

CHAPTER 4 Project Evaluation and Recommendation

CONFIDENTIAL - SECURITY INFORMATION

CHAPTER 4 Project Evaluation and Recommendation

4-1 Project Effect

The anticipated results and suitability of this project's implementation are as follows.

(1) Improved employment capabilities

Graduates can put their technical skills to immediate use at a private company or apply their skills in their own business, due to the use of training equipment which is used in the actual work place. According to the employment statistic data of INEFP, the total number of 15,459 job applicant overwhelmingly exceeds that of 5,457 offered job posts by enterprises. Out of these 5,457 job vacancies, the actual hiring rate is far below 100% due to mainly the lack of knowledgeable and skillful persons who meet the requirement of the enterprises.

An interview survey based on a sampling of 21 companies and self-employed proprietors who were former vocational training graduates, was carried out during the field study. The findings showed that 70 percent of the entrepreneurs knew of the existence of the vocational training centers and 80 percent acknowledged the importance and need for such centers. The interviewees were all operators of small to medium enterprises. Their major concern was to secure workers that did not need to be retrained and who could be put to work immediately. Independent proprietors who were former soldiers without any skills at the time of their military discharge, state that one of the biggest factors which contributed to their economic independence was the vocational training center. In a few cases, such proprietors were employing former soldiers like themselves. This factor gives graduates a competitive edge and meets a great need for many companies in Mozambique.

(2) Improve/Strengthen Training Environment

Existing equipment of both the vocational training centers is only basic hand tools, few old type electric power tool and electric instruments. Typically only one unit is serviceable or in operation.

Presently, one unit of equipment is allocated to numerous trainees who wait their turn to use it. This is not effective both in terms of training content and the limited amount of time available for each session. After implementation of the project, items

and quantity of the equipment will be increased based on purpose, frequency in use and curricula of each training course. An increased number of training equipment will decrease the number of trainees per unit of equipment. Expanding the opportunity for "actual hands on training" which is particularly important in vocational training, will raise the efficacy of training. Technical knowledge is accumulated by learning the use of various tools and equipment required in each course and deepening the understanding of their structure. Satisfactory results can not be achieved in a training environment with insufficient equipment. It is not difficult to surmise that the quality of individual trainees will improve when a variety of much needed equipment for each field is provided by this project.

In addition, the introduction of textbook printing equipment will enable the centers to prepare textbooks, teaching materials, etc. which are presently in short supply, and will help raise the centers' effectiveness as a place of education and training.

(3) Increase the number of trainees

Actual number of trainees who completed the training courses at each vocational training center is approximately 200 persons which is remarkably below the full potential training capacity of the centers which are 480 persons at Machava Vocational Training Center and 440 persons of Electric Vocational Training Center respectively. Both training centers are presently unable to accommodate their full capacity of trainees due to a shortage of training equipment. The industrial electricity course at the Electric Vocational Training Center has been closed due a shortage of equipment. This project is expected to resolve this issue and it will help establish new courses such as the welding course which is in high demand by both employers and job seekers. Enabling these two vocational training centers to accept their full capacity of trainees, will help the government to relieve the problem of employment for former soldiers.

The shortage of equipment which has prevented vocational training centers from accepting their full potential capacity of trainees can be resolved with the additional equipment which will be provided by this project. If the Mozambique side is able to provide a sufficient number of staff members, both training centers will be able to increase the number of trainees they can accept. Resulting further some 500 trainees can be accommodated annually at the two vocational centers.

This project aims to open the path of employment and economic independence for the unemployed and unskilled citizens of Mozambique, particularly the estimated 100,000

ex-military soldiers; and thereby improve and stabilize their livelihood. This is an issue which the government of Mozambique urgently needs to resolve. Acquiring practical technical skills gives graduates a competitive edge and meets a great need for many companies in Mozambique. The reason why approx. 1,000 job applicants were not employed even though there were job vacancies was due to insufficient qualification and technical skills. This project will address these shortcomings.

Approximately 500 additional technicians will be produced newly after completion of the training courses from the two vocational training centers improved by the project, and anticipated to engage in the economic activities annually. Other than the technicians, the other indirect beneficiaries will include their family members, other apprentice technicians which might be employed & their families. In this case, the total number of beneficiaries both direct & indirect would be several times the technicians trained at the centers.

Moreover, the equipment which will be provided by this project can be easily operated, maintained, and controlled by the staff members of the training centers.

In addition, observations of the actual workplace during the field survey on companies and self-employed entrepreneurs have verified that the equipment which will be provided in this project, is the same as the equipment used in the actual workplace.

When the content of this project is reviewed comprehensively, the anticipated results are judged to be very good; and there are no inherent problems in implementing the project under the system of Japanese grant aid cooperation.

4-2 Recommendations

As explained earlier, there are high expectations for this project since it will greatly contribute to expanding employment opportunities in Mozambique. Therefore, implementing this project was judged to be greatly significant. However, the Mozambique side must take action on the following measures, in conjunction with this project's implementation.

