

# **Archiv der Gossner Mission**

## **im Evangelischen Landeskirchlichen Archiv in Berlin**



Signatur

**Gossner\_G 1\_1196**

Aktenzeichen

3/82

### **Titel**

Gwembe South Development Project (GSDP), allgemeine Verwaltungsunterlagen und Finanzen

Band

1

Laufzeit

1974 - 1989

### **Enthält**

u. a. Schriftwechsel betr. GSDP, Jobdescriptions, Mitarbeitersuche, Stellenausschreibungen; Annual Reports zu verschiedenen Teilprojekten, z. B. Irrigation, Health Care, Cooperatives; Protokolle Water Committee 1983, Technical Committee Buleya Malima Irr

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G W E M B E   S O U T H  
D e v e l o p m e n t   P r o j e c t

I. Verwaltung

- Allgemein
- Finanzen



Nkandabbwe am, 16-5-83

Gossner Service Team Hans- Joachim Spreng

Gossner Mission Berlin

Herr Mische

Abrechnung der Gelder, die die Mission für die Wasserversorgung zur Verfügung gestellt hat.

1 Mono-pump Ø 40mm , 65 m , Nkadabbwe (complett)	K 4,529.40
1 Diesel Motor Kirloskar + Ersatzteilen ( Taf 1 ) Nkadabbwe	K 2,571.70
1 Einphasen E- Motor Kanschindu	K 760.50
	<hr/>
	K 7,861.60
	=====

Abrechnung der zur Renovierung der von zwei Häusern entstandenen Kosten; die die Gossner Mission nach neuem Vertragsschluß zu zahlen hat, wie auch in einem Brief abgesprochen.

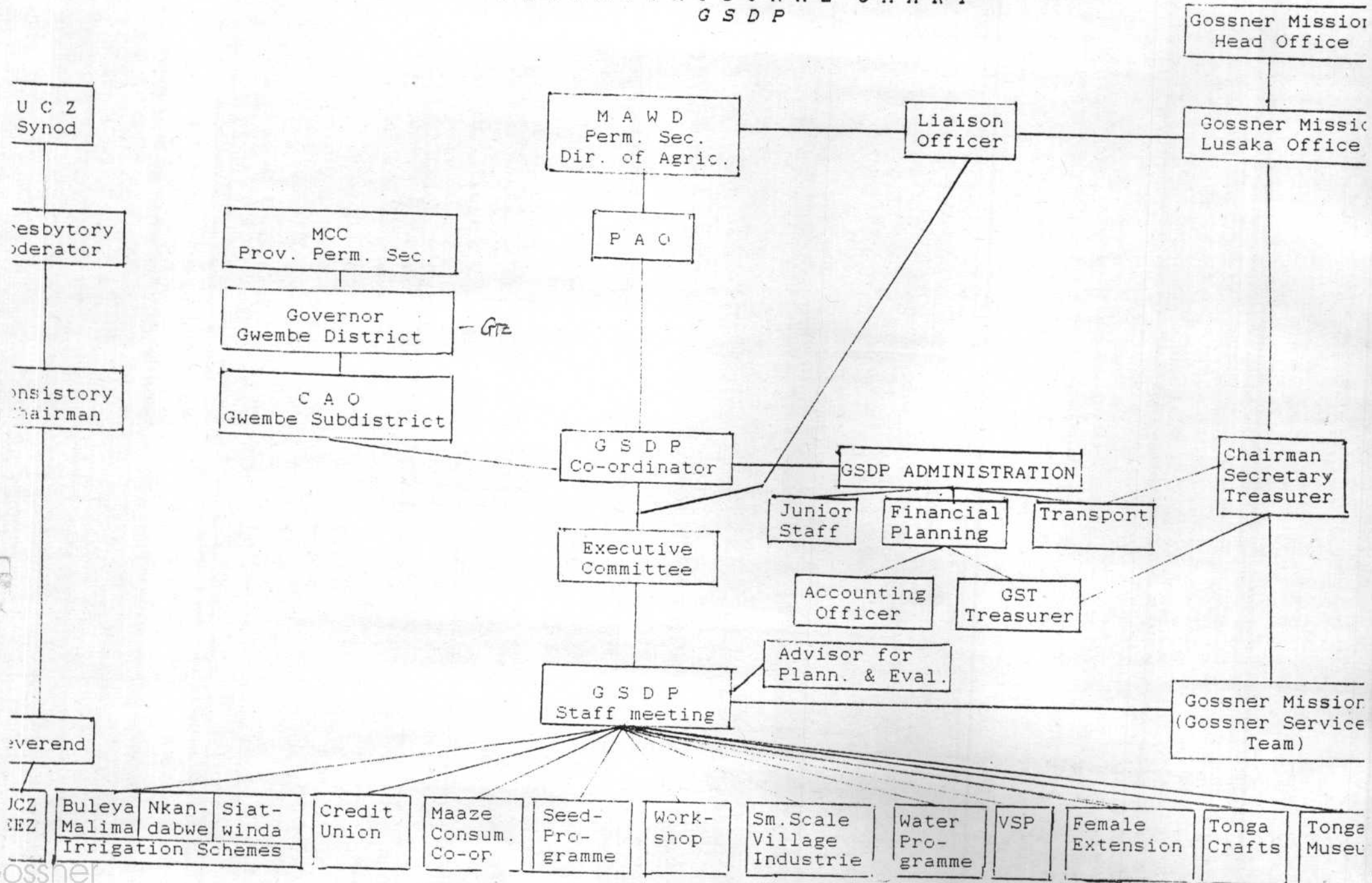
1. Farben für die Renovierung von zwei Häusern ( Stroh van Vliet , Schäfer )	K 524.00
2. Arbeitsaufwand ( zwei Anstreicher ) über vier Wochen 2x(180 h x Ko.50)	K 180.00
	<hr/>
	K 704.00
	=====

Tagesumrechnungskurs: 1 Kwacha - 2,12 DM

Spreng

Mische

# ORGANISATIONAL CHART GSDP



D R A F T

for recommendations about the relationship between Gossner Mission, West-Germany (GM) - (Head Office, Zambia Committee, Board), Gossner Mission Office, Lusaka and the Gossner Service Team (GST) in the Gwembe-Valley and the Gwembe South Development Project (GSDP)

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This draft was made at a meeting in Lochinvar on the 20th June 1988 by the members of GST with representatives of Gossner Mission in Germany on the basis of a preliminary draft from 23.9.87.

Preliminary Remark:

Gossner Mission does its work in the Gwembe Valley in Zambia on the basis of its Agreement with the Government of the Republic of Zambia (GRZ) within the framework of GSDP. This paper deals mainly with the part of Gossner Mission within this framework, that means the structures of GSDP as a whole are left out deliberately, although they are very important and fully accepted as a basis for its whole work in Zambia by Gossner Mission.

1. General outline:

The basic concern of both GM and GST is the welfare and development of the people in the project area. It is understood by GST that GM (FRG) holds the overall responsibility for any operation of GM in Zambia. However, it is also understood that there exists a shared responsibility of GM and GST with regard to the actual work and longterm planning in Zambia. This is particularly true in the fields of:

- definition of the general GM-policy in Zambia,
- planning for and recruitment of GM-personel,
- budget planning and allocation of funds,
- implementation of the planning within the framework of GSDP

2. Means of Communication between GM and GST:

The idea of a shared responsibility is only feasible if proper cooperation and clearly defined functions, competences and means of communication are mutually agreed upon.

The GST considers visits and regular reports and correspondence the most important means of communication between GM and GST. The following proposals were brought up and agreed upon in the meeting:

- Instead of having one longer annual visit of the Zambia officer / Head office, there should be 2 shorter ones in regular intervals. If possible, the Zambia officer/head office should be accompanied by 1 member of the Zambia-committee or the Board of GM in order to get the committee and board members more informed and involved in the overall project affairs.



- During visits to Zambia the Zambia Secretary should be accompanied by the Liaison Officer and one member of the GST, if necessary, in all official contacts and talks. Proper minutes should be taken of all agreements or commitments of GM agreed upon during that visit.

- Once a year there should be an evaluation and planning seminar of GSDP in the presence of the Zambia Secretary and one member of the board of GM.

- The Gossner Mission / Lusaka should be given the possibility to visit Germany for report and discussion of project matters at regular intervals. If personnel is selected for Zambia, the visit should be planned in a way that she/he can take part in the selection process, if possible.

- All matters related to the project including matters of individual contracts should be communicated mutually by reports or official correspondence through Lusaka office. Private correspondence about project matters must be strictly avoided.

- Annual reports to GM have to be given by each contract holder and a final report at the end of the stay.

### 3. Functions and competences within GM structures:

#### a) Board of GM:

The board holds the responsibility for all overall policy matters, budget rules and regulations of GM.

#### b) Zambia Committee of the board:

The Zambia Committee is an advisory committee for the board of GM, the Zambia Secretary and the GST in all matters stated under 1. The committee members should be provided with all official reports and policy related correspondence concerning the project by the Zambia Secretary. In addition to the general decision-making the committee should accept the function of collecting and preparing background information about major problems of the project planning and general developments problems of Zambia (e.g. by organising seminars, preparing statements, etc.). The findings should then be communicated to the project in the most appropriate way.

#### c) Zambia-Secretary/Head office:

The Zambia-Secretary serves as the link in FRG between GM and GST and the partners in Zambia. He/She has to ensure proper support of the ongoing programmes in all necessary aspects (e.g. project policy, budgeting, recruitment and preparation of new personnel, negotiation with other development agencies, etc). He/She represents the Board of GM and the Zambia-Committee to the Zambian partners. He has to report to these respective bodies and receives directives from them.

#### d) GM Representative/Lusaka office:

The GM Officer / Lusaka serves as the main link between GST, the partners in Zambia and GM. She/He has to represent GM in Zambia. It was discussed and agreed upon that the following competences should be vested in this post:

/-3..

- handling of all matters related to GM contracts,
- clarifying officially matters arising from any job description of GM contract holders,
- if need arises, to adjust job descriptions to a changing situation,
- being the one to whom GM contract holders are directly responsible,
- to run the budget of GM in Zambia,
- to interpret officially the position of GM for any matter which may need an official statement of GM,
- to act on behalf of GM whenever it is needed (e.g. formal agreements, financial commitments of GM, etc.).

The GM officer / Lusaka has to make sure that her/his position is in line with the one of GM.

## II. Relationship between GSDP and GST:

### 1. General outline:

The GSDP is the overall framework of the project which is officially represented by the co-ordinator. Therefore all project matters, including applications for funds, must be brought into the GSDP Staff Meetings or Executive Committee to be discussed and decided there.

GST-members are GM contract holders. They are part of GSDP-Staff. GST meetings shall deal only with problems relating to GST and GM. GST is not a decision making body in regard to GSDP-affairs!

### 2. Functions of GST members:

The following functions were discussed:

#### a) Team-Chairperson:

The Team-Chairperson acts as the representative of the GST-members. His/her function is to ensure that necessary decisions are taken by GST and followed thereafter. He/She is bound by the decisions of the GST and is not considered to be superior in terms of hierarchy to any other GST-member.

He/She also acts as the representative of GM in the project and is in that function responsible for any official contact. He/She is directly answerable to the GM representative in Lusaka and shall work in close cooperation with her/him.

#### b) Team-Treasurer:

The GST-treasurer keeps the books of the Gossner Mission accounts. He/She is acting as administrator of the funds of this account. It is not her/his task to make financial decision on her/his own. Money is to be released to various programmes in the frame of the budget and according to GSDP-Staff decisions. The Team-treasurer submits a financial statement within 3 months after the end of a calendar year to GM which is to be audited by an appointed team-member. Quarterly financial reports are to be written und submitted to the Lusaka Office. Half yearly reports have to be sent to GM-Berlin. These should also include a list of third party contributions to GM funds.

/-4..



c.) Team-Secretary:

The Team-Secretary writes team-minutes and official correspondence for GST matters.

d.) GST-members:

GST-members shall be responsible for the implementation of their programmes. They are working under the Project Coordinator and are answerable to GSDP-Staff meeting. According to the GM-contract GST-members are not to raise funds on their own or take up negotiations with third parties individually without agreement with the Team-chairman and Lusaka office, who will inform the Head Office in Berlin, before any decision or commitment is taken.

III. Recruitment and preparation of GM contract-holders:

Recruitment and preparation of GM personnel are essential issues for the functioning of the project as well as for the well-being of the GM personnel involved. The following proposals were discussed and agreed upon:

- every GM contract holder should decide one year before the end of her/his contract, whether he/she wants to extend the contract or not. If the end of the contract is decided, the post shall be immediately thereafter advertised.
- A precise job-description for the post shall be agreed upon by GSDP staff meeting and submitted to Gossner Mission Berlin /Head office.
- The preparation in Germany should start half a year before the end of contract in question. The preparation should be project-orientated (history of the project, evaluations, present project planning and implementation, major problems involved, long-term perspectives), Zambia-orientated (history of the country, present situation, development problems, introduction into Tonga society and culture) and should meet the particular requirements of the job-description. Proper language training (English) must be part of the preparation in Europe. First-aid-course.
- The preparation in Zambia should start 3 months before the old contract holder leaves. It should include a general introduction to the country and to relevant organisations or projects, language training in vernacular and familiarisation with GSDP and the respective programme. The leaving contract holder should be involved in the in-country training.

GM is asked to give due consideration to these proposals in the budget.

D R A F T

1  
or see below

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Action

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The following functions were discussed:

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/-4..

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Recruitment and preparation of GM personnel are essential issues for the functioning of the project as well as for the well-being of the GM personnel involved. The following proposals were discussed and agreed upon:

- every GM contract holder should decide one year before the end of her/his contract, whether he/she wants to extend the contract or not. If the end of the contract is decided, the post shall be immediately thereafter advertised.
- A precise job-description for the post shall be agreed upon by GSDP staff meeting and submitted to Gossner Mission Berlin /Head office.
- The preparation in Germany should start half a year before the end of contract in question. The preparation should be project-orientated (history of the project, evaluations, present project planning and implementation, major problems involved, long-term perspectives), Zambia-orientated (history of the country, present situation, development problems, introduction into Tonga society and culture) and should meet the particular requirements of the job-description. Proper language training (English) must be part of the preparation in Europe. First-aid-course.
- The preparation in Zambia should start 3 months before the old contract holder leaves. It should include a general introduction to the country and to relevant organisations or projects, language training in vernacular and familiarisation with GSDP and the respective programme. The leaving contract holder should be involved in the in-country training.

GM is asked to give due consideration to these proposals in the budget.



GST-meeting of 7/8/87 (extra ordinary meeting)  
Subject:

= comments and  
corrections by  
Zambia Committee

internal structure of gossner mission and relationship GST-GSDP. 23.9.87

Present: Walter, Ingo, Mabel Jean, Jim, Balayaa, Lena, Gudrun,  
Ulrich, Sietske.

Guests: Izaak, Bodo.

### SUMMARY OF THE FINDINGS:

I. RELATION BETWEEN GOSSNER MISSION/GERMANY (GM) (head office, Zambia Committee, board) and ~~GOSSNER MISSION~~/ZAMBIA (Gossner Service Team (GST) and GM office, Lusaka). and GSDP.

#### 1. GENERAL OUTLINE:

*Preface: whole work done within GSDP. This deals with the role of GM within this framework*

The basic concern of both GM and GST is the welfare and development of the people in the project area. It is understood by GST that GM (FRG) holds the overall responsibility for any operation of GM in Zambia. However, it is also understood that there exists a shared responsibility of GM and GST with regard to the actual work and longterm planning in Zambia. This is particularly true in the fields of:

- definition of the general GM- policy in Zambia;
- planning for and recruitment of GM-personel;
- budget planning and allocation of funds;

*Implementation of the plans within the framework of GSDP.*

#### 2. MEANS OF COMMUNICATION BETWEEN GM AND GST:

The idea of a shared responsibility is only feasible if proper cooperation and clearly defined functions, competences and means of communication are mutually agreed upon.

