions:

4.1. Exemption from income tax under the Income Tax Ordinance of Tanzania and any other taxation laws which may involve further duties on the emoluments received from the Nordic Governments or their authorized delegate;

4.2. External account facilities;

4.3. Admission free of customs duty, sales tax and other fiscal charges on used household goods and personal effects imported within six months after their first arrival in Tanzania. In special cases the period may be extended. The term "personal effects" shall include for each household, i.a. one radio, one record player, one tape recorder, one washing machine, minor electrical appliances and one set of photographic and film equipment. In addition the personnel shall also be allowed free admission of the following used or unused household and personal effects: one motor vehicle, one refrigerator or freezer and one air conditioning unit. If these articles are disposed of otherwise than to a person entitled to the same privileges, appropriate duty shall be paid thereon. If the motor vehicle is totally damaged by accident or lost by theft, or if the term of service in Tanzania of the owner should be prolonged to more than three years, they shall be entitled to import a second motor vehicle in replacement of the first one, according to the provisions of this sub-section.

The privileges stated above shall also be granted to expatriate personnel recruited locally within six months of the date of employment, provided that such personnel have not already benefited from similar privileges.

The exemption contained in this sub-paragraph shall be conditional upon the articles in question:

- (i) Being re-exported from East Africa on termination of the assignment of the Nordic expert under this Agreement, or
- (ii) sold or otherwise disposed of in Tanzania to a person who is entitled to a similar exemption.

In all other cases the Nordic personnel shall pay or cause to be paid at the time of sale or other disposition of the articles in question all customs duty, sales tax and other fiscal duties which, but for this exemption, would have been payable at the time of importation or purchase, calculated on the value of the article in question at the time of sale.

5. The Government of Tanzania shall further

5.1. grant, free of charge and without delay, entry and exit visas for the Nordic personnel and their families;

5.2. provide a certificate of mission which will assure the Nordic personnel and/or members of their families the assistance and co-operation of the Government of Tanzania in carrying out the tasks for which they are appointed and for their personal security;

5.3. provide the Nordic personnel and their families with such medical and hospital facilities as are available to Tanzania National Civil Servants of similar and equivalent rank and status against the payment of nominal or subeconomical charges;

5.4. take all reasonable steps to facilitate repatriation of the Nordic personnel and/or their families in the event either Party determines that there exists an international crisis which renders such repatriation desirable. The cost of international transportation shall be paid by the Nordic Governments in accordance with paragraph 1.1 of Article III;

5.5. immediately notify the Danish Embassy in the event of arrest or detention or criminal proceedings being instituted against a member of the Nordic personnel or a member of his family. Such a case shall be dealt with without undue delay;

5.6. bear all risks and claims resulting from or occurring in the course of, or otherwise connected with, any operation covered by this Agreement. Without restricting the generality of the preceding sentence, the Government of Tanzania will indemnify and hold harmless the Nordic Governments and the Nordic personnel against any and all liability, suits, actions, damages, demands, costs or fees on account of death, injuries to person or property, or any other losses resulting from or connected with any act or omission performed in the course of operations covered by this Agreement;

5.7. ensure that the Nordic personnel are accorded a treatment no less favourable than that granted to any other technical assistance personnel assigned to Tanzania by any other country.

6. Subject to mutual consultations the Competent Authorities or either of them shall have the right to request the recall of any member of the Nordic personnel whose work or conduct is dissatisfactory.

7. The Nordic personnel shall with the consent of the Government of Tanzania have the right to communicate to the Nordic Governments any or all of the findings which they previously have reported to the Government of Tanzania unless such communications would prejudice the security of Tanzania or unless the Government of Tanzania has classified the same as confidential or secret.

8. Without prejudice to the above provisions the Nordic Governments shall ensure that the Nordic personnel are informed that while they are assigned to Tanzania they shall, as resident aliens, be subject to the laws and regulations of Tanzania in force from time to time.

9. Four-wheel drive vehicles, as referred to under Article III, 1.2. shall until otherwise agreed upon between the Competent Authorities be the property of the Nordic Governments and shall as such be administered by their authorized representatives.

10. All material and equipment as referred to under Article III, 1.4. acquired in or brought into Tanzania for the purpose of implementing this Agreement shall immediately become and remain the property of the Tanzania Government unless otherwise agreed upon between the Competent Authorities.