(1) Operating budget

Assistance specifically targeting the vocational training process by the international donor agencies ILO, COSV, ISCOS (Italian NGOs), which has been implemented continuously since 1995, has ended, with the exception of assistance by ILO; and there has been a shift toward providing financial assistance for graduates of vocational

training centers to help them becoming economically self-sufficient. In correlation with this shift, the government of Mozambique greatly increased the budget of each training center from 1995. It has continued to maintain a policy of using financial assistance from international donor agencies for vocational training activities started in 1994. It is important that the INEFP be constantly aware of the trends in financial assistance and expends the effort necessary to secure a budget. In particular, the maintenance and control costs which this project will incur, should be secured by the time this project is implemented.

(2) Employ staff members and establish a system of maintenance and control

The INEFP is presently planning to secure the required staff personnel and full-time emergency staff personnel for the two vocational training centers, in conjunction with this project's implementation. The administrative staff and faculty members of each vocational training center play a key role in the center's operations, training/instruction programs, in equipment maintenance, etc. If the number of staff personnel who will be operating the equipment is inadequate, the results which are anticipated from an increased number of trainees will not be realized, despite the new and increased number of equipment provided by this project. Therefore, suitable staff members must be secured and efforts must be made to ensure that the equipment is effectively utilized.

It is essential that electric tools, machine tools, etc. undergo periodic maintenance and inspection since they are used for long periods of time. Therefore, appropriate system of repair and purchase of consumables should be established.

(3) Managing vocational training graduates

With the exception of graduates who go on to self-employment, the graduates of each training center find jobs through the employment centers located in each region or find employment through their own independent efforts. At present, the vocational training center itself does not provide employment mediation services. As a result, the employment status of graduates in the job market is not grasped accurately. However, it is extremely important from the standpoint of vocational training, to put the acquired skills of training graduates to good use by overseeing their employment. In order to achieve this, it is important that vocational training centers cultivate a close relationship

with employment centers and private companies. A current employment system should be strengthened to expedite the process of training to employment smoothly.

According to the survey on independent operators and companies, a major problem for nearly all of the self-employed entrepreneurs was to raise capital to start a business and securing operating capital. Therefore, in addition to effectively using funds provided by international donor assistance allocated as operating capital and starting capital for new businesses, a system which would enable a government agency to cope with this issue is recommended.

Appendices

1. Members List of the Survey Team

Mr. Takashi UEMATSU	Team Leader	Japan International Cooperation Agency (JICA)
Mr. Hiroshi KISHIMOTO	Chief Consultant Vocational Training Planner / Equipment Planner I	System Science Consultants Inc.
Mr. Yuichi MATSUMOTO	Equipment Planner II / Quantity Surveyor	System Science Consultants Inc.

2. Survey Schedule

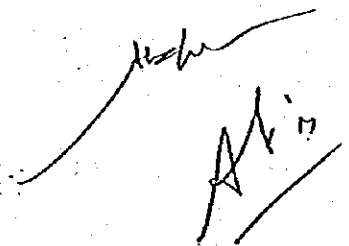
No.	Date	Day	Government Official/Team Leader Mr. Takashi UEMATSU	Chief Consultant/Vocational Training Planner/Equipment Planner I Mr. Hiroshi KISHIMOTO	Equipment Planner II/ Quantity Surveyor Mr. Yuichi MATSUMOTO
1	11-Jul	Thu	Depart Narita for Singapore		
2	12-Jul	Fri	Depart Singapore for Johannesburg. 3rd country procurement survey		
3	13-Jul	Sat	Team meeting/ Johannesburg, 3rd country procurement survey		
4	14-Jul	Sun	Depart Johannesburg for Maputo		
5	15-Jul	Mon	Courtesy call to Ministry of Foreign Affairs and Cooperation	Local procurement survey	
6	16-Jul	Tue	Courtesy call to Ministry of Labor, INEFP (explanation of Study's objective, schedule, Inception and draft Basic Design Reports) Survey of Machava & Electric Vocational Training centers (maintenance, management, no. of trainers etc.)		
7	17-Jul	Wed	Survey of Tertiary Vocational Training centers Survey on other donors (ILO)	Local procurement survey	
8	18-Jul	Thu	Survey on other donors (ISCOS) Draft Basic Design Report discussion with INEFP	Local procurement survey Discussion with INEFP	
9	19-Jul	Fri	Discussion & signing minutes of meeting Survey on other donors (USAID, ESA), Survey of RSA project site	Discus.&sign. minutes of meet. Local procurement survey	
10	20-Jul	Sat	Depart Maputo for Harare	Local procurement survey	
11	21-Jul	Sun	Data analysis	Data analysis	
12	22-Jul	Mon	Report to Embassy of Japan / JICA Depart Harare for Singapore	Site survey of Machava & Electric Vocational Training centers (existing equipment / facilities, etc.) Survey of Maputo Regional Employment center	
13	23-Jul	Tue	Singapore	Survey of Maputo City Employment center/ Electricity, water, infrastructure survey	Interview survey of very small/ micro industries
14	24-Jul	Wed	Depart Singapore for Narita	Construction survey	Survey on other donors (GTZ) Interview survey of very small/ micro industries
15	25-Jul	Thu		Site survey of Electric Vocational Training center	
16	26-Jul	Fri		Site survey of Electric Vocational Training center/ Discuss. with Min. of Foreign Affairs and Cooperation	Local procurement survey
17	27-Jul	Sat		Local procurement survey	Interview survey of very small/ micro industries
18	28-Jul	Sun		Data analysis	Depart Maputo for Johannesburg
19	29-Jul	Mon		Survey result discussion, Ministry of Labor and INEFP	3rd country procurement survey
20	30-Jul	Tue		Depart Maputo for Johannesburg	3rd country procurement survey
21	31-Jul	Wed		3rd country procurement survey	
22	1-Aug	Thu		Depart Johannesburg for Harare, report to JICA, Embassy of Japan	
23	2-Aug	Fri		Depart Harare for Johannesburg and Singapore	
24	3-Aug	Sat		Singapore	
25	4-Aug	Sun		Depart Singapore for Narita	