The GST considers ~~mutual~~ visits and regular reports and correspondence the most important means of communication between GM and GST.

The following proposals were brought up and agreed upon in the meeting:

- Instead of having one longer annual visit of the Zambia officer / Head office, there should be 2 shorter ones, *in regular intervals!*  
If possible, the Zambia officer/head office should be accompanied by 1 member of the ~~Zambia Committee~~ in order to get the committee members more informed and involved in the overall project affairs.

- 2, Abs. 3: für "Zambia Committee" und "Committee members" - *or the Board of GM.*  
"Board of GM" und "Board members".

- During that visit that Zambia officer/Head office should be accompanied by 1 GST member in all official contacts and talks. Proper minutes should be taken of all agreements or commitments of GM agreed upon during that visit.

*at the Liaison Office and one member of the GST, if necessary.*

- 2, Abs. 4: für "by 1 GST member" - "by the Liaison Officer and 1 GST-member if it is possible".

- Once a year there should be an evaluation and planning seminar of GSDP in the presence of the Zambia officer/Head office and 1 member of the ~~Zambia Committee~~ *Board of GM.*

- 2, Abs. 5: für "the Zambia officer...Committee" - "Gossner Mission guests"

- The Gossner Mission ~~Officer~~ Lusaka should be given the possibility to visit Germany for report and discussion of project matters annually. If personnel is selected for Zambia, the visit should be planned in a way that she/he can take part in the selection process if possible. *Get rules in books.*

- 2, Abs. 6: für "annually" - "if it is necessary".  
Die Ausschuß-Mitglieder sind der Meinung, daß ein regelmäßiger persönlicher Kontakt und Austausch sehr wünschenswert ist, aber nicht immer realisierbar ist.

2.

- Every GM contract holder should be given the possibility for an official visit to Germany after about 2 years of contract.

- 2, Abs. 7: streichen. Dieser Absatz berührt in der vorgeschlagenen Form das Vertragswerk der GM, das sich an Dienste in Übersee orientiert. Mit der vorgeschlagenen Änderung würde die GM auch gegenüber den anderen Missionsgesellschaften im EMW eine Sonderstellung einnehmen. Nach wie vor ist der ZA aber auch inhaltlich von der geltenden Regelung überzeugt. Neue Team-Mitglieder brauchen eine sehr lange Zeit, um sich in der neuen Umgebung einzuleben und zurechtzufinden. 3 Jahre sind eigentlich viel zu kurz für eine Vertragsperiode. Diese Zeit sollte darum ganz genutzt werden, um im Einsatzgebiet heimisch zu werden, soweit es nach menschlichem Ermessen möglich ist.

*with matters of individual contracts @ through Lusaka office*  
- All matters related to the project should be communicated mutually by reports or official correspondence. ~~Private~~ correspondence about project matters must be strictly avoided. *but every body has the right to write*

- 2, Abs. 8: Letzten Satz streichen oder ergänzen durch "but everybody has the right to write on project matters if he feels urged to do so."

Das Anliegen ist einsichtig und wird auch begrüßt, daß einzelne Team-Mitglieder nicht hinter dem Rücken anderer Team-Mitglieder sich direkt an die Geschäftsstelle Berlin wenden und bilaterale Entscheidungen treffen. Eine solche Praxis hätte verheerende Folgen für eine gute und auf gegenseitigem Vertrauen basierende Zusammenarbeit im Staff des GSDP und zwischen GST-Mitgliedern.

Auf der anderen Seite muß jedem Team-Mitglied das Recht eingeräumt werden, sich direkt an die Geschäftsstelle zu wenden, wenn es das Gefühl hat, es wird vor Ort nicht verstanden oder dringt mit seinem Anliegen nicht durch. In diesem Fall soll die Berliner Geschäftsstelle die kontroversen Punkte auf eine breitere Diskussionsebene stellen und das ganze Team beteiligen.

*Annual reports have to be given by each contract holder and a final report at the end of the contract stay.*  
3. FUNDIONS AND COMPETENCES WITHIN GM STRUCTURES:

#### a). Board of GM:

The board holds the responsibility for all overall policy matters, Budget rules and regulations of GM.

#### b). Zambia Committee of the Board:

*is an advisory committee for the board of GM, the Zambia Secretary and the GST.*  
The Zambia Committee takes decisions on all matters stated under I.1. The committee members must be provided with all official reports and policy-related correspondence concerning the project by the Zambia officer/Head office.

In addition to the general decision-making the committee should accept the function of collecting and preparing background information about major problems of the project planning and general developments problems of Zambia (e.g. by organising seminars, preparing statements, etc) The findings should then be communicated to the project in the most appropriate way.



3. Zambia Officer/Head Office: Secretary

Free

The Zambia officer/Head Office serves as the link in Germany between GM and GST. He/she has to ensure proper support of the ongoing programmes in all necessary aspects (e.g. project policy, budgeting, recruitment and preparation of new personnel, negotiation with other development agencies, etc.). *he acts on behalf of the Board of GM and the Zambia Committee over against the Zambian partners. He has to report to these respective bodies and receives directives from them.*

- 3.c: für "Germany" - "Federal Republic of Germany".
- : für "GM and GST" - "GM, GST and the partners in Zambia"
- : zum Schluß ergänzen: "he/she acts on behalf of the Board of GM and the Zambia Committee over against the Zambian partners. He has to report to these respective bodies and receives directives from them".

4. GM Officer/Lusaka. Office

The GM officer/Lusaka serves as the main link between GST and GM. She/he has to represent GM in Zambia and towards the GST members in particular. At the same time she/he should be the mouth piece of the GST members in Zambia towards GM in contract matters and the general welfare of those contract holders. Her/his function as a liaison officer of GSDP has to be clearly distinguished from her/his function as GM officer. *Representative*

- 3.d: für "GST and GM" - "GST, the partners in Zambia and GM"

*she has*  
It was discussed and agreed upon that the following competences should be vested in this post:

- handling of all matters related to GM contracts;
- clarifying officially matters arising from any job description of GM contract holders;
- if need arises, to adjust job descriptions to changing situation;
- being the one to whom GM contract holders are directly answerable;
- deciding upon the release of GM funds up to DM 5.000.00 on her/his own, as long as the allocation of these funds are in line with the general programme planning. *to meet the budget of GM in Zambia.*
- 3.d: Absatz über DM 5.000,-- streichen. Es ist schon Praxis, daß in dringenden Fällen Finanzentscheidungen vom Liaison Office im Rahmen der verfügbaren Haushaltsmittel getroffen werden. Zur besseren Koordination sollte aber immer eine Absprache mit der Berliner Geschäftsstelle erfolgen, wie es Praxis ist, die sich bewährt hat.
- to interpret officially the position of GM for any matter which may need an official statement of GM.
- to act on behalf of GM whenever it is needed (e.g. formal agreements, financial commitments of GM, etc.).

3.

The GM officer/Lusaka has to make sure that her/his position is in line with the one of GM.

It was understood by the team that the present GM officer/Lusaka (Sietske) acts also as personal counselor to GM contract holders, if problems cannot be solved in the project itself. However, as this role depends on the respective person, it cannot be defined as an official function.

- 3.d: Letzten Absatz streichen.  
Es ist wünschenswert, daß der/die Liaison Officer bei Bedarf auch als persönlicher Berater für Team-Mitglieder tätig wird. Dies ist

immer eine Frage des gegenseitigen Vertrauens. In einem offiziellen Papier sollte es aber nicht aufgeführt werden.

/-4..

Due to the long experience in the project and his present work in the microprojects programme of EEC, the GST members appreciated the new function of Isaak. Procedures will have to be developed how the advisor can implement his function best. ~~the GST~~ <sup>the GSDP staff has to accept</sup> However, it was felt by the GST members, that the way this function was established by GM overruled the GSDP staff, including the co-ordinator. (Ingo will clarify this with the co-ordinator).

1 - 3.e: Durch die tragischen Ereignisse leider nicht mehr relevant.

## II. RELATIONSHIP BETWEEN GSDP AND GST:

### 1. GENERAL OUTLINE:

It was understood in the meeting that GSDP is the overall framework of the project which is officially represented by the co-ordinator. Therefore all project matters, including applications for funds, must be brought into GSDP staff meeting to be discussed and decided there.

II.1.: Für "it was...that GSDP" - "The GSDP"

GST is made up only by the GM contract holders (GST) who are integrated into GSDP as staff members. Thus GST meetings have to deal only with matters arising from these contracts or other internal problems of GM. It was agreed upon by the team that the concept of GST as a policy making body of its own (separately acting besides GSDP) should be given up. <sup>on executive committee</sup>

: Für "GST is...given up" - "GST-members are GM contract holders. They are part of GSDP-Staff. GST meetings shall deal mainly with only contract matters or internal problems of GST/GM. GST is not a decision making body in regard to GSDP-affairs!" <sup>Special arrangement should be made for spouses who have no contracts.</sup> ~~should be permanent invitees.~~

Es wird sich nicht vermeiden lassen, daß auch GSDP-Angelegenheiten, vor allem Personalfragen, wenn die GM die Finanzierung sichert, intern bei GST-Meetings zu besprechen sind. Auf jeden Fall sollte sich das Team stark bemühen, Mißtrauen gegenüber zambischen Mitarbeitern/innen zu vermeiden und GSDP-Themen auch wirklich im Staff mit allen Staff-Mitgliedern zu behandeln und gemeinsam dann Entscheidungen zu treffen.

No agreement could be reached as to whether the project co-ordinator should have access to the minutes of GM contract holder meetings.

: Letzten Absatz streichen.

### 2. FUNCTIONS OF GST MEMBERS:

When defining the functions of GST, there should be a clear distinction between their role as senior staffmembers of GSDP and GST member.

II.2.: müßte noch klarer beschrieben werden.

The following functions were discussed:

#### a). Teamspeaker/Chairperson:

The teamspeaker acts as the spokesman of the GM contract holders. His/her function is to ensure that necessary decisions are taken by GST and followed thereafter. He/she is bound by the decisions of the GST and is not considered to be superior in terms of hierarchy to any other GM contract holder <sup>GST holder</sup>.

He/she also acts as the representative of GM on the project area and is in that function responsible for any official contact with visitors of or related to GM. <sup>refusing GM's involvement in affairs</sup>

He/she is directly answerable to the GM officer/representative and shall work in close cooperation with her/him.

II.2.a: Für "spokesman" - "spokesperson".  
: "of - to GM" - streichen.

<sup>GST member</sup>



## Question :

4.

*implementing & management*

### b). Advisor to the GSDP co-ordinator:

The advisor works in close co-operation with the GSDP co-ordinator and advises him in the fields of project planning and management. He/she shall not act as deputy of the co-ordinator. The co-ordinator has to appoint an acting co-ordinator in case of his absence.

### c). GST Treasurer:

The function of the GST treasurer has to be clearly distinguished. The function of the treasurer as an advisor to GSDP staff members was discussed but not agreed upon. The problem still needs to be solved, in how far the accounting system of GST can be organised in such a way, that it serves as an analytic tool for programme planning and evaluation, and what the competences of the treasurer are, when communicating the findings to GSDP staff members.

II.2.d: "The GST-treasurer keeps the books of the GST accounts <sup>in order.</sup>

"He/She is acting as administrator of the funds of this account. It is not her/his task to make financial decision on her/his own, or to withhold money for project activities on her/his own.

Money is to be released to various programmes in the frame of the budget and according to GSDP-Staff decisions.

If there is an immediate need for money, which has not been discussed before in the GSDP-Staff, the Project Coordinator, the spokesperson of GST and the GST-treasurer together with the officer in charge should make special arrangements. In the next meeting it is to be informed comprehensively. The Team-treasurer submits a financial statement on the last fiscal year within 3 months to GM which is to be audited by an appointed team-member. Quarterly financial reports are to be written.

*and submitted to ...*

d). GST members: *half yearly reports should have to be sent to GM in Berlin. There should also include a separate list of third party contributions on behalf of GM.*

It was discussed but not agreed upon what the competences of GST members shall be while implementing their programmes. The discussion focussed on the question in how far GST members are answerable to GSDP staff meetings when using budgeted funds for project implementation (GRZ or GM or funds from others).

II.2.d: "GST-members shall be responsible for the implementation of their programmes. They are working under the Project Coordinator and are answerable to GSDP-Staff when budget funds or other approved resources are involved.

According to the GM-contract GST-members are not to raise funds on their own without agreement and GM office holder in Berlin."

*with the Team Treasurer or Lusaka Office.*  
*or negotiate any negotiations with third parties individually.*

Question : How the team can be represented for internal matters. For the time being elections should not be held till a solution is found.



### III. RECRUITMENT AND PREPARATION OF GM CONTRACT HOLDERS:

Recruitment and preparation of GM personnel are essential issues for the functioning of the project as well as for the well-being of the GM personnel involved. The following proposals were discussed and agreed upon:

- every GM contract holder should decide 1 year before the end of her/his contract, whether he/she wants to extend the contract or not. Immediately thereafter, the post shall be advertised. *If the end of the contract is agreed decided,*
- A precise job-description for the post shall be formulated by the leaving contract holder and agreed upon by GSDP staff meeting, and submitted to Gossner Mission Head Office.

III.2.: "According to the Agreement between GRZ and GM the District authorities have to formulate the job description for GST-members. However leaving contract holders should give their advice and recommendation. The proposal of an job description should be approved by GSDP Staff.

If the selection of applicants takes place in Germany, the GM officer/Lusaka should be present in the final selection.

III.3.: für "selection" - "choice or election"

- The preparation in Germany should start half a year before the end of contract in question. The preparation should be project-orientated (history of the project, evaluations, present project planning and implementation, major problems involved, long-term perspectives), Zambia-orientated (history of the country, present situation, development problems, introduction into Tonga society and culture) and should meet the particular requirements of the job-description. Proper language training (English) must be part of the preparation in Europe. *First aid course,*
- The preparation in Zambia should start 3 months before the old contract holder leaves. It should include a general introduction to the country and to relevant organisations or projects, language training in vernacular and familiarisation with GSDP and the respective programme. The leaving contract holder should be heavily involved in the in-country training.

GM is asked to give due consideration to these proposals in the budget.

4. and 5.: We recommend a preparation period of 2-3 months in West-Germany. It may include a language course in U.K. The orientation period within Zambia should last for 3 months. The period of contract for pure project work should cover 3 years.

It is desirable that a due period of cooperation between the new-comer and the out-going team member can be arranged.

The most important part of the preparation period should be the orientation within Zambia (see the recommendation of Prof. Scudder).

5.

### IV. MATTERS LEFT FOR FURTHER DISCUSSION:

- Minutes of GST meetings to be handed over to co-ordinator or not.
- Procedures for the function of the GSDP advisor
- Role of treasurer as advisor to GSDP for programme planning and evaluation.
- Competences of GST members within GSDP.

Abschließend betont der ZA, daß für eine konstruktive Zusammenarbeit auf allen Ebenen und zwischen Team-Mitgliedern ein hohes Maß an Flexibilität und Verständnis für die Aufgabe der anderen Team-Mitglieder

Principles for the Gossner Mission in regard to her work in  
GWEMBE-SOUTH

I. Historical Background

When Gossner Mission was asked by the Zambian Government (GRZ) in 1970 to assist her respective departments, officers and the local people in the Gwembe Valley in the agricultural and technical development of the identified area, major emphasis was put on the introduction of irrigation farming which was unknown to the farmers at that time.

The Pilot Scheme of Siatwiinda was started by using diesel pumps in an area where soil and climate conditions were considered extremely poor and difficult.

Most of the families had been resettled because of the rise of Lake Kariba. Unfortunately at the beginning the local people and even the local authorities were not involved in the planning and essential decisions. It was natural that both groups remained reluctant and even suspicious over against the new project which had been designed from the outside. Over the years the Project as assessed as a foreign substance and did not become embedded in the local administrative structure.