11. The Board for Nordic Development Projects has the right to arrange for the audit of the account records and documentation of the financial contributions.

Article V
Amendment of this Agreement

This Agreement and any of its appendices may be amended or modified as mutually agreed by the Parties hereto. If either of the Parties considers it desirable to amend any provision of this Agreement or unforeseen circumstances occur in implementing the Plan of Operation, the Competent Authorities shall meet to discuss the matter and shall recommend to the Parties such amendments to this Agreement or the Plan of Operation hereto as the Competent Authorities may deem appropriate. Any amendments agreed between the Parties as a result of such consultations and recommendations shall come into effect in respect of the provisions of this Agreement after the exchange of Letters or Notes by the Parties hereto.

Article VI
Settlement of Disputes

The Parties shall strive to settle any problem, dispute or difference between them connected with this Agreement through mutual negotiation.

Article VII
Entry into Force and Termination

1. This Agreement shall enter into force provisionally on the 1st of January, 1979, and definitely after the fulfilment of such constitutional requirements as may be necessary in countries whose governments are Parties to this Agreement. Notification of fulfilment or non-fulfilment of such requirements shall be given through diplomatic channels to all other governments Parties to this Agreement. Following notification of the fulfilment of the abovementioned requirements, this Agreement shall remain in force until 31st December, 1982.

2. Within the terms of the Agreement subsidiary and follow-up activities may be agreed upon between the Parties. Such subsidiary agreement shall not remain in force after the expiry of the Agreement.

3. The Agreement may be terminated by either Party upon serving written notice on the other parties. Such notice shall be served not later than three months before the end of the annual Budget Period and the Agreement shall terminate at the expiry of the Budget Period in which such notice is served. Such written notice shall, however, not be served until consultations to that effect have taken place between the Competent Authorities.

If notice is served less than three months before the end of the Budget Period the Agreement shall remain in force until the expiry of the next following Budget Period.

The personnel employed under the Agreement between the Governments of Denmark, Finland, Norway, and Sweden and the Government of the United Republic of Tanzania, signed on the 13th of December, 1971, and adhered to by Iceland with effect from 1st July, 1973, and serving in Tanzania at the date of entry into force of this Agreement shall for the balance of their respective assignments be governed by the terms of this Agreement and the Plan of Operation annexed hereto.

Supplement to this Agreement

The Government of the United Republic of Tanzania shall exempt from customs duty, sales tax and other fiscal charges used office and other equipment presented as gifts to the Tanzanian Co-operative Movement by the Co-operative Movements in the Nordic Countries.

In witness whereof the undersigned, being duly authorized by the respective Governments, have signed this Agreement.

Done in six original copies in the English language at Dar es Salaam, this 16th day of March, 1979.

For the Governments of Denmark, Finland, Iceland, Norway and Sweden:

Björn Olsen

For the Government of the United Republic of Tanzania:

Edwin Mtei

**Plan of operation for the Nordic assistance
programme for co-operative and rural
development in Tanzania 1979—1982**

1. INTRODUCTION

This Plan of Operation constitutes an appendix to the Agreement between the Nordic Governments and the Tanzanian Government on the Nordic assistance to Co-operative and Rural Development in Tanzania.

The Tanzanian Third Five-Year Development Plan — still under preparation — lays great emphasis on the development of Rural Areas along co-operative lines as guided by the Villages and Ujamaa Villages Act of 1975. The implementation of this Act will result in the registration of about 8,000 villages, which according to the Act shall perform their functions as if the village were a multipurpose co-operative society under guidance of the Ujamaa and Co-operative Development Department.

In the Urban Areas the role of the Co-operative Movement, especially in production-oriented and commercial activities, will largely remain unchanged. The Urban Ward (Administration) Act of 1976, which is otherwise similar to the Village Act, has not been designed to replace the existing Co-operative Societies in the Urban Areas registered under the Co-operative Societies Act, 1968. Furthermore, the Urban Ward Act has yet to be implemented.

The purpose of this Plan is to

- define the fields of activities in which assistance from the Nordic Governments will be provided;

- outline the broad objectives to be achieved during the Agreement Period within Ujamaa and Co-operative Development.

Furthermore, the Plan specifies the planned personnel assistance in respect of categories and man-years and gives the frame for the financial assistance to be provided during the Agreement Period.