3. List of Party Concerned in the Recipient Country

- | | |
|--|--|
| (1) Ministry of Foreign Affairs and Cooperation
Mr. Chico V. Mortar | Affairs for ASIA and Pacific,
Department for Bilateral Cooperation |
| (2) Ministry of Labor
Mr. Alberto Zaquew Jamisse | Director, Cabinet of Employment Promotion |
| (3) INEFP
Mr. Alcino Dias
Mr. Francisco David Jovo
Mr. Jeronimo Mahoque | National Director, Dept. of Employment
Chief, Professional Promotion Sect, INEFP
Vocational Training Expert, INEFP |
| (4) Machava vocational Training Center
Mrs. Marta Guambe | Director |
| (5) Electric Vocational Training Center
Mr. Luice Tembe
Mr. Salomao Chambule | Director
Vice-director |
| (6) Tertiary Vocational Training Center
Mr. Francisco M. Manusse Junior | Director |
| (7) Maputo City Employment Center
Mrs. Berta Isabel Chissico | Director |
| (8) Maputo Regional Employment Center
Mr. Joao Tiago Macamo | Director |
| (9) ILO
Mr. Jose Figueiredo Assalino | Project Expert |
| (10) ISCOS
Mr. Gionn Frigerio | Resident Representative |
| (11) South African High Commission
Mr. Pieter Coetzee
Mrs. Judy Greathead | Conselheiro
Development Specialist |
| (12) GTZ
Dr. Armin Dorn
Mr. Rudolf Mutschler | Adviser
Project Manager |
| (13) USAID
Mr. James F. Jackson | |
| (14) Embassy of Japan in Zimbabwe
Mr. Atsushi Ueda
Mr. Yasuo Shoji | Counselor
First Secretary |
| (15) JICA Zimbabwe office
Mr. Mitsuo Nakamura | Resident Representative |

**4. MINUTES OF DISCUSSIONS
BASIC DESIGN STUDY
ON
THE PROJECT FOR THE IMPROVEMENT OF EQUIPMENT FOR
VOCATIONAL TRAINING CENTERS
IN
THE REPUBLIC OF MOZAMBIQUE
(EXPLANATION OF DRAFT BASIC DESIGN)**

<u>CONTENTS</u>	<u>PAGE</u>
MINUTES OF DISCUSSIONS.....	1
ATTACHMENT.....	2
ANNEX I JAPAN'S GRANT AID SCHEME.....	4
ANNEX II NECESSARY MEASURES TO BE TAKEN BY THE MOZAMBIQUE SIDE.....	8
ANNEX III (1) PARTICIPANTS IN THE DISCUSSIONS (JAPANESE SIDE).....	9
ANNEX III (2) PARTICIPANTS IN THE DISCUSSIONS (MOZAMBIQUE SIDE).....	10
ANNEX IV ACTIVITIES CONDUCTED BY THE STUDY TEAM.....	11



MINUTES OF DISCUSSIONS
BASIC DESIGN STUDY
ON
THE PROJECT FOR THE IMPROVEMENT OF EQUIPMENT FOR
VOCATIONAL TRAINING CENTERS
IN
THE REPUBLIC OF MOZAMBIQUE
(EXPLANATION OF DRAFT BASIC DESIGN)


In response to a request from the Government of the Republic of Mozambique, the Government of Japan has decided to conduct a Basic Study on the Project for the Improvement of Equipment for Vocational Training Centers in the Republic of Mozambique (hereinafter referred to as the "Project") and entrusted the study to the Japan International Cooperation Agency (JICA).