This offered however the opportunity for the personnel sent by Gossner Mission to embark new activities in a quite flexible and mobile way and to reach literally the grass-root level. But from the very beginning Gossner Mission employees - the Gossner Service Team - had to gain confidence of the both: the local people and the local authorities. Additionally it meant to bring both angles together: the expectation of the bureaucracy and the demands of the local people which were not always identical and still today can fall apart.

According to the Agreement between GRZ and GM, Gossner Mission was obliged to provide experts while the Zambian Government was responsible to allocate necessary funds for the Project and to second additional personnel to carry out the daily work and to cooperate with GST. The Gwembe South Development Project (GSDP) was founded.

Because of the pending structural status of the GSDP the local Government Departments could easily disconnect themselves from its work and planning while local self-sufficiency and independence were strengthened and favoured.

Within GSDP the Staff discusses project activities and makes decisions on equal terms. It consists of GST-members, administration officers and representatives of the various projects.

/ - 2...



It requires diplomatic skills to find a balance of interests between the bureaucratic realities and the real demand and possibilities of a grassroots development approach. The GST has been put in a difficult position because the former idea of the cooperation does not work any longer.

Gossner Mission is not only providing personnel but also funds to run various programmes. This gives GST-members a power position which no-one has intended and wished. That is a burden and temptation alike and demands sensitivity and high responsibility.

Particularly in cases when unrealistic expectations have to be smothered tensions and misunderstandings become normal.

## II. Essentials for Gossner Mission

As a Christian organisation we believe in God who has given a meaningful life to all his creations and to all human beings and has endowed them with specific talents and gifts. He has set the conditions under which his people have developed their peculiar tradition and culture to live a decent and valuable life.

We believe that the same God has revealed in Jesus Christ his love to everybody regardless his birth, status and abilities and by doing this has become part of our real life, our sufferings and hopes.

We believe that this God asks everybody for mutual respect and assistance among themselves beyond family ties and tribal background. He particularly asks the strong and powerful to help the impoverished and powerless and those who suffer and remain behind.

We believe that it is a gift of God to make the best use of the potential which can be made available for the benefit of all and to fend off damage and constrain from the well-being of man and woman, the old and children.

Therefore we expect our employees, to fit themselves into the culture and social life of the Valley Tongas with high respect of their values and social structure, to be always aware that they are guests and leave one day, to assist and not to dominate their will and endeavor to overcome the constraints and hardships of their living conditions, and to try to reach the poorest and most neglected groups.

We know that this will not be an easy task. But we expect that our employees at least try to come close to it.

We finally hope that our employees will participate in the spiritual life of the small Christian communities and help them not to separate but to identify themselves with those who have no connections with the Christian faith and principles.

/- 3..

The major objectives of the Gossner Mission involvement are the overall improvement of the living conditions of the people (food, health, water) and the development of new self help projects and structures, i.e.:

- to motivate, stimulate and help the local people and Government officers to understand their situation better, to identify potentials for new development ways and to make better use of them.
- to make the people aware that development comprehends a spiritual, cultural, social side as well as a material side of life. This may entail to develop and express a new ethical orientation to prevent the people from alienation and becoming up-rooted.
- to assist the people to organize themselves for new collective enterprises.
- to develop democratic structures between Zambian and expatriate Staff members.
- to assist the coordination between Government departments, GSDP and the different programmes.
- to assist the United Church of Zambia (UCZ) in her lay-training programmes.

III. The following fields have been covered and are to be emphasised in the future:

- increase in food production either by irrigation or dryland farming.
- to improve the diet which includes hygiene, nutrition and new products and female extension in the larger sense.
- to train young people in appropriate skills.
- to improve the water-supply.
- to support and strengthen self-help activities and self-organisation like VSP, GSB, CU, Maaze Consumer Coop.
- to support small scale industry which fit into the situation and meet a real local demand.
- to assist in regard to money handling, administration and marketing business.

Summing it up there will be a three fold thrust:

- Spiritual and ethical development
- Training in administration and money affairs
- Training in appropriate technologies
- Evaluate

For GST members it remains crucial not take over the decision making and supervision over the implementation of the various programmes. However, it may be possible that this reflects the goal rather than the reality because pressure and expectation from the side of the Government departments and the local people will demand from GST to take over more direct responsibility.



## Constitution of the Gossner Service Team

### Preface

- 1) The task of the Gossner Service Team is framed by Article I of the Agreement for Technical Cooperation between the Gossner Mission and the Government of the Republic of Zambia. That means in general that the Gossner Service Team is assisting the Government personnel and agencies.
- 2) At present the knowledge about the response of the Valley-Tonga and about the economical possibilities is still very limited. Until sufficient basic facts are available nobody will be in a position to work out a master plan for the development of the Gwembe Valley.  
Consequently the main emphasise of the Gossner work in Zambia must at present be laid on fact-finding to enable the Government personnel and agencies to work out proper plans as soon as possible. For this purpose the Team members are keeping close records of all their activities and experiences.
- 3) As soon as the facts gathered by the Gossner Service Team and other institutions working on the same line will have enabled the Government to draw out the urgently needed regional plan for development, the Gossner Service Team will consequently direct its activities to execution of the development plan.
- 4) Apart from that the Gossner Service Team is also trying to strengthen existing structures which are in relevance towards development, such as the Gwembe South Development Committee. This is chiefly done by building up a new body - the Technical Staff Meeting - which is supposed to pool information, to discuss possibilities and to place proposals to the Gwembe South Development Committee for decision.



# I. M e m b e r s h i p

- a) Members of the Gossner Service Team are the experts who are employed and sent into the Gwembe Valley by the Gossner Mission according to its agreement with the Zambian Government, including experts with part-time contracts.
- b) Any newly appointed person sent into the Gwembe Valley shall for a period of six months after his/her arrival at Zambia have the status of an Affiliated Member to the GST. He/she has the right to actively participate in all affairs of the GST according to this constitution but not having the right to vote nor being under the direction of the team. This time shall be considered a preparation period prior to work in Zambia according to Article IV, 2 (b) of the Agreement of Technical Cooperation between the GRZ and the GM.
- c) After six months a special meeting of the GST shall be conducted where the Affiliated Member may question any part of this Constitution he/she likes to. If alterations are asked for the matter is to be discussed until all members of the team and the Affiliated Member can agree. Then the Affiliated Member signs this Constitution, becomes a member of the team, and the preparation period ends.
- d) If no unanimous decision is reached the matter be taken up again one week later to the maximum of four sessions. If still no agreement is possible the matter shall be forwarded to the GM for final decision. For the time the case is pending the person remains an Affiliated Member.

## II. T a s k

- a) The Gossner Service Team is to assist the Zambian Government personnel and agencies in developing the Gwembe Valley.
- b) For the time being this assistance is limited to Gwembe South.
- c) Any proposals made by the experts in this context are to be channeled through the Technical Staff Meeting of the Gwembe South Development Project.

## III. The structure of the Gossner Service Team

- a) The Gossner Service Team runs its affairs in a co-operative way.
- b) One of the Team members is elected for one year by the majority of the Team members to represent the Team according to its decisions ("Team Leader").  
He has to be approved by the Gossner Mission in Berlin.
- c) He may be accompanied by one or more Team members.
- d) The Team elects a treasurer for one year by the majority of the Team members. He is responsible to the Team for the management of goods and funds of the Gossner Service Team.
- e) Meetings are to be held weekly outside the official working hours. The chairmanship rotates.  
The chairman's position is restricted to conducting the meeting in fairness and order.

The previous chairman calls the meeting and conducts the election of the new chairman with the majority of the present members. The chairman and the Team Leader together prepare the agenda.

- f) Decisions can only be taken on the day, when they are discussed for the first time, if all the present members agree. The Team Leader keeps the minutes. They are to be signed by the chairman and one other Team member. Decisions are taken by the majority of the present Team members. The votes of absent members are included, if they have been given in writing to the Team Leader in advance.

#### IV. Relations to the Zambian Government

The Team discusses matters referring to the agreement between the Zambian Government and the Gossner Mission and represents the Gossner Mission vis-a-vis the Zambian Government through the Team Leader.

#### V. Relations to the Gossner Mission

- a) The legal and administrative relations between the GM and the individual member are laid down in the Work Contracts of each member.
- b) In consequence of the foregoing articles of this Constitution the functions of the Team Leader as described in the Agreement for Technical Cooperation between the GRZ and the GM are carried out by the Team Leader elected according to



this Constitution and on the basis of resolutions and/or decisions taken by the GST (see Art. III, f of this Constitution).

- c) In case of extreme difficulties with one Team member the others may ask the GM to transfer him from the Team. This does not affect the provisions of the Work Contracts of each individual member.
- d) Correspondence from the Gossner Mission should equally go to all Team members. It will be discussed in the Team meeting. Answers will be formulated by the Team Leader according to the results of the discussions.
- e) Answers of the Gossner Mission to letters of single Team members should be treated in the same way, except they deal with private matters.
- f) Once a year the Gossner Service Team should be visited by at least one member of the Mission Headquarters and one member of the Kuratorium.
- g) If the Team considers it necessary to alter the set-up of the Team, or to add new members, or to replace any returnee, it may request the GM for necessary action. The Team shall supply the GM with as much information about the proposed alteration or addition as possible.
- h) The GM on request of the Team or by her own may look for new candidates for service in the Gwembe Valley. As soon as a certain person appears to suit the purpose the GM shall furnish the Team with all necessary data of this candidate and invite the Team's comments and suggestions.

If the Team by a qualified majority (2/3) gives negative vote the GM shall withdraw the proposed candidate.

VI.

This constitution or parts of it may be reconsidered at any time, as the need arises, by the Team in contact with the Gossner Mission.

Nkandabwe/Berlin, March 1974



Are proposed... questioned whether this would not mean that too much authority is again taken away from the staff and put into the power of the team, a tendency which would be definitely wrong. One could consider to form an executive committee out of staff members, as most work is anyway dealing with project matters. There is also hope, that the new administrative structure after decentralization might strengthen the District Development Committee and make its work more effective. Certain decisions and executive actions could then be expected to be carried out by the District Development Committee.

Finally the team-members decided to bring the whole discussion into the staff-meeting. The proposal to be made to the staff-members was formulated like this:

there will be no team-leader in future but his job will be carried out by several people

- 1) the official representative for the Zambian government will be the liaison-officer in Lusaka
- 2) a team-secretary, who will be appointed every 3 months will conduct the correspondence with the Gossner Mission
- 3) the staff should discuss and decide about the assistance for the project-co-ordinator, whether he will be helped by elected staff-members or whether one should request the PAO to send an assistant, who starts working as soon as possible and can be the successor of Mr. Nakasamu, who will retire in 1982.

On request of Christina the role of the unpaid wife of a team-member within the team was discussed. It was agreed that an unpaid spouse has not the duty to become an active member of the team (which includes job like team-treasurer etc) but can decide about his or her activities him-or herself after his or her personal feelings or needs. Christina decided to withdraw her presence from the team-meetings with the argument that she felt intolerance of the team against her children, if they disturb in discussions.

Ake: team constitution

The team constitution was set up in 1974. In those times it had the function to give a formal framework how to come to decisions and on the other side to define the role of the team-leader. 1974 the GSDP was organized completely by the team of experts. The staff and the co-ordinator as Zambian decision-making bodies were still in preparation.

So the main task of the team-leader was:  
to keep contact to administrative officials of the Zambian government, where it was expected that the team-leader could give on his own reliable and imperative answers to the government demands and to co-ordinate different parts in the GSDP, how to allocate team-members in the integrated approach of work

Since the 'staff-meeting' and the role of the Zambian co-ordinator are established now, the situation is different. Mainly because the decision-making role is now in the hands of the staff. The staff is the body to discuss any problem with project work and look out for decisions. The team is authorized only to handle internal questions between Gossner Mission and Nkandabbwe and should not anticipate solutions considering project work. Under this new perspective the role of the team-leader is reduced, as all administrative work is put into the hands and responsibility of the co-ordinator, who is now the highest authority and represents the GSDP on all levels. The team-leader is per definition now not any more authorized to take any decisions by himself which are concerned with project work.

Unfortunately if we look at the reality and the work which is in fact carried out by our administrator one has to admit that he does not successfully cover the described tasks. Maybe the work is just too much for him, until now still too much is left to the team-leader, f.e. to come to conclusions with the government and to follow-up those decisions, even in administration. So the team-leader has a very difficult task: on the one side he is not authorized to represent the whole GSDP but only the team in its internal matters. On the other side he actually is carrying out this work and is approached by Zambian officials as if he were the team-leader of the GSDP and approved by the whole staff.

But this cannot be accepted for the future, where most of the administrative work has to be carried out by the administrator. It was discussed how the new tasks of the team-leader look like, and how his functions could be splitted up if nobody was able to take over all the duties. It has to be insured that:

- 1) the co-ordinator still gets assistance in administration, as it seems that work is too much to be done by him alone
- 2) there has to be a person to keep the official contact to the Zambian government. But mainly this again is the job of the administrator to be the official representative for any request to the GSDP.
- 3) still needed is a team secretary who has to organize internal meetings, write minutes and hold up correspondence with Gossner Mission in West-Berlin.



17 YEARS GOVERNMENT OF THE REPUBLIC OF ZAMBIA - GOSSNER MISSION WEST- BERLIN  
AGREEMENT FOR TECHNICAL COOPERATION.

I. INTRODUCTION:

Thinking about the future, it is always good to reflect the past and consider what all was done, why it was done and if and why one should continue.

Since Government of the Republic of Zambia (GRZ) and the Gossner Mission (GM) soon will start negotiating about an extension of the contract after 1988, I took it on to compile a list of programmes, which the Gwembe South Development Project (GSDP) assisted by the Gossner Service Team undertook through the 17 years of this technical cooperation. Some of the programmes still continue, few of them all by themselves, others still work with GRZ/GM assistance. Some programmes were started and stopped again for different reasons. Some could be considered if they should be taken on again.

This report was made up with the support of all staffmembers of GSDP for the ongoing projects and for the programmes of the past with the special help of Mr. Madyenkuku, Mr. Ncote, Mr. Muchimba, the oldest officers in the project and Mr. Krisifee and myself as oldest Gossner Mission representatives. I hope that this programme summary might help us to consider our approach in the future.

II. THE START:

1970: The GRZ and GM signed an agreement for technical cooperation in order to assist the Government in the resettlement of the Valley Tonga's. This agreement was twice extended, once in 1976 and again in 1983.

The Gossner Mission wanted to do this resettlement on village level and selfhelp niveau.

On advice of an German professor, Prof. Garbrecht and Dr. Krapf, the Gossner Mission was asked to undertake the set up and lay out of the Siatwinda Pilot Irrigation Project. This project was the very first project the first group of 4 families got involved in. From this one programme slowly all the others came forward.

I will list them below and give from each a short summary.