2. OBJECTIVES

During the Agreement Period, the Tanzanian Government will within the field of Ujamaa and Co-operative Development be assisted by the Nordic Governments in its efforts to achieve the following objectives:

2.1. Long-Term Objectives

2.1.1. To strengthen the ability of key organi-

zations which are responsible for co-operative and rural development to respond more effectively to the needs and problems of villages, urban wards and other co-operative societies.

2.1.2. To strengthen the management of villages, urban wards and other co-operative societies in order to promote their development and increase the confidence of villagers and other co-operative society members in co-operative ventures.

2.2. Immediate Objectives

2.2.1. Development and implementation of management systems for planning, operation, accountancy and financial control for villages and other co-operative societies.

2.2.2. Development and implementation of co-operative wholesale and retail activities in villages and other co-operative societies.

2.2.3. Development and implementation of co-operative savings and credit activities in urban and rural areas.

2.3. In order to achieve the above objectives it will be required to:

(i) Develop and implement systematic education and training programmes for the following categories:

- Government officers for promotional training, and supervisory functions at village, ward and district levels;

- Village leaders and functionaries;

- Committee members and functionaries of societies in urban areas; and

- General membership of villages and co-operative societies.

(ii) Give guidance and advice on management issues in the field, and to prepare communication and information systems, statistics, surveys, studies, and planning projects required for a co-ordinated planning process for the Ujamaa and Co-operative Development.

(iii) To assist in the expansion of the Co-operative College from its present capacity of 300 to 600 students.

3. FIELDS OF ACTIVITIES

3.1. Training and Education

3.1.1. The establishment of approximately 8,000 villages creates very heavy demand on the educational facilities in that training will be one of the main tools in the Government's promotional efforts to develop the villages into independent and viable economic units. A great number of

leaders and functionaries of the villages (chairmen, treasurers, secretaries, village managers, book-keepers, store-keepers and shop-keepers) will require proper training if the villagization programme is to fulfill its objectives. The Tanzanian Government has therefore launched — with financial assistance from the World Bank — an intensified training programme: The Village Management Training Programme.

The programme will — under the supervision of the Commissioner for Ujamaa and Co-operative Development — cater for the training of the departmental extension workers (Village Management Technicians (VMTs)) and functionaries of the villages.

During the first phase of the programme the VMTs will receive the training required to enable them to guide and promote the economic activities of the villages and to train their leaders and the functionaries. For the second phase of the programme a more comprehensive training programme for the functionaries is envisaged.

The Nordic Governments will assist this programme by providing technical personnel under this Agreement.

3.1.2. The Co-operative College and the allied training institutions such as the Village Management Training Programme, the Zonal Colleges and the Folk Development Colleges will continue to play their role as centres for education and training for the following categories:

- Personnel within the Ujamaa and Co-operative Development Department.
- Employees of villages and other co-operative societies.
- Employees of parastatal organizations in the field of wholesale and retail distribution.

3.1.3. With the abolition of the Regional Co-operative Unions Tanzania has now developed a two-tier system with the apex organization known as the Union of Co-operative Societies (UCS) whose members shall be villages, ujamaa villages and other co-operative societies. The constitution of this national organization has now been completed, and necessary steps are being undertaken for its formation in the place of the Co-operative Union of Tanganyika (CUT). The Union of Co-operative Societies among other things will be responsible for providing education and training for village leaders and members.

3.1.4. Considering the educational needs arising from

- the villagization programme;
- the officers to be recruited for the Ujamaa and Co-operative Development Department, efforts should be made to effectively utilize the existing facilities and secure necessary resources.

3.1.5. The Nordic Governments will support the co-operative training and education by providing the following categories of personnel:

- *National Specialist* in Manpower Planning and Training to carry out overall planning and monitoring of varied training and education programmes in the co-operative sector.
- *Specialist in Co-operative Education* to assist the management of the Union of Co-operative Societies in developing and implementing co-operative education programmes for the leaders and members of villages, wards and other co-operative societies.
- *Personnel* for the Village Management Training Programme.