JICA sent to the Republic of Mozambique a Basic Design Study Team (hereinafter referred to as the "Study Team") headed by Mr. Takashi Uematsu, Development Specialist, JICA. The Study Team is scheduled to stay in the country from July 14 to July 30, 1996.

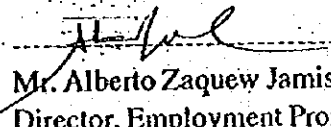
The Study Team held a series of discussions with the officials concerned of the Government of the Republic of Mozambique and conducted a field survey at the study area.

In the course of the discussions and the field study, both parties have confirmed the main items described in the Draft of Basic Design Report. The Study Team will proceed to further works and prepare the Basic Design Report.

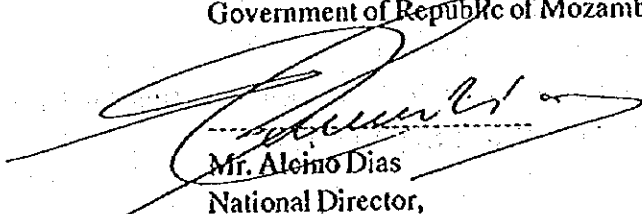
Maputo, July 19, 1996



Mr. Takashi UEMATSU
Leader
Basic Design Study Team
JICA



Mr. Alberto Zaquew Jamisse
Director, Employment Promotion Office,
Ministry of Labor
Government of Republic of Mozambique



Mr. Alcino Dias
National Director,
INEFP - National Institute for Employment
and Vocational Training
Government of Republic of Mozambique

ATTACHMENT

1. Objective

The objective of the Project is to enhance the vocational training function of the Machava Vocational Training Center and the Electrical Training Center through the improvement of training equipment.

2. Project Site

The project sites are Machava Vocational Training Center in the city of Matola and the Electrical Training Center in the city of Maputo.

3. Responsible and executing Agency

The Ministry of Labor is responsible for administration and execution of the Project while the National Institute for Employment and Vocational Training (INEFP) is responsible for execution of the Project.

4. Components of Draft Basic Design

The Government of the Republic of Mozambique has in principal agreed and accepted the components of the Draft Basic Design proposed by the Study Team. Details will be finalized in Japan after further study by the JICA study team.

5. Japan's Grant Aid System

- 1) The Government of the Republic of Mozambique has understood the system of the Japan's Grant Aid explained by the Study Team; the main feature is described in ANNEX I.
- 2) The Government of the Republic of Mozambique will take necessary measures, described in ANNEX II for the smooth implementation of the Project on condition that the Japan's Grant Aid is extended to the Project.

6. Further Schedule of the Study

- 1) JICA will complete the Basic Design Study Report and forward it to the Government of the Republic of Mozambique by the end of October 1996.

7. Participants in the Discussions

Lists of the participants in these discussions from the Japanese and Mozambique sides are described in ANNEX III (1) and (2).

8. Activities conducted by the Study Team

Activities conducted by the Study Team are shown in ANNEX IV.

9. Other Issues

- 1) The Government of the Republic of Mozambique shall make necessary arrangements for the Machava Vocational Training Center and the Electrical Training Center to allocate budget and to allow the use of funds raised by sales of production activities of these centers.
- 2) The Government of the Republic of Mozambique shall provide such information which pertains to the Project as requested by the Study Team.
- 3) The Government of the Republic of Mozambique shall make necessary arrangements to ensure that value added tax on all imports and domestic purchase of materials, equipment and services under the Project are exempted or refunded.
- 4) The Government of the Republic of Mozambique shall assign the necessary personnel to instruct trainees and operate/ maintain the supplied equipment by the project effectively.

ANNEX I: JAPAN'S GRANT AID SCHEME

1. Japan's Grant Aid System

(1) Grant Aid Procedures

1) Japan's Grant Aid Program is executed through the following procedures.

Application	Request made by a recipient country
Study	Basic Design Study conducted by JICA
Appraisal & Approval	Appraisal by the Government of Japan and Approval by Cabinet
Determination of Implementation	The Notes exchanged between the Governments of Japan and the recipient country

- 2) Firstly, the application or request for a Grant Aid project submitted by a recipient country is examined by the Government of Japan (the Ministry of Foreign Affairs) to determine whether or not it is eligible for Grant Aid. If the request is deemed appropriate, the Government of Japan assigns JICA (Japan International Cooperation Agency) to conduct a study on the request.
- 3) Secondly, JICA conducts the study (Basic Design Study), using (a) Japanese consulting firm(s).
- 4) Thirdly, the Government of Japan appraises the project to see whether or not it is suitable for Japan's Grant Aid Program, based on the Basic Design Study report prepared by JICA, and the results are then submitted to the Cabinet for approval.
- 5) Fourthly, the project, once approved by the Cabinet, becomes official with the Exchange of Notes signed by the Governments of Japan and the recipient country.
- 6) Finally, for the implementation of the project, JICA assists the recipient country in such matters as preparing tenders, contracts and so on.