### III. LIST OF PROGRAMMES WITH STARTING AND ENDING DATA:

- 1970 - present : Siatwinda irrigation scheme
- 1971 - 1977 : Siatwinda Irrigation research programme with German advisor  
1977-1982 research was under Zambian management, supervised by Mochipapa.
- 1973 - 1976 : wheat and soil research programme by T. Bachmann
- 1971 - 1973 : Brickmaking programme at Siatwinda irrigation
- 1979 - 1981 : Rice mill programme.
- 1973 - 1974 : Dambe irrigation trials for Rice at Sikaneka by G. van Keulen.
- 1972 - present : Nkandabwe Irrigation rehabilitation
- 1977 : extension of irrigation by heightening the dam.
- 1979 - present : Nkandabwe Turbine/Maizemill
- 1979 - 1981 : Biogas tank at Nkandabwe irrigation. / *10x drawn pump.*
- 1979 - present : Buleya Malima: PAO requested GSDF/GST to assist with advising and organizing the farmers. Also supervision of orchard.
- 1972 - 1977 : Kafwambila Handpump Irrigation.
- 1973 - 1977 : Kafwambila Cooperative shop, since 1985 slowly reviving again.
- 1971 - 1975 : Chicken programme
- 1978 - 1980 : pig programme
- 1976 - 1980 : Rural works and dryland farming programme, (Report of A. Bruns)
- 1980 - 1982 : Assistance to Malima FTC
- 1970 - present : Assistance in training.
- 1973 - 1975 : Assistance to Fisherman on transport
- 1972 - 1977 : Building group, which became a Cooperative in 1977 - present,  
Named as Gwembe South Builders.
- 1970 - 1983 : Fruit tree nursery, at present taken over by the gardener as his private enterprise.
- 1970-1981 : Several Health programmes, in close cooperation with Sinazongwe Hospital.
- 1970 - 1976 : Food and nutrition programme in close connection with the local clinics and a biscuit programme at the schools.
- 1983 - present : Groundnut programme for pregnant mother, breastfeeding mothers and weaning children, in close cooperation with the Clinics.
- 1980/1984 : Female extension work: Repemaking programme '81 - '83  
Sisal growing '81 - '83  
Food and nutrition in women clubs '80 - '84.  
Basic education programme '85 - present  
Oil presses arrived in nov. '83.
- 1971 - 1976 : Sewing programme for schoelleavers training
- 1976 - present : CuZA, till 1984 assisted by German advisor, since taken over by Zambian Counterpart.



- 1983 - present : Maaze Consumer Coop., as result from the CUZA-activities
- 1970 - present : Workshop at Nkandabwe.
- 1973 - 1975: Siabaswi workshop centre with: Bicycle repair, Carpenter, Blacksmith Tailoring, metalworker, Maize mill. This last one existed until 1985.
- 1979 - present : Valley Selfhelp Promotion Society (VSP) with the following programmes: - sale of bicycle spares,- sales of seed and fertilizer,- secondhand clothes for selfhelp projects, like Siatwinda clinic and Sikanaka Clinic, - Commodity sales, like mealie meal, cooking oil, soap, etc., - assistance with cashing cheques to the local farmers, - loans for local farmers and for schoolchildren going to Fern I,- waterprogramme,- transport assistance with the lorry and the boats, school uniform sewing programme, Establishment of car workshop with privat person. Tonga Crafts and Museum.
- 1974 - 1975 : Advising local crafts men at their village.
- 1974 - 1975 : Mobile workshop
- 1977 - 1979 : Assisting CUZA to help with famine relief programme
- 1984 - present: Seed distributin programme and seed multiplication programme
- 1970 - present : Churchwerk and social work done by the Reverend of the Team
- 1983 - march 1986: TEEZ training in close connection with Mindole Ecumenical centre.
- 1983 - 1986: IRAP CWERBEE
- 1970 - present : Liaison work: 1972 - 1977 in combination with GRZ Planning MMWD
- 1977 - 1980 in combiantion with UCZ and Kalingalinga township building with GTZ
- 1980 - 1982 in combination with UNZA, intermediate technology
- 1982 - present: in combination with Tonga Crafts.

#### IV: Short summary of each programme:

1. Siatwinda Irrigation Scheme: The scheme includes 22 ha for the farmers and a research section of 4 ha. The water supply is with ~~water~~ <sup>water</sup> from Lake Kariba.

The scheme came into full production from 1976 to 1981. In the following years of drought it was badly affected by the receding of the lake. A further extension of 30 ha could therefore not be completed and production came to a stand-still in 1982 upto 1985.

Because of two new pumps and a 2 km pipeline, donated by the GM/<sup>EEC</sup> it was possible to bring the water back to the scheme in 1985. Because of the long distance (2.5km) the hectargae had to be reduced to 12 ha as a temporary measure.

73 farmers have got plots of 0.2 or 0.1 ha and grow rice in the rainy season and vegetable (tomatoes, onion, potatoes, okra) in the dry season.

Technical and financial assistance by the Government and the Gossner Mission is still required to rehabilitate the scheme completely and to meet the high running costs. Therefore a Gossner Mission Agricultural Advisor will still be needed for some years, mainly to support and strengthen the Farmers Executive Committee in the execution of its power and to encourage the farmers to work as a group.

At present the organisation and self sufficiency of the farmers is still too weak to manage the scheme by themselves. In general it can be said that the local people accepted the idea of irrigation well and they are interested to keep the scheme going. In the years to come farmers will have to take over more management and financial responsibilities. All efforts have therefore to be made to make the scheme viable on the long run.

2. Siatwinda Irrigation Research programme: This was started to find out what could be grown on this extremely difficult type of soil, Mopane soil. It turned out that rice did extremely well and gave higher yields than anywhere else in Zambia. Thereseearch was made in close cooperation with Mount Makulu and Mochipapa Research stations. Mount Makulu even expressed the wish that Siatwinda Irrigation would become a rice seed produce. This unfortunately was stopped by the unsecurity during the Zimbabwe struggle. And after 1980 it could not be taken up because of the draught. During the rainy season 1985-'86 at last the first seed rice was grown by the farmers (only 2). Hopefully this will continue with more farmers in the future.

3. Wheat and soil research: This was done in close cooperation with the UNZA. Unfortunately, the study was written in German and did not even reach the office of Gossner Mission in Berlin, so not much of the results are known.

4. Brickmaking programme at Siatwinda irrigation: This was taken up by the building advisor, in order to produce bricks for the buildings at the Irrigation, for the 2 houses of the Mission at Kanochindu and for the lining of the channels at the Irrigation and the reservoir. After this the programme as such was finished, but  
advis about making bricks was given to local communities, such as Sinakasikili  
sch



In 1980 VSP took up this programme again, but was not too successful, so after one season it was discontinued again.

5. Rice Mill programme: Since more and more rice was produced, the farmers looked for methods to clean the paddy rice to make it ready for consumption. First they stamped it like maize, but they did not like the broken rice. In 1979 a rice shelling machine was bought by the Gossner Mission, which the farmers repaid in one year. They were able to sell the rice to shopkeepers, and made this way a much better price. Since the irrigation did not work, also the rice mill was out of work. Hopefully the next season more rice will be produced.
6. Dambo irrigation trials for Rice at Sikaneka: It was thought to make use of natural dambo's to grow rice. Unfortunately it turned out that the rainfall was too uncertain to grow the rice without the possibility of subirrigation. So the programme was discontinued after two seasons.
7. Nkandabwe irrigation: This was an old abandoned irrigation from before independence, and abandoned since the dam in the river was blown up in order to save the Nkandabwe mine from flooding. However the mine flooded in 1967 and a big lake existed. In 1972 a dam was built in the old river bed and after this the old river and the lake were connected to have a bigger reservoir. The irrigation was newly laid out with channels, lined with burned bricks. The best of this irrigation is that the water is brought to the fields by gravity, so no other costs for diesel etc. are involved. At present, the farmers, assisted by an agricultural assistant, are managing the scheme all by themselves.
8. Nkandabwe Turbine/Maizemill: The turbine was built in close connection with the intermediate technology department of the UNZA, in order to try to make use of the water coming down the blasted old dam. It works quite well, and a maizemill is driven on the so produced power. Unfortunately towards the end of the dry season, there is not enough water in the dam, so a diesel engine has to be used 3-4 month of the year.
9. Biogas tank at Nkandabwe irrigation: Also this was made with close cooperation of the UNZA. Unfortunately, not enough follow up of the programme was made. The present supervisor of Nkandabwe workshop intends to look again into the programme, especially to find out how a much cheaper system with local material could be made. Also it needs training of the people.
10. Another intermediate technology programme was the ex-drawn pump, produced by family Farms, and given to the project to be tried out. Also here not enough follow up was given, and also here more training of the people was needed.
10. Buleya Malima Irrigation Scheme: As Siatwinda this was started as a Pilot scheme by the project Division. The management of the scheme was handed over to the Department of Agriculture in 1977, while the provision for funding was made available with the officer of the Prime Minister, Livingstone. The progress of the

programme was very much hindered by: a. Zimbabwe war, b. poor management c. lack of professional personnel. In 1979 the Gossner Service Team was requested to assist and ~~organize~~ <sup>engage</sup> the farmers. Unfortunately the draught became the next hindrance again. The irrigation system, designed to pump water from the draw-down area of the lake was broken down. The farmers were off from irrigation farming. The orchard was almost dead. And finally, the supporting fund from the provincial and local Govt, Livingstone had also stopped in 1985. In January 1985 the Gossner Mission put again a full time officer at the scheme. Maximum attention was given to the "Supporting Unit", the orchard, and restoration of the irrigation. The supporting unit is meant to generate funds to make the scheme self-reliant. Also the restoration of the irrigation has been done through a minimum technical solution. The farmers are back in their fields and are introduced to a new cropping pattern, which needs training and guidance. They have to be organized through their newly appointed farmers executive committee towards self-reliance. It would be desirable if GRZ and GM still can work hand in hand to bring the scheme further to self-reliance.

12. Kafwambila Handpump Irrigation: This was done quite successfully during the years before the independence struggle for Zimbabwe became very strong in the area. Connected to the programme was also a cooperative shop, which sold commodities to the local people. This all came to a standstill until 1984, when the German Government presented the Gossner Mission with three boats, to be used for famine relief programmes as a start, and for any purpose at a later stage. The boats opened the possibility to reach Kafwambila by water, since the road was impassable. Very slowly some shop, via VSP, has started again, crafts are collected again from the area. Even the people start thinking of reviving the road connections again. Also the Team starts looking again for possibilities to assist the people in this far away corner of the Gwembe Valley.

13. Chicken programme: This programme was started with a donation of K 500.— From this first chicks and food were bought and given to interested farmers who had built chicken pens from local materials. The biggest problem in the programme was to have regular food available. The programme collapsed when the poultry department came in with promises to give free materials, like cement and roofsheets, which promises were not kept.

14. Then pig programme: this was started with some Siatwinda Farmers. Also here one of the biggest problems was regular food supply.

15. Rural works and Dryland Farming: (Paper of A. Bruns through MAWD Planning Division.) The programme was designed for dryland farmers.



Its a dual purpose programme. It provides farmers with income during the dry season, working on improvement of roads, infrastructures, etc.

Part of this income is meant for purchasing of implements to be used in the rainy season. Main crops: Maize, Cotton, sunflower. Agriculture training was done at the end of the rural works programme in October. Close supervision was done during three years.

16. Assistance to Malima FTC: This was started in 1980, to help MFTC to meet the costs for the necessary training courses, like transport and food.

17. Assistance in training: If one of the co-workers was showing abilities, which could be developed by further training, the Gossner Mission was prepared to help financing such a training period. People trained during the years, are: Vickson, for CUSA field officer, Aggrippa, for GSB bookkeeper, Andreas for metal fabrication, Joseph Muchimba as workshop supervisor, Adam, Falls and Steven as drivers.

18. Assistance to Fisherman on transport: During this period transport could be hired by local fisherman to bring their dried fish to Lusaka, or to the line of rail.

19. Building group - Gwembe South Builders: This group was started during the lay-out of Siatwinda Irrigation, and trained by the building supervisor. More and more they got involved in building on contracts and started to form a cooperative in 1977. During the last years, it became more and more difficult, due to less contracts and increase in prices. It should be seriously considered if it should be continued in the same way. During the last years they got more involved in production, e.g. bricks.

20. Fruit tree nursery: this was started by the food and nutrition programme.

The small trees were given to the schools, to establish small orchard units. Also private farmers came to buy the small trees. In 1983 the gardener, who looked after the nursery from the beginning (starting as a schoolboy), took over and made it his private enterprise.

21. Health programmes: These were usually done by the wives of the mission workers.

4 different programmes have been run through the years:

- a. mobile clinics in close connection with the Sinazongwe Hospital
- b. Assistance to existing Antenatal and Child care clinics.
- c. School teaching in public health and survey in grade 6-7 for bilharzia and hookworm, in cooperation with Maamba Mine clinic and the health assistant.
- d. From '75 - '77, the Government appointed the Gossner Mission Nurse as the District Health Nurse.

Additional, in 1979, a first aid course was given to all workers, who could run risks during their work, e.g. workshop workers, builders, farmers (especially with poison.) They all sat an examination, and received a Red Cross Certificate.

22. During the mobile clinics there usually was a nutrition lecture given to the mothers, attending. Cooking demonstrations were done and the subject of the lesson was afterwards sold in kind to the mothers.

Later 1979 - 1980 nutrition lessons were also given to the women at



the irrigations, to demonstrate to them the use of the to them un-known crops. Also introduced was preservation of foods, by drying.

The biscuit programme was meant for the schools. The children, who often had left their homes without breakfast, could buy high protein biscuits for 1 or 2 ngwee. This programme had to be stopped because of the stark increase of price.

23. Groundnut programme: This programme is sponsored by Stichting Oecumenische Hulp from Holland. The groundnuts are meant as extra proteins for pregnant mothers, breastfeeding mothers and weaning children. This is handed out during antenatal clinics and Children clinics, so the attendance has increased. The programme is executed by the female extension worker.
24. Female extension work: This programme started several programmes as income generating programmes for women, like ropemaking, sisal growing and oilpresses. The first two were not very successful, due to several facts. The oil presses just arrived after last sunflower season, so it should be fully tried during the coming season.
25. Sewing programme for schoolleavers training: This programme was meant to give some training to grade 7 drop-outs, with the idea that they would pay off their machine during training and then return to their village to start their own tailor shop. The GRZ assisted with the first sewing machines, which should become a revolving fund. Two trained tailors were the teachers, advised by the GST organiser. The programme had to be stopped because it was not yet independent when the advisor left. Still one sees in the area tailors in front of shops, who were trained during these years. More or less, in a bit different form, the tailoring programme came back as a production unit for school uniforms under VSP.
26. CUZA: The advisor from Gossner Mission was sent after a request from CUZA. As the counterpart became a problem, the advisor looked around in the area and started to train a local man, which was trained and is at present the CUZA field officer of the Gwembe South District. Financially GM is still assisting. Managementwise the programme is zambian.
27. From the Siatwinda Credit Union, the Maze consumer Cooperative emerged. This Cooperative got sometimes a loan from the Gossner Mission, to help them on their way, but is further quite well run by the Executive Committee.
28. Workshop at Nkandabwe: This workshop exists from the beginning, mainly to help the irrigation and the project to maintain the machinery. During the years, it has itself also involved in intermediate technology programmes, in training programmes, in mobile workshops. etc. The biggest problem since 1979 is that they have very little funds and thus very few materials to work with. Several attempts were made to make any income through the workshop into a revolving fund, without success.

29. Siabaswi workshop: This was meant as a centre with different skilled craftsmen. Unfortunately, it was not properly prepared and opinion was not asked from the local people. So it never really worked. The longest craftsman present was the tailor, who at the same time managed the maize mill.

30. Valley Selfhelp Promotion Society: this programme was started to establish selfhelp activities and to channel donations for these selfhelp activities. The programmes of the society are listed under III. The programme grew out so much that it was difficult to be handled by the local people, especially because of lack of proper training. Gossner Mission decided to overcome this by sending an advisor, who should involve in reorganisation and training, not only for VSP, but also, if time comes, for the other cooperative movements in the project.

31. Advising local craftsmen at the village and mobile workshop:

This programme was done by one of the staffmembers, in order to upgrade the skills of local available craftsmen. The biggest problem was lack of transport. However, in near future it could be possible to revive the programme again. As transport, a motorbike should be used.

32. Cuza of Gwembe involved themselves in transport of maize, especially to the far away areas, behind Muuka, in order to help to lift the famine in the area. The same is done at present by VSP and GSB.