3.2. Management

3.2.1. Lack of basic managerial skills and know-how has been and still is one of the major obstacles facing villages and co-operatives in Tanzania. Lack of trained personnel is another way of expressing the same facts, thereby indicating that training alone cannot overcome the problems with which villages and co-operatives are struggling. Proper performance requires managerial systems for the various activities of villages and Co-operatives, systems which will bring about a methodical conduct of affairs, simplifying present working routines and thereby making better use of the personnel resources. Such standardized systems will also greatly facilitate the training of the personnel and improve the control of the affairs. During the Agreement Period the development and implementation of standardized management systems will be continued for the following fields of activities: Book-keeping and Accounts, Wholesale and Retail, Education, and Savings and Credit. Systems or schemes already designed will, if found necessary, undergo further improvement and adaptation through pilot schemes in selected areas before a full-scale implementation is embarked upon.

In order to assist the Tanzanian Government in carrying through the above programme the following categories of Nordic personnel will be required:

- *Senior Adviser*, Book-keeping and Man-

agement who, together with his counterpart, will make the necessary surveys and studies of the management in villages and co-operatives in order to design and develop guidelines and systems for the above-mentioned fields of activities, when necessary by using existing Nordic personnel resources. Furthermore, the Senior Adviser will assist in planning and co-ordinating the implementation phase and advise on the training programmes required for a successful execution of these programmes.

— *Regional Management Technicians* will be specialized in accountancy and management, wholesale and retail, and savings and credit. This personnel shall, together with their counterparts, be in charge of the planning and implementation of the management systems and on-the-job training programmes in villages, wards and in other co-operative societies. They are also to undertake other required training activities and supervision of the staff involved.

3.2.2. One of the main objectives of the Union of Co-operative Societies is to represent and be a spokesman for its members of which the villages constitute the main part. To facilitate this there is a constant need of information on the current activities and affairs of the sector. To support these efforts the Nordic Governments will provide the Union of Co-operative Societies with a *Specialist in Research and Planning* whose main responsibility will be to develop and implement a data collection system on crop marketing and pricing, as well as to analyse the data.

3.2.3. The establishment of management in a great number of villages and carrying out various co-operative activities in villages and in other co-operative societies set a special requirement on stationery. The printing of this is the responsibility of the Union of Co-operative Societies. To support this activity the Nordic Government will provide the Printing Press of the Union of Co-operative Societies with a *Specialist in Lithography*.

4. ANNUAL WORK-PLAN

4.1. The development work requires flexible planning, making it possible to draw on experiences gained and allowing for re-arrangements of the organization and the resources with changing conditions. Therefore the Ujamaa and Co-operative Development Department needs in its planning a certain flexibility within a general framework enabling it to utilize the Nordic per-

sonnel in the most efficient way. This Plan of Operation constitutes a general framework on how the assistance provided by the Nordic Governments is to be employed and does therefore not venture on objectives or resources in detail. The detailed planning is to be carried out annually in a Work Plan which should contain the following elements:

- Organizational structure of the Ujamaa and Co-operative Development Department including the Nordic personnel.
- Priorities
 - areas
 - activities etc.
- Main objectives for the period (12 months)
- Operational and measurable objectives
- Resources needed:
 - Tanzanian staff
 - Nordic staff
 - number of
 - field of specialization
 - withdrawals
- Financial
- Methods for implementation of objectives
- Time-plan for implementation
- Objectives in the longer perspective

4.2. The Work Plans shall be worked out jointly by the Commissioner for Ujamaa and Co-operative Development and the Nordic Project Co-ordinator annually in consultation with the Union of Co-operative Societies, Co-operative College and Audit and Supervision Fund, and agreed upon by the Competent Authorities before made valid.

The work Plan for a calendar year shall be made available to the Competent Authorities before 1st of September the previous year. In respect of Nordic personnel, requirements are to be submitted to the Competent Authorities before 1st of April the previous year.

5. NORDIC PERSONNEL

For the implementation of the Plan of Operation the following categories of Nordic personnel will be required. The maximum magnitude of personnel which can be provided by the Nordic Governments amounts to 128 man-years.

	1979	1980	1981	1982	Total
Project Co-ordinator	1	1	1	1	4
Administrative Officer	1	1	1	1	4
Senior Advisers	1	1	1	1	4
Specialists	3	3	0	0	6
Lithographer	1	1	0	0	2
VMTP-Staff	4	4	4	4	16
RMT/Bookkeeping	10	10	8	8	36
RMT/Retail	8	8	4	4	24
RMT/Savings & Credit	7	7	3	3	20
Total	36	36	22	22	116

To this total of 116 man-years should be added approx. 10% to cover the advance group*), the training period from 1/11—31/12—1978, overlapping plus room for unforeseen manpower needs. This brings the total man-years up to 128. This is to be considered as a maximum and should if possible be reduced through a faster stage by stage replacement of Nordic Advisers by their Tanzanian counterparts.