(2) Basic Design Study

1) Contents of the Study

The aim of the Basic Design Study (hereafter referred to as the study), conducted by JICA on a requested project (hereafter referred to as the Project) is to provide a basic

document necessary for the appraisal of the Project by the Japanese Government. The contents of the Study are as follows:

- a) Confirmation of the background, objectives, and benefits of the requested Project and also institutional capacity of agencies concerned of the recipient country necessary for the Project's implementation.
- b) Evaluation of the appropriateness of the Project to be implemented under the Grant Aid Scheme from a technical, social and economic point of view.
- c) Confirmation of items agreed on by both parties concerning the basic concept of the Project.
- d) Preparation of a basic design of the Project
- e) Estimation of costs of the Project

The contents of the original request are not necessarily approved in the initial form as the contents of the Grant Aid project. The Basic Design of the Project is confirmed considering the guidelines of Japan's Grant Aid Scheme.

The Government of Japan requests the Government of the recipient country to take whatever measures are necessary to ensure its self-reliance in the implementation of the Project. Such measures must be guaranteed even though they may fall outside of the jurisdiction of the organization in the recipient country actually implementing the Project. Therefore, the implementation of the Project is confirmed by all relevant organizations of the recipient country through the Minutes of Discussions.

2) Selection of Consultants

For smooth implementation of the Study, JICA uses (a) registered consultant firm(s). JICA select (a) firm (s) based on proposals submitted by interested firms. The firm(s) selected carry(ies) out a Basic Design Study and write(s) a report; based upon terms of reference set by JICA. The consulting firm(s) used for the Study is(are) recommended by JICA to the recipient country to also work on the Project's implementation after the Exchange of Notes, in order to maintain technical consistency and also to avoid any undue delay in implementation should the selection process be repeated.

(3) Japans Grant Aid Scheme

1) What is Grant Aid?

The Grant Aid Program provides a recipient country with non-reimbursable funds to procure the facilities, equipment and services (engineering services and transportation of the products, etc.) for economic and social development of the country under

principles in accordance with the relevant laws and regulations of Japan. Grant Aid is not supplied through the donation of materials as such.

2) Exchange of Notes (E/N)

Japan's Grant Aid is extended in accordance with the Notes exchanged by the two Governments concerned, in which the objectives of the Project, period of execution, conditions and amount of the Grant Aid, etc., are confirmed.

- 3) The period of the Grant Aid means the one fiscal year which the Cabinet approves the Project for. Within the fiscal year, all procedures such as exchanging of the Notes, concluding contracts with (a) consultant firm(s) and (a) contractor(s) and final payment to them must be completed.

However in case of delays in delivery, installation or construction due to unforeseen factors such as weather, the period of the Grant Aid can be further extended for a maximum of one fiscal year at most by mutual agreement between the two Governments.

- 4) Under the Grant Aid, in principle, Japanese products and services including transport or those of the recipient country are to be purchased.

When the two Governments deem it necessary, the Grant Aid may be used for the purchase of the products or services of a third country.

However the prime contractors, namely, consulting, constructing and procurement firms, are limited to Japanese nationals. (The term Japanese nationals means persons of Japanese nationality or Japanese corporations controlled by persons of Japanese nationality.)

5) Necessity of Verification

The Government of recipient country or its designated authority will conclude contracts denominated in Japanese yen with Japanese nationals.

Those contracts shall be verified by the Government of Japan. This Verification is deemed necessary to secure accountability to Japanese taxpayers.

6) Undertakings required of the Government of the Recipient Country

In the implementation of the Grant Aid project, the recipient country is required to undertake such necessary measures as the following:

- a) To secure land necessary for the sites of the Project and to clear, level and reclaim the land prior to commencement of the construction.
- b) To provide facilities for the distribution of electricity, water supply and drainage and other incidental facilities in and around the sites.

- c) To secure buildings prior to the procurement in case the installation of the equipment.
- d) To ensure all the expenses and prompt execution for unloading, customs clearance at the port of disembarkation and internal transportation of the products purchased under the Grant Aid.
- e) To exempt Japanese nationals from customs duties, internal taxes and other fiscal levies which will be imposed in the recipient country with respect to the supply of the products and services under the Verified Contracts.
- f) To accord Japanese nationals whose services may be required in connection with the supply of the products and services under the Verified contracts, such facilities as may be necessary for their entry into the recipient country and stay therein for the performance of their work.

g) Proper Use

The recipient country is required to maintain and use the facilities constructed and equipment purchased under the Grant Aid properly and effectively and to assign staff necessary for this operation and maintenance as well as to bear all the expenses other than those covered by the Grant Aid.

h) Re-export

The products purchased under the Grant Aid should not be re-exported from the recipient country.

i) Banking Arrangements (B/A)

- The Government of the recipient country or its designated authority should open an account in the name of the Government of the recipient country in an authorized foreign exchange bank in Japan (hereinafter referred to as the Bank). The Government of Japan will execute the Grant Aid by making payments in Japanese yen to cover the obligations incurred by the Government of the recipient country or its designated authority under the Verified Contracts.