33. Seed distribution Programme and seed multiplication programme:

This programme was started as seed distribution programme in 1983, where it was observed that the farmers in the Gwembe Valley could not plant, because no seeds were available. GM is holding a wholesale licence with Zamseed and supplies those areas of Gwembe South and parts of Gwembe Central where SFCMU is not able to serve. In cooperation with Mount Makulu, newly adapted varieties were brought to the farmers, and tested. Also old local varieties were bought off the farmers, in order to spread them more in the area again.

The constant demand for good seeds and a reliable supply of adequate varieties led to the idea of starting a seed multiplication programme at Siatwinda.

This was done in 1985. It is the aim of the programme to teach farmers how to grow and select their own seeds and to slowly upgrade their production to such level, that they can become registered seedgrowers for Zamseeds seeds company.

Zamseed has grown government tested rice seed with Siatwinda Farmers. Seedmaize of the variety MMV 400 was produced with local farmers at Kanchindu. At the moment this programme is funded only by GM. The Government could assist by seconding an agronomist with special training in seed production to enable the programme to produce more seeds at other places. Also the general availability of seeds must be improved by strengthening SFCMU.

34. Chuwahwork and TEEZ: From the beginning of the agreement there was always



a Reverend connected to the Team, who worked in close cooperation with the United Church of Zambia, since this was the church existing in the area when GM arrived in 1970.

During the last years, more was done on theological training for lay-preachers and sunday school teachers in close connection with TEEZ in Kitwe.

35. IRDP Gwembe: During the last extension agreement, discussions it was advised that Gwembe should become an IRDP and that GM should give the co-ordinator as a start. It was said that becoming an IRDP, funding by donors should become much easier. The donors came and looked, and often promised many things, but the funds stayed away, and the GRZ and GM struggled on hand in hand.
36. Through the Gossner Service Team, 2 schools, Nkandabwe and Sinazeze Primary school applied for assistance with their selfhelp projects at the Dutch Embassy and both of them got a Donation to finish their 1.2.classroom blocks with roofs.
37. Liaison work: The liaison officer is based in Lusaka. This job was always done in combination with another one. Especially the last years more purchasing is done through the liaison office. For this it is hoped that the radio link between the Valley and Lusaka will once work again.

The liaison officer became more and more a coordinator, for the work in the Valley. This officer is the official representative of the Gossner Mission in Zambia.

*K. Kizijbe*

G E S P R Ä C H S N O T I Z

Über die Rolle des Gossner Service Teams und die noch ausstehende Job Description  
für Ulrich Luig

Wir gehen in der Geschäftsstelle davon aus, daß wir für die hier besprochenen Strukturveränderungen der Unterstützung des VA und des ZA sicher sein können.

1. Im Sinne einer schrittweisen Zambianisierung des Projektes werden die Aufgaben des GST in Zukunft interne Probleme betreffen wie
  - gemeinsame Fragen als ausländische Mitarbeiter im Projekt
  - Fragen der Loyalität gegenüber dem Gastland und den Auftraggebern
  - Mitsprache in der Verwaltung der Finanzen und der Sachwerte der Gossner Mission
  - Regelung des Besucherverkehrs, soweit die Gossner Mission betroffen ist
  - Mitwirkung in der Öffentlichkeitsarbeit der Gossner Mission, u.ä.

Wie bisher soll das Team eine/n Sprecher/in wählen, und zwar für ein Jahr mit der Möglichkeit der Wiederwahl. Diese/r ist verantwortlich für die Team-Meetings, deren Beschlußfassung und entsprechende Durchführung. Als Vertrauensperson des Teams ist sie/er für die GST-internen, auch für soziale und kulturelle Belange (z.B. Orientierung im Lande, Tonga-Sprache) zuständig.

2. In der gegenwärtigen Situation ist die Verbindung der Funktion des Beraters des GSDP-Co-Ordinators mit der des Repräsentanten der Gossner Mission im Gwembe Valley auf jeden Fall zu erhalten.

Für die Funktion des Beraters halten wir die im Vertragswerk für Ulrich Luig (Anlage zur Anlage 1 der Rahmenvereinbarungen, Absatz 3.3) dargelegten Aufgaben für angemessen beschrieben.

Für die Projektpolitik ist der Repräsentant der Gossner Mission im Gwembe Valley zuständig. Seine Verantwortung für Policy-Fragen geht über das Gossner Mission - Liaison Office, Lusaka nach Berlin zum Zambia-Referenten der Gossner Mission. - Zu beiden o.g. Funktionen kommt die mit derzeit 25% der Arbeitskraft festgelegte Funktion des Seconded Minister der UCZ.

Diese Funktionen sollen in der Job Description ausgewiesen werden, womit die Beauftragung als Gossner Mission - Repräsentant im Gwembe Valley entsprechend zum Ausdruck kommt. Wir empfehlen, daß während mehr als 10-tägiger Abwesenheit des Repräsentanten der Gossner Mission der/die GST-Sprecher/in diese Funktion als Stellvertreter/in übernimmt.

3. Der Repräsentant im Gwembe Valley ist gleichberechtigtes Mitglied im GST und in diesem Sinne auch wählbar als Sprecher. - Er informiert das GST über alle Policy-relevanten Fragen.
4. Gleichzeitig wird die letztes Jahr getroffene Entscheidung, die Aufgabe des Treasurers der Gossner Mission mit einem Mitarbeiter zu besetzen, der dazu von der Geschäftsstelle als Teil seines Vertrages beauftragt wird, beibehalten. Der Treasurer wird also in Zukunft ebenfalls nicht mehr gewählt. Es muß eine langfristige, kontinuierliche und bessere Organisation der Buchführung angestrebt werden.



5. Wir sind daran interessiert, daß Ulrich Luig in der Wahrnehmung der in 2. beschriebenen Funktionen fortfährt. Sein Vertrag soll entsprechend ergänzt werden.

Die Preliminary Guidelines, beschlossen vom ZA am 14.10.88, bleiben von diesen Veränderungen unberührt außer para 2a), dessen Neufassung dem ZA auf seiner nächsten Sitzung vorgelegt wird.

Berlin, den 12.1.1989

*W. Damm*

Wilhelm Damm

*Dieter Hecker*

Dieter Hecker

GM L.O.

22nd August, 1988

The Provincial Agriculture Officer  
Lusumpuko House  
P.O.Box 620043  
CHOMA

Dear Sir,

RE: HANDING OVER NOTES OF OUTGOING GSDP COORDINATOR

With reference to our brief discussion today in your office on the "Handing Over Notes" of the retired outgoing GSDP Coordinator, Mr. J. Halupepe, I want to communicate the following observations on these h.o.n. to you:

1. Procedure of Distribution

No copy was sent to the GST chairman. He was only informed about the existence of the paper by the technical adviser for Buleya Malima irrigation scheme on the 19th August, 1988, to whom it was sent by mail, sealed with the stamp of the MAWD/GSDP.

The only recipient of the "notes" mentioned in the paper itself is the incoming Project Coordinator.

It is not known to which offices the paper was sent.

2. Contents of the paper

Unlike normal handing over notes, the paper does not describe the present state of the work of the various GSDP programmes (with the exception of the building programme) but concentrates mainly on the general set up of GSDP, the relationship between the GRZ and the Gossner Mission (GM) part of the project and the GM personnel (expatriates) in particular.

The paper reflects only the personal view of the author and gives a false or distorted picture of the history and the present state of GSDP and therefore, can in no way be accepted as an introduction for the incoming GSDP coordinator to his new post. Proper cooperation would be spoiled right from the beginning.

3. GRZ and GM relationship

The paper does not at all take into consideration that, GSDP is a joint venture of GRZ and GM. The structures by which GM contributes to the running of GSDP (Gossner Service Team (GST), GM Head office, Germany) are denied or even rejected (see p. 16 in particular). It seems as if the author refers to a different project than the one he was coordinating so far, despite the fact that, the structure of GSDP has been explained and discussed with the author personally as well in several staff meetings which he was chairing.



Moreover, the author is solely referring to the GM contributions to GSDP to which he is extremely critical and negative. Reading the paper, one gets the impression that, GSDP would do much better without GM.

#### 4. The present state of GSDP

The paper does not at all make a mention of the considerable efforts made by GM to improve project planning and project administration in order to overcome the shortcomings in GSDP operations experienced in the past. An GM adviser for project planning as well as a business administrator were sent to the project on GM contract. Various changes in the organisational set up and in administrative procedures of GSDP have been made, leading to a better functioning of the project. Only these results are partly mentioned under "Achievements" in the paper (p. 13f.).

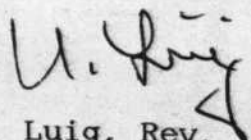
#### 5. The GM expatriate personnel

The paper is throughout not only extremely critical but directly insulting against the GM expatriate personnel. Without mentioning the contributions of these "advisers" to the planning and implementation of the GSDP programmes (not to speak of the hardships caused by their stay far from their relatives and home countries under rather hard conditions), the author portrays them as people who enjoy their stay in the project like tourists and are at the same time oppressing their Zambian colleagues by racial means, otherwise well known for the South African Apartheid system. It is deeply depressing for all GM contract holders as well as for Gossner Mission as the partner organisation of GSDP to be confronted with such allegations. If this view is supported by GRZ, GM contract holders will remain in a very embarrassing position without a proper basis for their work in the project.

Rest assured that, Gossner Mission will continue to be open to any constructive criticism which helps to improve the functioning and the operations of the Gwembe South Development Project. Unfortunately, the paper of the outgoing GSDP Coordinator is destructive in most of its parts and will be an obstacle to good working relations within GSDP.

For the above stated reasons I kindly request you not to accept these h.o.n. as an official document within the Ministry of Agriculture and Water Development.

Sincerely yours,



U. Luig, Rev.  
GST Chairman  
GOSSNER MISSION

cc: The C.A.O., Gwembe South Sub-District,

The GSDP Coordinator (incoming)

Gossner Mission, Lusaka Office

REPUBLIC OF ZAMBIA

MINISTRY OF AGRICULTURE AND WATER DEVELOPMENT

GUJIBI SOUTH DEVELOPMENT PROJECT

TERMINAL/HANDING AND TAKING OVER REPORT

BY

J. K. C. HALUPEPE  
RETIRED/PRINCIPAL AGRIC. SUPERVISOR  
<sup>FOR</sup>  
FORMER/PROJECT CO-ORDINATOR

30.06.88

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GUENEE SOUTH DEVELOPMENT PROJECT

P.O. Box 3,

SINAZEZE.

20th JUNE, 1988

THE PROJECT CO-ORDINATOR (IN COMING)  
GUENEE SOUTH DEVELOPMENT PROJECT:

TERMINAL/HANDING IN TAKING OVER REPORT:  
GUENEE SOUTH DEVELOPMENT PROJECT:

1. INTRODUCTION:

This report covers my short period in office as Project Co-ordinator for GSDP, from 21st April, 1987 to 15th March 1988 when I retired and then a brief contract period with the Gossner Mission from 16th March to 3rd June, 1988 when I quit before the agreement contract period was due on 31st July, 1988. Within this short period one would expect a short report, but due to the cumbersome way the Project is organised, the report will naturally cover a wide range of information in order to assist you understand the Pros and Cons of the project, and in order to allow for a smooth continuity. Unlike in the case of the writer who took over from no where and a lot of useful information hidden by my predecessor. As a result, this made my start very difficult and I had to discover some of the irregularities by myself. This report will therefore be open and I will try and give facts and information as far as possible according to my experiences during the period under review. The report should not be taken as a direct attack on anybody. It is not meant to be a retaliation to those officers who retaliated by showing disrespect to me following my retirement. It is meant to form a basis for future co-operation and step up production both in offices and in the field in future. We should as Officers of the Project accept our own mistakes and face realities of life. That will be the

Adv. f  
plan



## 2. HISTORICAL BACKGROUND:

The history of the Project has some interesting background behind it which brought some adverse effects in later years. It was entirely started by a group of German Missionaries who later called themselves as the Gossner Service Team (in short GST), named after their pioneer missionary "Johannes Gossner." At that time (1970), the name Gossner Service Team was really suiting because it was a team of only expatriates devoted to work and S. Kriebel was appointed as their Team Leader. The expatriate team was only punctuated by a notable and distinguished One Zambian, personality, known as Gray Kaniini Madyenkuku, who was appointed as their Project Secretary. At that time and until about the end of 1979, when the first Zambian Project Co-ordinator was seconded, the Project operated like a company. It was all an expatriate's paradise and very little was known of what they were actually doing, when the Zambian Government realised that a Zambian should head the project and reduce the powers of the expatriate Team Leader to mere Chairman. It is however, interesting to observe that even if a Zambian was put into this position of authority to control the expatriates, the years that followed almost saw disaster coupled with the Zimbabwean war, the Project Co-ordinator was made so weak by the expatriates to the extent that the expatriates deserted him and created their own private gatherings to strengthen their position of authority. To make matters worse, the Project Co-ordinator had no terms of reference or what is commonly referred to as "Job description." The second Project Co-ordinator was also seconded to the project without any Job description until end of 1986. The terms of reference were also drawn in favour of the expatriates and so the Project Co-ordinator who is supposed to head and control the Project and staff respectively, still remained as a mere figure head. It is therefore for this reason that the expatriates have rejoiced. Ever since the positioning of a Zambian to head the project they have done everything in their power to see him suffer and co-operate less with him.

Examples of things done to make him suffer are:-

- (1) removal of generators from the camp so that there is no power on the camp, (which they enjoyed when they were all by themselves.
- (2) removal of transport control
- (3) the mission refuses to allocate a vehicle to the Project Co-ordinator as similar projects do, although he is a seconded officer to Gossner Mission.
- (4) Non co-operation is seen to work when the Project Co-ordinator is refused to use a pool car at a time he is required by either the PAO or CAO, to attend to National duties.
- (5) removal of cooker from his house

To sum up this section I should like to record herewith for history puposes the names of the officers who headed the Gwembe South Development Project since its inception.

Name	Rank	Post	Years in office
1.S.Kriebel	-	Team Leader	1970-1979
2.G.S.Nakasamu	Principal Agric. Supervisor	Project Co-ordinator	1979-1984(deceased)
3.B.C.M.Wantuba	Chief Agric. Supervisor	Project Co-ordinator	1984-1987
4.J.K.C.Halupepe	Principal Agric Supervisor	Project Co-ordinator	1987-1988

### 3. ADMINISTRATION:

As stated elsewhere in this report, administration is rather cumbersome. Cumbersome in the sense that some officers are Zambians and those that call themselves as belonging to the team, are expatriates. This division in itself causes confusion/conflicts and makes co-ordination and administration difficult. The two categories of officers are difficult to join together so that they work together as one and in harmony.



This can be seen in the way the officers operate. The block of offices have been left for Zambian officers only to operate from, while expatriates operate in privacy, from their residential homes and nobody knows what they do, entertain visitors and also possibly get access to tea. The question of lack of office space cannot be a valid excuse. A good example of this again is the building of an office for an expatriate early in 1987 in a residential house GRZ 6, (This should have been built as an extension to the present office block). The second problem that makes administration difficult is the way officers of the two groups have been left too free and went on their own errands unnoticed. To be specific, discipline in the project has been appalling. This has been left far too long uncorrected and over the years, so much that to correct the situation now it has not been an easy task. Project Officers running project components or programmes appear to have given themselves too much authority so much that they have very little regard for the Project Co-ordinator. Administration is also made difficult because expatriate officers and those working for self-help programmes do not submit programmes of work or work plans to the Project Co-ordinator to enable him monitor their movements. As a result of this some expatriate officers have been discovered to be absent on private holiday on pretext that they are in Lusaka on duty. However, I am pleased to inform you that all annual leave for expatriate officers in whatever form, has now been decentralised. Instead of application forms for leave being sent to Gossner Mission Head Office in Germany for approval these are now being submitted to the Project Co-ordinator for scrutiny and approval. Leave cannot be granted if there is work for the officer to be done similarly as Project Programmes cannot be cancelled even if a Project Co-ordinator wants transport for emergency call. There has been quite a lot of applications for annual leave that leaves much to be desired and one wonders as to whether we are here to do work or become tourists.