The above allocation of Nordic personnel is not meant to represent an unalterable formula. Thus necessary adjustments can be made in connection with Annual Work Plans.

6. ADMINISTRATION OF THE ASSISTANCE PROGRAMME

The resources provided by the Nordic Governments will be utilized by the Tanzanian Authorities within the framework of this Plan of Operation and in accordance with the agreed Annual Work Plans.

The Nordic personnel will all be assigned to the Commissioner for Ujamaa and Co-operative Development who in turn may assign them to work for the Regional Development Directors, and the Secretary General of the Union of Co-operative Societies. The Nordic personnel are to report, in accordance with instructions issued, to the Commissioner with copies to the Project Co-ordinator in order to give a full picture of the implementation of the Annual Work Plan.

The Nordic Administration is represented in Tanzania by the Project Co-ordinator, who to-

gether with the Commissioner for Ujamaa and Co-operative Development is responsible for the implementation and the day-to-day operation of the Assistance Programme within the terms of reference of the Agreement. The detailed duties and responsibilities of the Project Co-ordinator are to be specified in terms of reference for the post. The Nordic Administrative Officer shall be responsible for all daily administrative matters related to conditions and rules of employment of the Nordic personnel.

For the sake of proper information and exchange of experience among the Nordic personnel a yearly staff conference will be conducted. Other functional meetings shall be arranged when necessary.

7. OPERATIONAL EXPENDITURES AND FINANCIAL CONTRIBUTIONS

7.1. Transport

The implementation of standardized management systems creates a need for mobility and increased travelling by the Nordic personnel and their team members. An appropriate number of four-wheel drive vehicles will be provided for joint official use by the Nordic personnel at each duty station requiring such a type of vehicle.

The Nordic Governments will meet the capital and recurrent expenditures for operation of the above vehicles and will furthermore pay the Nordic personnel mileage allowance when they are using their personal vehicles on official duties plus subsistence allowance when on official journeys. The funds allocated for the above purposes will be administered by the Project Co-ordinator. The rates of mileage and subsistence allowance are to be determined by the Nordic Administration.

The total costs of transport amount to:

	T.Shs.
a) Purchase of 20 Land Rovers	1.820.000
b) Maintenance costs for Land Rovers	3.530.000
c) Mileage and subsistence allowances	1.080.000

7.2. Expansion of Co-operative College

The carrying out of the development programmes in villages, wards and other co-operative societies referred to above set special requirements on the extension cadre of the co-operative sector, especially as regards training. The following is a summary of the estimated manpower needs at the diploma level:

*) The advance group which was recommended by the Appraisal Mission, consists of four advisers: the designated Project Co-ordinator, the Administrative Officer, the Senior Adviser in Book-keeping and Management, and the National Specialist in Manpower Planning & Training, who will assume their duties on August 1, 1978.

Their main tasks will be, in collaboration with the Tanzanian authorities, to prepare the start of the new project, including training of new advisers and to draft the work plan 1979.

Staff from the Ujamaa and Co-operative Development Department	— 2,300	corresponding to one/Ward	Furniture/Kitchen Equip. 15% of 10.791	1.618
Divisional Co-ordinators	— 460	corresponding to one/Division (yet to be worked out)	Total Cost primo — 78 T.Shs.	17.713
Union of Co-operative Societies (UCS) Internal Auditors	— 250	corresponding to three/District		
UCS Education Organizers	— 60	corresponding to three/Region		
Audit and Supervision Fund	— 300			
Others (Parastatal Organizations)	— —	(yet to be determined)		

The manpower needs as expressed above exceed by far the existing training facilities of the Co-operative College. In order to raise the size of intake from the present capacity of 300 to 600 the expansion programme of physical facilities will be carried out in two phases according to the following plan:

	Phase I (⁰⁰⁰⁰)	Phase II (⁰⁰⁰⁰)	Total
1. Dormitories 120 rooms, á 20 sq.m.	2.520	2.520	5.040
2. Conversion of Seminar Rooms	60		60
3. Conversion of existing Assembly Hall	300		300
4. Assembly Hall 700 persons capacity (1000 sq.m.)	1.800		1.800
5. Five new Classrooms (60 sq.m.)		630	630
6. Library Extension (240 sq.m. of reading space plus 145 sq.m. Stores/Offices)	885		885
7. Extension of Dining Hall and Kitchen 735 sq. m.	1.691		1.691
8. Dispensary Extension 45 sq.m.	103		103
9. Laundry Shed 60 sq. m.	72		72
10. Common Room 100 sq.m.		210	210
Total	7.431	3.360	10.791
External works 20%			2.158
			12.949
Contingencies 10%			1.295
			14.244
Total Civil Works			14.244
Consultants' fees and supervision 13%			1.851
			16.095

The annual increase in cost from inflation is likely to be approximately 10%.

The Nordic Governments will support this expansion project by providing the actual finances needed up to the amount of T.Shs. 17.713.000,-.

7.3. Financial assistance to the Women's Unit at the Co-operative College, Moshi

In order to strengthen the women's role within the co-operative and rural sector the Nordic Governments will support the Women's Unit at the Co-operative College, Moshi with financial assistance up to an amount of D.kr. 100.000 per annum.

7.4. Evaluation of the Assistance Programme

A study for the purpose of evaluating the effective implementation of the Plan of Operation especially in relation to the priority needs of Tanzania will take place during 1981. The composition of the evaluation team as well as its terms of reference are to be agreed upon by the Competent Authorities.

The Nordic Governments will contribute within the approximate amount of T.Shs. 250.000.

The Tanzanian Government will undertake the costs of their representatives in the evaluation.

A separate Nordic evaluation of the Nordic Personnel Assistance component will be carried out during 1980. The amount allocated for this purpose is approximately T.Shs. 200.000.

8. BUDGET FOR THE NORDIC CONTRIBUTION

The total budget (in 1978 prices) for the Nordic contribution in accordance with the Plan of Operation amounts to:

	D.kr.
A. Administration (6,5% of total)	
Expenditures for Administration in the Nordic countries and the local Project Office	3.230.000
B. Nordic Personnel (45,7% of total)	
Comprises salaries and related allowances, transportation, insurance	

and pension benefits calculated at D.kr. 177.900. Total man-years according to Plan of Operation amounts to 128 including the advance group, the training period, overlapping and unforeseen manpower needs		seminars (stationery, production of educational material, manuals and pilot schemes)	2.840.000	8.050.000
C. <i>Recruitment and Training of Nordic Personnel (2,8% of total)</i>	22.771.000	E. <i>Financial Assistance (28,8% of total)</i>		
1. Recruitment 555.000		1. Expansion of the Co-operative College	13.300.000	
2. Training 830.000	1.385.000	2. Study tours and short-term professional training abroad for Tanzanian Officers	300.000	
		3. Assistance to Women's Unit at the Co-operative College, Moshi	400.000	
D. <i>Operational Expenditures (16,2% of total)</i>		4. Evaluation of the Project	350.000	14.350.000
1. Purchase of vehicles (20 Land Rovers)	1.300.000			
2. Maintenance of vehicles	2.520.000	Total		49.786.000
3. Project Office car	80.000			
4. Mileage, transport and subsistence allowance for Nordic personnel	770.000		(equals T.Shs.	69.700.000)
5. Staff conference and functional meetings	240.000	<i>To be divided as follows:</i>		
6. Maintenance of houses	300.000		%	D.kr.
7. Development and implementation of standardized management systems and local training and		Denmark	22,94	11.420.908
		Finland	15,77	7.851.252
		Iceland	0,72	358.460
		Norway	16,13	8.030.482
		Sweden	44,44	22.124.898
			100,00	49.786.000

AUGLÝSING

um samkomulag við Þýska alþýðulýðveldið um menningarsamskipti.

Með erindum dags. 17. maí 1979 var gengið frá samkomulagi milli Íslands og Þýska alþýðulýðveldisins um menningarsamskipti.

Erindaskiptin eru birt sem fylgiskjal með auglýsingu þessari.

Þetta er hér með gert almenningi kunnugt.

Utanríkisráðuneytið, Reykjavík, 21. maí 1979.

Benedikt Gröndal.

Hörður Helgason.