- The payments will be made when payment requests are presented by the Bank to the Government of Japan under an authorization to pay issued by the Government of the recipient country or its designated authority.

ANNEX II: NECESSARY MEASURES TO BE TAKEN BY THE MOZAMBIQUE SIDE

1. To undertake incidental works, such as expanding utilities, strengthening security and other incidental facilities in and around the Project sites, if necessary.
2. To ensure prompt unloading, tax exemption or refund and customs clearance at ports of disembarkation in Mozambique and internal transportation in Mozambique of the products purchased under the Japan's Grant Aid.
3. To exempt Japanese nationals from customs duties, internal taxes and other fiscal levies which will be imposed in Mozambique with respect to the supply of the products and services under the verified contracts.
4. To accord Japanese nationals whose services may be required in connection with the supply of the products and services under the verified contracts, such facilities as may be necessary for their entry into Mozambique and stay therein for the performance of their work.
5. To bear commissions, namely advising commissions of an Authorization to Pay (A/P) and payment commissions, to the Japanese foreign exchange bank for the banking services based upon the Banking Arrangement (B/A).
6. To provide necessary permissions, licenses, and other authorization for implementing the Project, if necessary.
7. To ensure that the facilities constructed and equipment purchased under the Japan's Grant Aid will be maintained and used properly and effectively for the Project.
8. To bear all the expenses other than those covered by the Japan's Grant Aid, necessary for the execution of the project.

ANNEX III (1): PARTICIPANTS IN THE DISCUSSIONS (JAPANESE SIDE)

1. Study Team

Name

Position

Mr. Takashi UEMATSU

Leader - JICA Official

Mr. Hiroshi KISHIMOTO

**Chief Consultant - Vocational Training
Planner / Equipment Planner I**

Mr. Yuichi MATSUMOTO

Equipment Planner II / Quantity Surveyor

ANNEX III (2): PARTICIPANTS IN THE DISCUSSIONS (MOZAMBIQUE SIDE)

1. Ministry of Labor

Name	Position
Mr. Alberto Zaquew Jamisse	Director, Employment Promotion Office, Ministry of Labor

2. INEFP


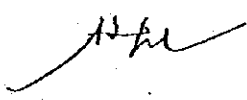
Name	Position
Mr. Alcino Dias	National Director, INEFP
Mr. Jerónimo Mahoque	Vocational Training Expert, INEFP

3. Machava Vocational Training Center

Name	Position
Ms. Marta Guambe	Director

4. Electrical Vocational Training Center

Name	Position
Mr. Luis Tembe	Director



ANNEX IV: ACTIVITIES CONDUCTED BY THE STUDY TEAM

No.	Date	Day	Government Official	Chief Consultant	Equipment Planner
1	11-Jul	Thu		Depart Narita for Singapore	
2	12-Jul	Fri		Depart Singapore for Johannesburg, 3rd country supply investigation	
3	13-Jul	Sat		Johannesburg, 3rd country supply investigation	
4	14-Jul	Sun		Depart Johannesburg for Maputo	
5	15-Jul	Mon		Courtesy call to Min. of Foreign Affairs and Cooperation, Min. of Labor, INEFP (explanation of Study's objective, schedule, Inception and draft Basic Design Reports)	
6	16-Jul	Tue		Survey on small scale industries, other donors (ILO, UNDP)	
7	17-Jul	Wed		Survey of Machava & Electrotechnical Training centres (maintenance, management, no. of trainers etc.)	
8	18-Jul	Thu		Draft Basic Design Report discussion	
9	19-Jul	Fri		Discuss & sign minutes of meeting	
10	20-Jul	Sat	Depart Maputo for Harare	Very small scale viable industries survey	
11	21-Jul	Sun		Data analysis	
12	22-Jul	Mon	Report to Embassy of Japan / JICA Depart Harare for Singapore	Site survey (existing equipment / facilities, etc.)	
13	23-Jul	Tue	Singapore	Interview survey of very small industries	
14	24-Jul	Wed	Depart Singapore for Narita	Interview survey of very small industries	
15	25-Jul	Thu		Electricity, water, infrastructure survey	Construction survey
16	26-Jul	Fri		Other donors' vocation training scheme	Procurement survey
17	27-Jul	Sat		Industries survey	
18	28-Jul	Sun		Data analysis	Depart Maputo for Johannesburg
19	29-Jul	Mon		Survey result discussion, Min. of Labor	Procurement survey
20	30-Jul	Tue		Depart Maputo for Johannesburg	Procurement survey
21	31-Jul	Wed		Data analysis	
22	1-Aug	Thu		Depart Johannesburg for Harare, report to JICA, Embassy of Japan	
23	2-Aug	Fri		Depart Harare for Johannesburg and Singapore	
24	3-Aug	Sat		Singapore	
25	4-Aug	Sun		Depart Singapore for Narita	