As part of your administration work, you are Chairman of all the staff meetings, all GSDF Executive Committee meetings, all Budget meetings and all the other sub committee meetings that are called upon to deal with specific projects. You are

You are a member of the Technical Advisory Committee, and an ex-officio of the VSP Exco, and the Museum Working Group meetings. As per terms of reference, you are administratively and technically under the Provincial Agricultural Officer, instead of administratively being under the CAO. (changed by former PAO).

#### 4. STAFF POSITION:

At the time of writing this report, the staff position is critical. With the departure of Mrs. Krišifoe as Representative for Gossner Mission at the Lusaka Office, and as Liaison Officer, one sees a bleak future, for the Project. However, the replacements made should suffice. The position of the Project Co-ordinator need to be strengthened further by drawing complete new terms of reference to bring the project management in line with any other similar project in the country. Likewise the "Agreement for Technical Co-operation" is almost obsolete in some sections and needs revision. The Project Co-ordinator has two assistants: (1) the Workshop Supervisor and (2) the GST Chairman (see Letter from Director in Admin file). The present staff position is as follows; as at the time of writing this report:

#### PROJECT STAFF:

<u>Name</u>	<u>Rank</u>	<u>Post</u>
1. Vacant	Principal Agric. Supervisor	Project Co-ordinator
2. D.S.K. Chipili	Agricultural Supervisor	Workshop Supervisor (Acting Project Co-ordinator)
3. Rev. U. Luigi	UCZ Minister / <i>Adv. for plant / animal</i>	GST Chairman
4. B. Hossain	Horticulturalist	Technical Advisor: B/malima Irrig. Scheme
5. K. Mulemwa	Agricultural Supervisor	Scheme Manager: Buleya Malima Irrig. Scheme
6. V.S. Syankonde	-	District Credit Union Supervisor
7. D. Mutinta	Agricultural Assistant	Scheme Manager: Siatwinda Irrig. scheme
8. J.F. Verweij	Irrigation Engineer	Scheme Advisor: Irrigation Schemes



<u>Name</u>	<u>Rank</u>	<u>Post</u>
9.F.Y.Phiri	Agricultural Assistant	Scheme Manager:Mkandabbwe Irr.Scheme
10.G.Herlitz(Mrs)	Agriculturist	Training Officer
11.R.C. Kalaula (Mrs)	Agricultural Assistant	Home Economics Officer
12.F.R.Hossain(Mrs)	Agricultural Officer	Advisor: <i>Female ext.</i> Nutrition
13.E.Syabbalo	-	Tonga Crafts Organiser
14.V.Wendschuh	-	Treasurer/Transport officer
15.A.Sinwami	-	Manager/VSP Coordinator
16.L.Kapokola	-	Assistant Manager/VSP Co-ordinator
17.S.Kachama	Agricultural Assistant	Assistant Scheme Manager: B/malima Irrig.Scheme
18.W. Ncite	Carpenter G4	Building Supervisor
19.J. Bbuka	-	Seed Programme Officer
20.A.Syabunkululu	Welder Grade 9	Water Development Assistant
21.S.M.Kandangwe	Junior Accounts	Assistant Clerical Officer
22.J.S.Muchimba	Mechanic Grade 5	Assistant Workshop Supervisor
23.N.Simawachi	Welder Grade 6	-
24.S.Syampongo	Welder Grade 6	-
25.M.C. Meja (Mrs)	Special Grade	Typist
26.P.C.Siatwiiko(Mrs)	-	Bookkeeper VSP
27. T.Siangumba	CDE	Office Orderly

5. MONTHLY STAFF MEETINGS:

As already stated above, you will have to chair all the Monthly Staff Meetings, held every first Thursday of each month. If you happen to be absent from the meeting, then one of the assistants should be asked to chair the meeting. The secretary for the staff meetings was permanently elected and currently, it is the Home Economics or Female Extension Officer as she is known in the Project. The Scheme Manager for Siatwiinda Irrigation Scheme is the Vice Secretary. The staff meetings form the basis of any operations that are undertaken within the project and no programme officer should undertake any work unless approved by the staff meeting. However, due to none Co-operation of staff both Zambian and expatriate, certain projects have been undertaken without the knowledge of each other especially for the later group, e.g. the building of the Treasurer's office in House GRZ 6 as mentioned at 3 above. I should state here that staff meetings are not pleasant, in the way the deliberations are carried out. Due to the two distinct groups of officers mentioned above, the staff meetings are used as a forum to divide and rule. There are two parties e.g. the Zambian officers form the majority party and can be termed as being the ruling party, while the Gossner Service Team (expatriates) form the opposition party and in most cases too critical of whatever the Zambian officers are doing instead of being advisors as they want to be called.

This is one reason why their being called "advisors" is sometimes questionable and one wonders what they advise. Scudder and Colson in their project evaluation report for 1984 wrote and I quote,

--- "the expatriates have all decision making power, not only because of their expertise, but also in the legal structure. They dominate the staff meetings completely. Their work is not being effectively controlled or guided by the Zambian body or institution. The expatriates are an institution of their own. Besides the institution GSDF there is still the "Gossner Service Team" (GST) and only expatriates are members of GST. The GST has its own meetings, own budget, own Team Leader and an identity of of its own-----."



It is not actually only dominating the staff meetings but showing off by way of criticisms. Few of them are known to be constructive and give advise and guide the meetings. It has all been quarrelling and pointing fingers between Zambian Officers and expatriates destroying all hopes and morals for co-operation. My task number one as Project Co-ordinator was to try and reduce this spirit which had grown unchecked and called upon members to be disciplined during deliberations of staff meetings. The other concern on my part was the fact that although resolutions were passed during staff meetings there was no one to make follow ups and consequently nothing was done and therefore the same topics could come up again on the agenda, making these meetings a pleasure resort. We have been criticised by the general public in leaving some of our projects uncompleted just because of talking and going on holiday and doing less work.

6. GSDP EXECUTIVE COMMITTEE:

The above committee only came into existence in November 1987 (see minutes of the staff meeting dated 24th Nov. 1987). It was created after I observed that the expatriate officers had/held their own meetings in privacy and where no Zambian (blacks) were allowed. "These meetings" where only WHITES attended and were members, as indicated at paragraph 5 above, and were called monthly just before the staff meetings. Their meetings took the whole day starting at about 09.00hrs to 20.00hrs in GRZ 7. (Residential house). After the team meetings, I waited patiently to receive the minutes but these were not forthcoming as they were said to be confidential. What I saw was that the Chairman GST could sometimes bring to me pieces of information on what they resolved for me to work on and these were only in their favour and not for the project. I could not take action. This went on and it shocked me so much so that when I began speaking against the so called "team" meetings during the staff meetings I always became too emotional. The impact of my attack against this colonial ideology was felt and with the assistance of the newly elected GST Chairman who had just arrived, from Germany, and who was at that time new and more understanding, the team meetings ceased and were no longer

It was then along those lines that we formed the GSDP Executive Committee to discuss matters referred to it from the Staff Meetings and to handle all policy matters as its t.o.r. and not the team meetings as it was before. Already this move has strengthened the one link of Co-ordination and Co-operation. Members of the GSDP Executive Committee as per draft constitution (Oct 1987) currently stand at 4:4, that is: four Zambians and four expatriates. The Project Co-ordinator is the Chairman, GST Chairman is the Secretary. Other members are: the Liaison Officer, the Treasurer, the Scheme Manager: Siatwiinda Irrigation, the Workshop Supervisor, Technical Adviser: Buleya Malima, and the District Credit Union Supervisor. Members have to be elected by the staff meeting. There must be no co-opted members whatsoever. *2*

#### 7. TECHNICAL ADVISORY COMMITTEE:

For reasons not properly known, this committee whose chairman is the CAO never held any meetings (which are scheduled quarterly) during my term in office except for one extraordinary meeting called when the PPS (Projects) was visiting irrigation schemes in the district in Sept. 1987. For its terms of reference (t.o.r.) see files.

#### 8. GSDP COMPONENTS:

There are altogether 15 components or commonly known as programmes forming up the Gwembe South Development Project (GSDP). This means that all the 15 components, whether operating as self-help programmes and otherwise come under the GSDP and all officers working as in-charge of these are directly answerable to the Project Co-ordinator. The components form what is called as the GSDP umbrella born out of the co-operation of two partners, the Zambian Government and the Gossner Mission of Berlin West in the Federal Republic of Germany. The components are as follows; and are not listed by order of importance:

1. GSDP Workshop
2. ~~Appropriate technology~~ *Small Scale Village industries programme*
3. Siatwiinda Irrigation Scheme
4. Buleya Malima Irrigation Scheme
5. Nkandabbwe Irrigation Scheme
6. Female Extension
7. Nutrition programme

/10..



8. Water Development Programme
9. Rural Works and Building Programme
10. Valley Selfhelp Promotion Society (VSP)
11. Maaze Consumers Co-operative Society
12. Credit Union and Savings Associations (CUSA)
13. Seed programme
14. Tonga Crafts and Museum
15. Church Work (UCZ)

9. PROJECT TRANSPORT:

All the GRZ project lorries are broken down and are off the road except one Benz recently repaired and is also not very reliable. The GRZ LandRover was broken down and taken by the PAO back to Choma even before I took over office as Project Co-ordinator. I was therefore made to suffer because of former Project Co-ordinator who were careless in the use of GRZ vehicles. However, the struggle for a GRZ LandRover was on and on and left while it was still in full swing. As already stated, the Gossner Mission owned vehicles cannot be relied upon for the Project Co-ordinator to function properly and for him to be effective, he requires a GRZ Landrover. It only leaves much to be desired to see that the Project Co-ordinator is given responsibilities on paper but almost no means for executing what is assigned to him.

However, the Gossner Mission have currently two pool cars. One in very good condition but has no 4 wheel drive and becomes unsuitable for field work in this rough rocky country. It is now off-the-road after it was involved in an accident. And the second one is often on and off the road following an accident in 1986. An engineer recommended that it was unsuitable for use following that accident but to date it is still being offered to us for hire. The Windscreen is badly shattered and needs replacement but is never replaced. The engine is however perfect but the electrical wiring is also faulty, I must however commend the former Transport Officer (Mrs. Gudrun Herlitz) for excellent job. As one of the t.o.r., the Project Co-ordinator is to co-ordinate Project Transport. I admit this is impossible with the present set up of all vehicles being owned and registered by the Gossner Mission.

/11.--

Currently the Rural Works and Building Programme is constructing a short-cut road from Siawaza, a turn off the Mweenba-Siampondo road, <sup>to</sup> Kafwambila, a distance of 20 kilometres. Being a self-help project the Building Supervisor had faced problems since the road was started in 1986. Serious construction work only took off in May 1987 when Senior Chief Mweemba, the Building Supervisor and I visited the project. Money for the Project amounting to K247,000.00 was donated by the Netherlands Government in January, 1988. 1027 It was after this release of money that the expatriate advisers became interested in participating in the project. There was confrontation over who should supervise the road and when the Mechanical Engineer left the project the whole construction work came to a standstill because machinery broke down.

A conflict also followed between the new supervisor and the officials of the Ministry of Mines, because of channelling the problems through the office of the MCC instead of direct to the Ministry of Mines, the owners of the broken down Bull-Dozer.

The Building Programme is also building a 202 type low cost house on the camp, for the Training Officer who is taking over from Mrs. Herlitz when she leaves the Project to return to West Germany.

The following projects still remains uncompleted:-

- (1) Kafwambila road
- (2) Sikaneka Rural Health Centre
- (3) Makenkoto Day Secondary School Classroom Block
- (4) Two low cost houses at Sinazeze
- (5) Roofing of Engine Room at Nkandabbwe dam ✓
- (6) Museum Storeroom at Nkandabbwe camp
- (7) A 202X House for Training Officer at Nkandabbwe Camp  
(Just started: at Foundation level).



# 11. NEW STAFF RECRUITMENT:

The Staff meetings have very often expressed the need to recruit officers of high calibre to be in charge of irrigation schemes. In this case we urgently require NRDC graduates for Nkandabbwe and Siatwiinda Irrigation Schemes. Other programmes that need NRDC graduates very urgently are the Water Development and Seed programmes. Subsequently the Female Extension and /or Nutrition programme will require one.

The present system of recruitment whereby expatriate officers leaving the project at the end of their contract appoint people of their own choice to be in charge of project components should be condemned in the strongest terms because it is letting the image of the project down. I do agree in total that such people so appointed have a lot of experience because they have worked for the project for a long time. But my own experience is that we are disgraced by such officers because they do not express themselves well during report presentation, and in front of visitors, during staff meetings or in the field.

## 12. ACHIEVEMENTS:

- (1) Removal of road sign posts bearing the name "GOSSNER SERVICE TEAM," and replaced this with  
GUERRE SOUTH DEVELOPMENT PROJECT A  
"GRZ/GOSSNER MISSION PROJECT."
- (2) Abolishing of tema meetings *NO !*
- (3) Creation of a GSDF Excc in place of (2) above *?*
- (4) Abolishing House GRZ 6 being a Guest house for whites *see SA*  
only
- (5) Opening of Block GRZ 2 and a complete renovation done to be the only Guest House for all types of visitors.
- (6) Decentralised the approval of leave for expatriate officers.
- (7) Gossner Mission vehicles to be used for funerals to assist GSDF staff following two nasty incidents when the lorries were refused by the former Treasurer, to take mourners.
- (8) All visitors to the Camp/Project whether official or private should be reported to the Project Co-ordinator and the Police and Immigration should be informed before the visitors arrive.

/13----

- (9) No new officers should be recruited until the GSDP Exco endorses and the Project Co-ordinator writes applications and informs the Gossner Mission Representative in Lusaka and the District Authorities.
- (10) No officer whether Zambian or expatriate should visit the officer of the PAO, P.S. Livingstone or Mulungushi House at Ministry Hqs without authority from the Project Co-ordinator.
- (11) Gossner Mission contract holders (expatriates are no longer allowed to hold any meetings on the camp or anywhere in the sub district. The ban was effected in November 1987. They can only hold their Contract Holder meetings outside the district but the Vigilantes will be with them. *opposed!*

## 12. RECOMMENDATIONS:

### (a) Administration:

- (1) All types of stationery should be ordered in bulk because money is there for this purpose.
- (2) Nothing is so annoying to junior staff than to be paid late the following month. It reduces their morale for work. So make sure that junior staff are paid on the last day of the month and if this to be achieved, vouchers and wage sheets must be submitted by the 12th day of each month to Lusumpuko House. There is no transport problem for this provided the Project Co-ordinator books the Pool-car in advance for collecting salaries/wages.
- (3) The Project Co-ordinator must control project transport both GRZ and Mission vehicles. *~*

### (b) Accommodation:

- (1) Since the office of the Treasurer/Transport officers is situated in House GRZ 6, he must shift from GRZ 3 to make it easy for him to operate, that is when Balo leaves. All future volunteers must never be housed singly but must stay with their responsible officer as Almut did, by living with Mrs. Herlitz. *~*

/14----



(2) House GRZ 3 should be occupied by successor of Mr. Heinelt if any, or by the Water Engineer. ?

(3) House GRZ 5 currently the Museum, to be cleared and made ready for the new Project Co-ordinator. Similarly, or GRZ 3 so that the Transport Officer joins Bodo in GRZ 6; whichever is workable: until I move out of GRZ 1: Lounge  
Craff

(4) House GRZ 7 to be occupied by the new VSP Advisor when he arrives in November.