5. References

A. Vocational Training/Small & Micro Business and Self-Employment Support

	TITLE	SOURCE
1	BALANCO DAS ACTIVIDADES DE 1994 DE PLANO PARA 1995	INEFP: INSTITUTO NACIONAL DO EMPREGO E FORMAÇÃO PROFISSIONAL
2	BALANCO DAS ACTIVIDADES DESENVOLVIDAS AO LONGO DO I SEMESTRE DE 1996	CENTRO DE EMPREGO DA PROVINCIA DE MAPUTO
3	BRIEF FOR DONORS. DESENVOLVIMENTO DE HABILIDADES OCUPACIONAIS; DHO PROJECT	UNDP/ ILO: UNITED NATIONS DEVELOPMENT PROGRAM/ INTERNATIONAL LABOR ORGANIZATION
4	CENTRO DE FORMAÇÃO PROFISSIONAL DA MACHAVA VOCATIONAL TRAINING CENTER	MACHAVA VOCATIONAL TRAINING CENTER
5	ESTATISTICADOS CURSOS	MACHAVA VOCATIONAL TRAINING CENTER
6	GAPI, LDA SOCIEDADE PARA PEQUENOS PROJECTOS DE INVESTIMENTO	GAPI, LDA
7	ITALIAN EMBASSY FUND	ISCOS: INSTITUTO SINDICALE COOPERAZIONE PAESI EN VIA DI SVILUPPO
8	LIST OF KITS AND CONTENTS	UNDP/ ILO: UNITED NATIONS DEVELOPMENT PROGRAM/ INTERNATIONAL LABOR ORGANIZATION
9	MACHAVA INDUSTRIAL PARK	EMBASSY OF RSA
10	MONTHLY REPORT APRIL 1996, PROJECT MOZ/94/B01 OCCUPATIONAL SKILLS DEVELOPMENT	UNDP/ ILO: UNITED NATIONS DEVELOPMENT PROGRAM/ INTERNATIONAL LABOR ORGANIZATION
11	MONTHLY REPORT MAY 1996, PROJECT MOZ/94/B01 OCCUPATIONAL SKILLS DEVELOPMENT	UNDP/ ILO: UNITED NATIONS DEVELOPMENT PROGRAM/ INTERNATIONAL LABOR ORGANIZATION
12	MONTHLY REPORT JUNE 1996, PROJECT MOZ/94/B01 OCCUPATIONAL SKILLS DEVELOPMENT	UNDP/ ILO: UNITED NATIONS DEVELOPMENT PROGRAM/ INTERNATIONAL LABOR ORGANIZATION
13	12 MONTHS REPORT/ MAPUTO, 15 SEPTEMBER 1995	UNDP/ ILO: UNITED NATIONS DEVELOPMENT PROGRAM/ INTERNATIONAL LABOR ORGANIZATION
14	STRATEGY FOR REINTEGRATION, OPEN REINTEGRATION FUND	UNDP/ ILO: UNITED NATIONS DEVELOPMENT PROGRAM/ INTERNATIONAL LABOR ORGANIZATION
15	PROJECT DHO DESENVOLVIMENTO DE HABILIDADES OCUPACIONAIS PNUD/OIT MONTHLY REPORT SEPTEMBER 1995	MINISTÉRIO DE TRABALHO
16	PROJECT DHA 1ST & 2ND	ISCOS: INSTITUTO SINDICALE COOPERAZIONE PAESI EN VIA DI SVILUPPO
17	PROPINAS 1996, CURSOS NORMAS	MACHAVA VOCATIONAL TRAINING CENTER

B. Socioeconomic Conditions/ Development Plan

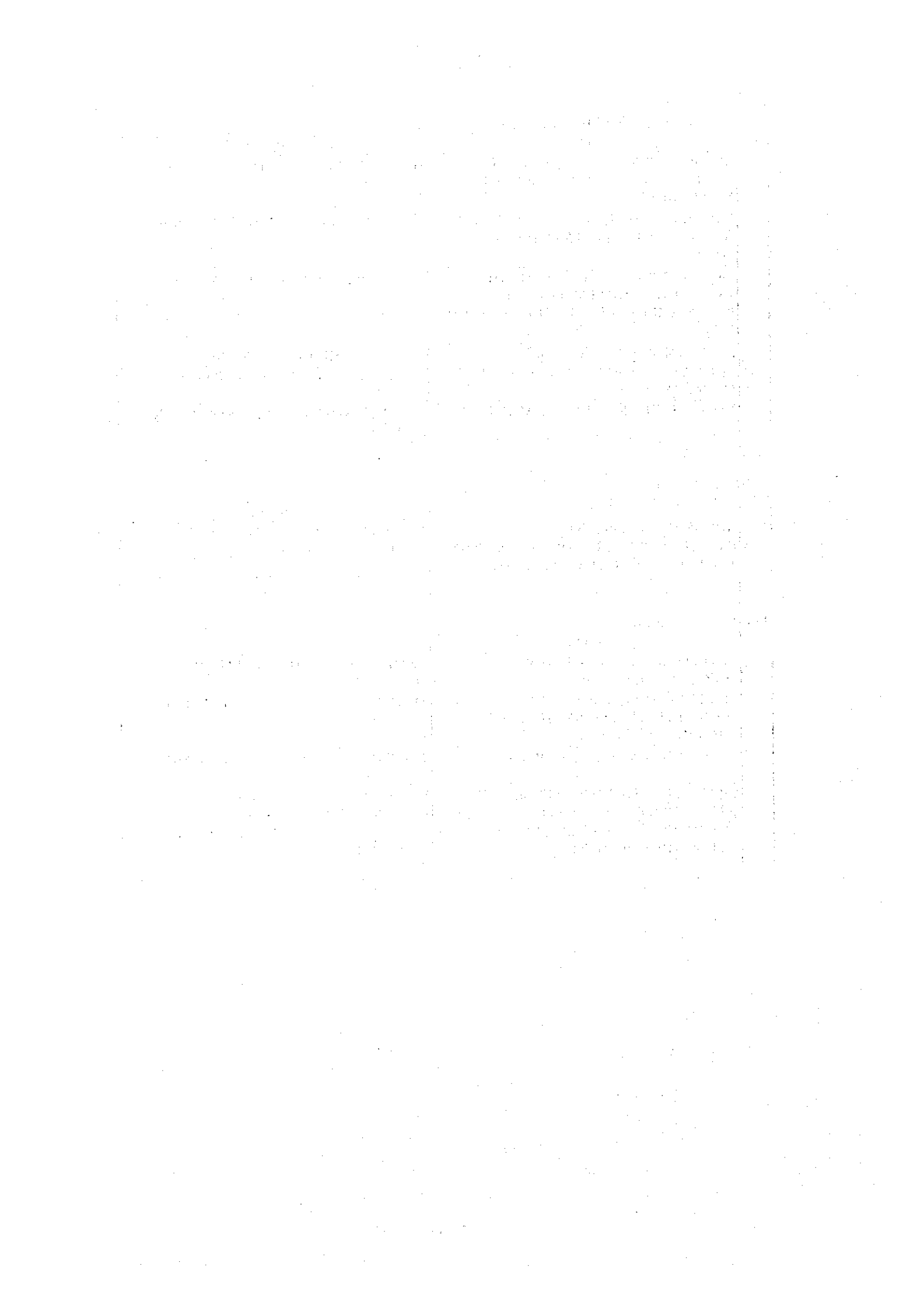
	TITLE	SOURCE
1	CONSPICUOUS DESTRUCTION: WAR, FAMINE & THE REFORM PROCESS IN MOZAMBIQUE	HUMAN RIGHT WATCH
2	ESTABLISHING THE BASIS FOR ECONOMIC AND SOCIAL DEVELOPMENT: KEY POLICIES	THE GOVERNMENT OF MOZAMBIQUE
3	MOZAMBIQUE, STRATEGY FOR THE TRANSITION FROM EMERGENCY TO RECONSTRUCTION, PRIORITY NEEDS 1994-1995	THE GOVERNMENT OF MOZAMBIQUE
4	MOZAMBIQUE COUNTRY PROFILE	THE ECONOMIST INTELLIGENCE UNIT
5	THE NATIONAL RECONSTRUCTION PLAN MAIN FEATURES	NATIONAL PLANNING COMMISSION
6	VITAL STATISTICS, JULY QUARTER 1995	THE WORLD BANK RESIDENT MISSION, MAPUTO

C. Statistic Data

	TITLE	SOURCE
1	ANUARIO ESTATISTICO	MINISTÉRIO DO PLANO FINANCAS
2	ESTABLISHMENT REGISTER / SUPPORTING THE ESTIMATES OF EXPENDITURE	GOVERNMENT PRINTER 1995

D. Donor's Activities

	TITLE	SOURCE
1	DEVELOPMENT COOPERATION, MOZAMBIQUE 1992-1993	UNITED NATIONS DEVELOPMENT PROGRAM
2	BRIEFING BOOK, A SUMMARY OF PROJECTS FINANCED BY THE WORLD BANK IN MOZAMBIQUE	THE WORLD BANK RESIDENT MISSION, MAPUTO
3	PROJECT NOTES, JUNE QUARTER 1995	THE WORLD BANK RESIDENT MISSION, MAPUTO
4	UPDATE: CONSOLIDATED HUMANITARIAN ASSISTANCE PROGRAMME FOR 1993-1994	UNITED NATIONS DEPT. FOR HUMANITARIAN AFFAIRS
5	EMERGENCY IN MOZAMBIQUE: USING AID TO END THE EMERGENCY	UNDP: UNITED NATIONS DEVELOPMENT PROGRAM



JICA