(5) No visitors will be accommodated any more in GRZ 6 whether expatriate or Zambian. All visitors must be booked at the present Guest house at Block GRZ 2 next to the Administration offices. If they do not like sleeping in there then they must spend their nights in Chema Hotel or sleep with their fellow working expatriates and not in GRZ 6. We cannot have two Guest Houses when there is a serious shortage of accommodation for officers. 601  
groups

NB! All authority on housing rests with you the Project Co-ordinator and not Gossner Mission because these are GRZ houses as we are similarly treated on GM vehicles. ?  
The decision rests on you, as far as GRZ houses are concerned.

(c) Visitors:

(1) The Project Co-ordinator must be part of the team meeting/welcoming visitors from Germany at the International Airport, if we have to Co-operate and work as one body. ??

(2) New officers (expatriates) arriving from Germany, must not only be taught Chitonga but must also be taught the Philosophy of Zambian Humanism. This is because of serious mistakes they have been observed to have made because of their ignorance of the Philosophy. Mr. Siabalo should continue holding lectures for these <sup>new</sup> officers for 6 months at the camp at Kizito, Monze and not only 1 week in Lusaka. That is nothing as some still fail to even say a word of greeting in Chitonga. ?

/15----.

- (3) Do not accept any decisions from Germany because these may be coming indirectly and do not accept any appointments made from Germany anymore be it a staff or volunteer. ??

(d) Church Work:

(1) The present 50 % project work and 50 % church work should be revised. Currently it is 80% project work and 20% church work. Gossner Mission personnel come here as missionaries. It is therefore recommended that in future the officer responsible for church work, must not be engaged with any other duties of the project but 100% church work. For example Trinity Church ~~has~~ has no preacher and yet it is at the Hqs of the GM. No } see agreement with UCT

(e) Gossner Service Team:

- (1) As there is no longer any team I recommend that the name be scrapped altogether and be done away with from appearing on vehicles and headed paper. The word is discriminatory and should be replaced by the words/name Gossner Mission; or GSDP. }
- (2) Similarly, the post of GST Chairman must be done away with. No  
In other words, the post must no longer be used in official correspondence as it serves no purpose and in future all correspondences must be addressed to the Project Co-ordinator ONLY whether on GRZ or Mission business. The present set up only causes confusion to the public, and the arrangement is part of the present non co-operation and non co-ordination. To prove further that the Gossner Service Team was for Germans only they had without shame, set up a library of books written in Germany only. The library was in the staff meeting room and I only removed it into the Home Economics Officer's Office. Secondly, the team did not want the system of working with Zambian COUNTERPARTS. ??



### 13. CONCLUSION:

To sum up, I must state that this project, the GSDP, is similar to some of the projects I have been assigned to work before during the 14 years of my total 31 years in Government Civil Service. But what makes it strange is the way two races have been allowed to work independently calling themselves, "we are GRZ while others say we are not GRZ, we are Gossner Service Team, we are paid by Gossner Mission." These sentiments alone will continue to deter development of the Project. A good example of such failure is the Siatwiinda Irrigation Scheme that has been on since 1970. There is still a lot room for co-operation between the local officers and the expatriates. The biggest problem facing local officers (Zambians) is that of lack of transport and we have been locked upon as beggars. I therefore urge the FAO to strongly study the situation and release a dependable vehicle for the Project Co-ordinator soonest so that he can deliver the goods to the people and avoid a situation where presently he is said to be "in a vulnerable position: if he failed, he could expect to be blamed by both sides."


Lastly, I would not like to conclude this report without thanking the following people who have assisted and supported me much to see me through my difficult time in office:

- (1) Mrs. Sietske Krisifoe
- (2) Mr. David Chipili
- (3) Rev. Ulrich Luig
- (4) Mrs. M.C. Meja
- (5) Senior Chief Mweemba

And all the staff of the GSDP and farmers.

I now wish you all the best of luck in whatever you are doing, and may God Bless You. The little that I have done will go down in history but the many goals I had intended to implement remain untouched and with this information now available, my successor will be able to carry them out, from where I left.

God Bless You..

  
J.K.C. HALUBALE  
PROJECT CO-ORDINATOR (Outgoing)

/msc-----



Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

- ☐ Indien
- ☐ Nepal
- ☐ Zambia
- ☐ Öffentlichkeit
- ☐ Gemeindedienst
- ☐ Verwaltung

Berlin, den

## Proposal for the extension of the contract of Mr. Kwalelya in Munyumwe, Gwembe Central

After having received the reports about collecting data in Gwembe Central and after discussing these reports with him Gossner Mission proposes the following points for the continuation of his work:

1. The contract of Mr. Kwalelya should be extended for one year after the 31st August 1988 with the same salary and allowances as so far,
2. The objective remains , to collect data about necessary steps for development in the area of Gwembe Central and to encourage people to start self help projects without much outside financial involvement on their own. If necessary, he should help them to find funds from other agencies as e.g. the Microproject programme of the EEC or others.
3. As during last year the seed programme of Gossner Mission should be coordinated by him for Gwembe Central in cooperation with the Lusaka Office of Gossner Mission.
4. Regular quarterly reports on his work should be sent to the Lusaka office of Gossner Mission and the Southern presbytery of the UCZ. On behalf of Gossner Mission the Lusaka Office will also be responsible for his work.

An agreement along these lines shall be worked out by the Lusaka office of Gossner Mission, if Mr. Kwalelya and the Southern Presbytery of UCZ in Choma will agree.

Lusaka, 24.6. 1988

(Dieter Hecker)  
Director Gossner Mission



# GWEMBE SOUTH DEVELOPMENT PROJECT

G. S. D. P.

P.O. BOX 3, SINAZEZE / ZAMBIA

REPUBLIC OF ZAMBIA  
MINISTRY OF AGRICULTURE  
AND WATER DEVELOPMENT

GOSSNER MISSION  
FEDERAL REPUBLIC  
OF GERMANY

## PARTICIPANTS OF THE OPENING SESSION OF THE ANNUAL GSDP EVALUATION AND PLANNING SEMINAR

### GRZ

#### Guests:

The Provincial Political Secretary  
The Provincial Agricultural Officer  
The Governor Gwembe District  
The District Agricultural Officer  
The Chief Administrative Officer Gwembe South  
Senior Chief Mweemba  
Chief Sinazongwe  
The Chairman Nang'ombe Ward  
The Chairman Nkandabbwe Ward

#### GSDP staffmembers:

Mr. D.S.K. Chipili, *Workshop and Extension*  
Mr. S.M. Kandangwe, Administration  
Mr. K. Mulemwa, Bulea Malima Irr. Scheme  
Mr. S. Kachama, Buleya Malima Irr. Scheme  
Mr. D. Mutinta, Siatwinda Irr. Scheme  
Mr. F.Y. Phiri, Nkandabbwe Irr. Scheme  
Mr. j. Bbuka, Seed Programme  
Mrs. R.C. Kalaula, Female Extension  
Mr. W. Ncite, Building and Rural Works Programme  
Mr. L. Kalaula, Land Use Planning  
Mr. A. Syabunkululu, Water Programme  
Mr. A. Simwami, Valley Selfhelp Promotion Society  
Mr. Syabbalo, Museum and Tonga Crafts  
Mr. *Vo Syankondo, Maaze Cons. copp. and CUSA*

### GOSSNER MISSION

#### Guests:

Mr. D. Hecker, Director of Gossner Mission  
Mrs. A. Markmann, Member of Gossner Mission Zambia Committee  
Mr. H. U. Schwedler, Deskofficer for Gossner Mission Nepal  
Mr. M. Voegele, Public Relation  
*Mrs. H. Koppert, Lusaka office*

#### GSDP staffmembers

Mrs. G. Herlitz, Extension and Training for irr. schemes  
Mr. B. Hossain, Buleya Malima Irr. Scheme  
Mr. V. Wendschuh, Administration and Transport  
Mrs. L. Hossain, Female Extension  
Mr. J. Verweij, Siatwinda Irr. Scheme  
Mr. B. Rehberger, Volunteer for Small Scale Village Industries  
  
Mrs. A. Jehring, temporarily attached to GSDP for research

drafts

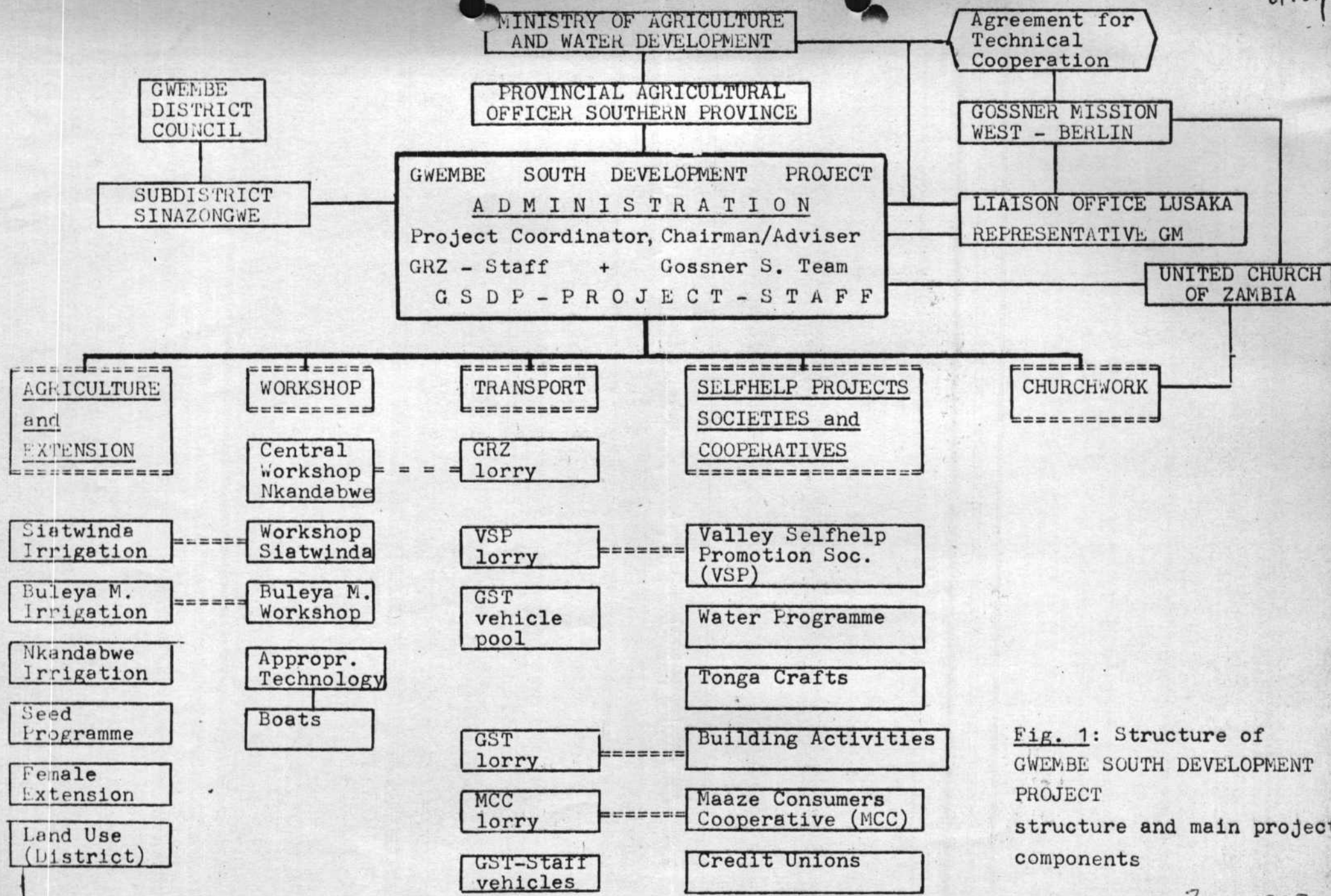
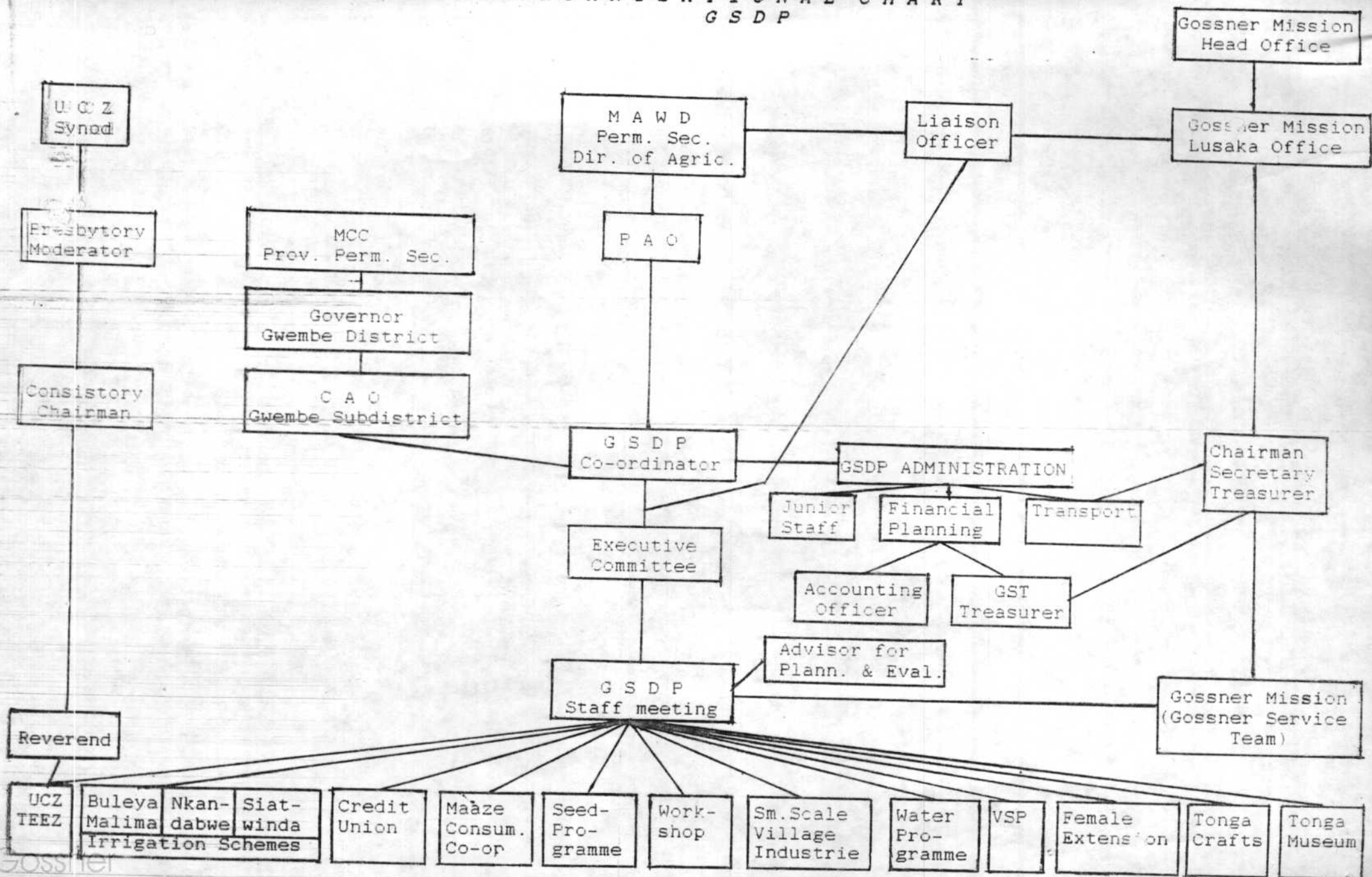


Fig. 1: Structure of  
GWEMBE SOUTH DEVELOPMENT  
PROJECT  
structure and main project  
components

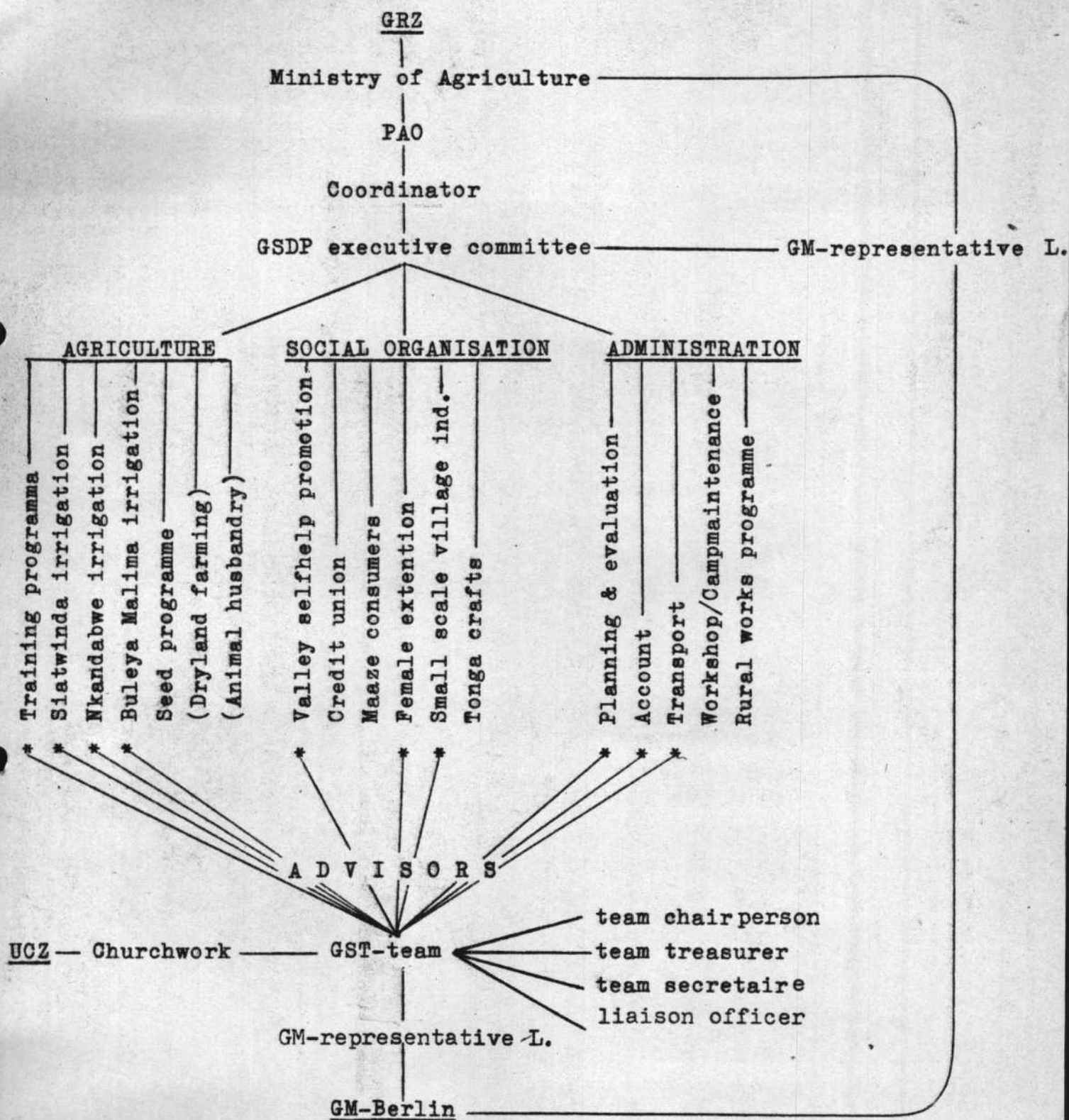
July 1987



ORGANISATIONAL CHART  
GSDP



PROPOSED ORGANISATION CHART GSDP PROJECT (for discussion)





drafts

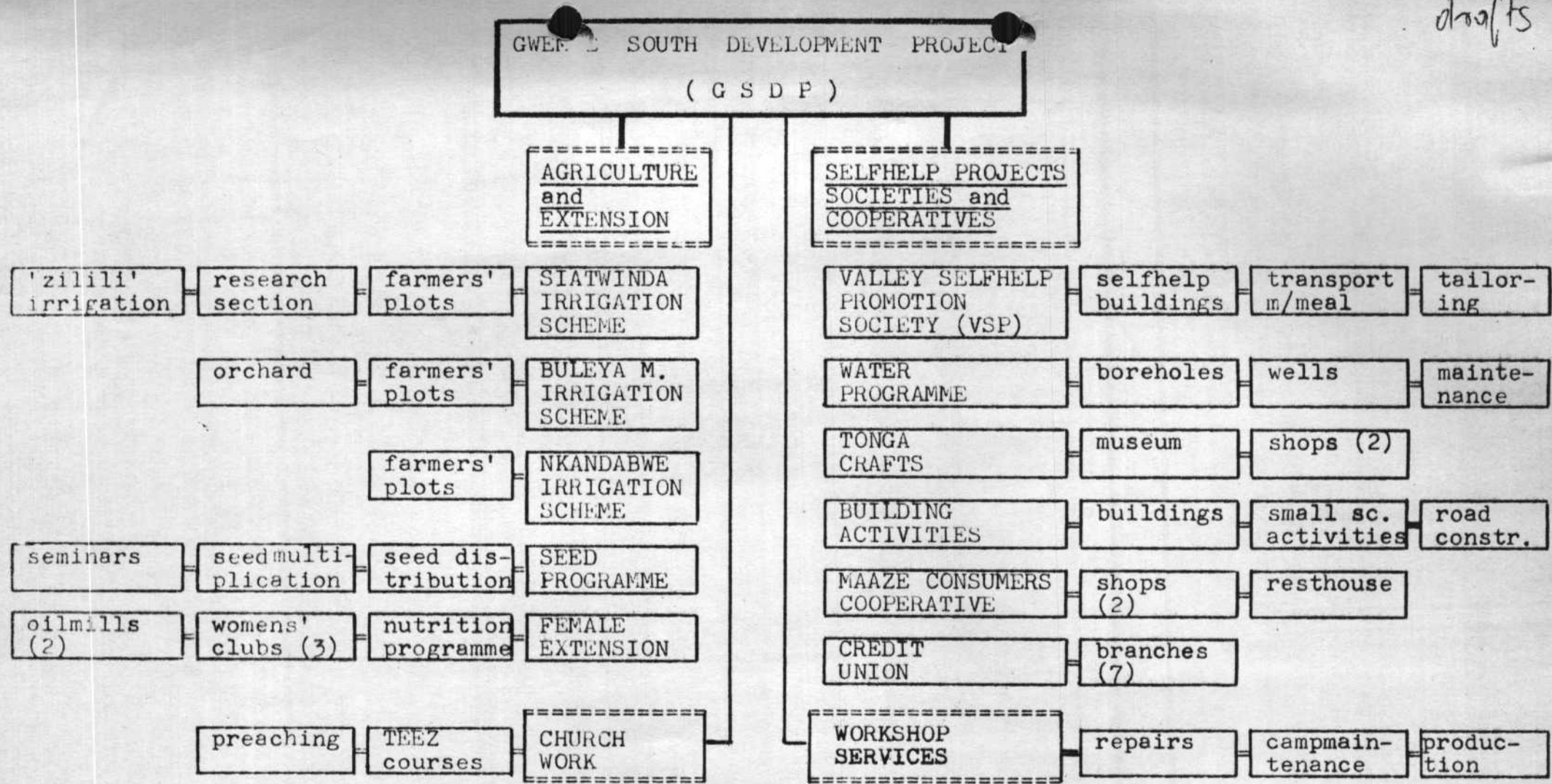


Fig. 2: Structure of GWEMBE SOUTH DEVELOPMENT PROJECT  
activities of main project components

## Administrative Struktur für GDSP

### NATIONAL LEVEL:

**NCDF**  
(National Commission for  
Development and Planning)  
Director of Planning

-----

**MAWD**  
(Ministry of Agriculture  
and Water Development)  
Director of Agriculture

### PROVINCIAL LEVEL (LIVINGSTON, CHOMA):

**PAO (in Choma)**  
(Provincial Agricultural Officer)

### GWEMBE DISTRICT LEVEL (GWEMBE):

#### DISTRICT COUNCIL

DG (District Gouvernor)  
DES (District Executive Secretary)  
DAO (District Agricultural Officer)

### SUB-DISTRICT LEVEL (GWEMBE-SOUTH, SINAZONGWE):

CAO (Chief Administrative Officer)  
IRDP (Integrated Rural Development Project)  
(Gwembe-South Steering Committee)  
DSDP (Gwembe South Development Project)



# GSDP

## INSTITUTION

## RESPONSIBILITY

## ACTIVITY

### ADMINISTRATION:

Administrator	)	
Book-keeper	)	
Secretary	) Administrator/	
Typist	) Co-ordinator (A/C)	
Cleaner	)	
pool-cars	)	organisation of car-use

### CO-ORDINATION:

Liason-officer	S. Krisifoe	Liason-work GSDP/Lusaka-Berlin, purchasing.
Staff-meeting	A/C	Monthly meeting: Zambian programme-officers. CAO
-	A/C	Keeping in contact with the different co-workers
-	A/C	Collecting of information/references etc.
Study-day/seminary	A/C//Berlin	Evaluation and planning of all programmes

### PROGRAMMES:

#### Agriculture:

Siatwinda Irr. Progr. (SIP)	Farmers comm. (I. Wittern)	Irrigated farming, marketing, management etc.
-----------------------------	-------------------------------	---

Buleya Malima Irr. Progr.	Famers comm. (Mr. Hossein)	" " " "
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Nkandabwe Irr. Progr.	Farmers comm.	" " " "
-----------------------	---------------	---------

Seeds Programme	U. Grön-W./VSP	Purchasing and selling of seeds
-----------------	----------------	---------------------------------

Small-scale irrigation	I. Wittern	
------------------------	------------	--

#### Social work:

Female extension	Mrs. Kalaula/ Mrs. Hossein	2 women's clubs: nutrition programmes, organisation of courses, groundnut-mills.
------------------	-------------------------------	--

#### Technical help:

Workshop	Cipili, Allen,	Car-maintenance, samll scale industries, repairs
Rural works	Joseph, Smart/ J. Brannan, W. Heinelt	

# NGOs, related to GSDP

INSTITUTION	RESPONSIBILITY	ACTIVITY
Valley Selfhelp Promotion Society (VSP)	Executive comm. (Chairm.:Chief Sina- zongwe). Manag.Adv.: M.J.Brannan	selling of second-hand cloth, self-help support mealie-meal transport, lake transport (3 boats) Tonga crafts sales, museum, tailoring (school uniform programme: 4 employees), small sale buisiness (blankets, salt etc.), seed-programme. Planning: local agents in villages for VSP.
Gwembe South Builders (GSB)	Adv.: W. Heinelt	concrete block-making, joinery, tailoring work, mealie-meal transport, road construction, self- help building-group. planned: hard ware shop, fishery equipment shop.
Maaze Consumer Co-operative		



## Schwarzes Brett

**WINTERSHEIM.** - Gemeinderatssitzung, 19 Uhr, Dorfgemeinschaftshalle.

**WEINOLSHHEIM.** - Gemeinderatssitzung, 19 Uhr, evangelisches Gemeindehaus.

**SELZEN.** - Bürgermeister-Sprechstunde, 17 bis 18.30 Uhr, Rathaus.

**OPPENHEIM.** - Evangelischer Kirchenchor, Probe, 15.15 Uhr, Michaelskapelle.

**HILLESHEIM.** - TuS 1885, Turnstunden, 16.45 bis 17.30 Uhr Kinder bis sechs Jahre; 17.30 bis 18.30 Uhr Kinder ab sechs Jahre; 18 bis 19.30 Uhr Kinder ab elf Jahre; 20 Uhr Gymnastik der Frauen.

**KÖRGERNHEIM.** - Turnverein, Turnstunde für Kleinkinder (drei bis sieben Jahre), 17 Uhr; Turnstunde für Schüler gemischt, 18 Uhr; Turnen für jedermann, 20 Uhr, Turnhalle.

**UNDENHEIM.** - Polizei-Sprechstunde, 17 bis 18 Uhr, Gemeindeverwaltung.

**NIERSTEIN.** - Turnverein, Kinderturnen, Kinder bis sieben Jahre ab 15 Uhr; Mädchenturnen ab acht Jahre, 16 Uhr, Rundsporthalle.

**NIERSTEIN.** - Gemeindebücherei geöffnet, 19 bis 20 Uhr, Rundsporthalle.

**SELZEN/DOLGESHEIM/LUDWIGSHÖHE.** - Hausmüllabfuhr.

**NIERSTEIN.** - Jugendhaus, Jugendtreff, 19.30 Uhr.

**DOLGESHEIM.** - Turnverein, 16.30 bis 18 Uhr, Mädchenturnen, Schulturnhalle; 17 bis 20 Uhr Leistungsturnen Mädchen, Vereinshalle; 18 bis 20 Uhr Leistungsturnen Buben, Schulturnhalle.

**SELZEN.** - Radsportverein, Training, 18 bis 20 Uhr Radball Jugend; 20 bis 22 Uhr Kunstradfahren Damen, Aktive, Radsporthalle.

**OPPENHEIM.** - Turnverein, Schwimmabteilung, Lauftraining, 17.30 bis 18.30 Uhr, Treffpunkt Hallenbad.

**GUNTERSBLUM.** - Polizeisprechstunde, 16 bis 17 Uhr, Verbandsgemeindeverwaltung.

**NIERSTEIN.** - Arbeiterwohlfahrt, „AW-Mittwochs-Treff“, 15 bis 18 Uhr, Paul-Hexemer-Begegnungstätte (Volksschulgebäude, Eingang Ernst-Ludwig-Straße).

**OPPENHEIM.** - FSV, TT-Abteilung, 17 bis 19 Uhr Training Jugend (ab 14 Jahre); 19 bis 22 Uhr Training Aktive, FSV-Turnhalle.

**GUNTERSBLUM.** - Arbeiterwohlfahrt, 18 bis 21 Uhr, Arbeit in der Werkstatt, ehemalige Güterhalle am Bahnhof.

**UELVERSHEIM.** - Turn- und Sportverein, Training F-Jugend, 16.30 Uhr; B-Jugend, 19 Uhr, Sportplatz.

**SCHWABSBURG.** - Turnverein, 16.30 bis 17.15 Uhr, Kinderturnen (bis fünf Jahre); 17.15 bis 18 Uhr Kinderturnen (fünf und sechs Jahre); 18 bis 20 Uhr Turnen (Jugendliche), Gemeindesaal.

**OPPENHEIM.** - Jugendhaus, 15 bis 22 Uhr geöffnet; 18 bis 20 Uhr Spielfilm, Dias, Informationen usw.

**DALHEIM.** - TuS, Training der aktiven Fußballer, 19 Uhr, Sportplatz.

**UNDENHEIM.** - Turnverein, 15 bis 16 Uhr, Turnen für Schüler (Jungen), Schulturnhalle.

**HAHNHEIM.** - Sportclub, 20.15 bis 21.15 Uhr Damenturnen (Albiez), Schulturnhalle.

**HAHNHEIM/SELZEN.** - Spielgemeinschaft SC Hahnheim/Selzen, Training der E-Jugend von 17.30 bis 18.30 Uhr, Sportplatz Hahnheim.

**Wir gratulieren**

# Sambia wird neuer Wirkungskreis für Pfarrer

## Ulrich Luig ist demnächst in Gossner-Mission / Hilfe leisten bei ländlichen Entwicklungsprojekten

**rb. MOMMENHEIM.** - In der vollbesetzten evangelischen Kirche verabschiedete die Gemeinde in einem über zweistündigen festlichen Gottesdienst ihren beliebten engagierten Pfarrer Ulrich Luig, der über sechs Jahre in der Seelsorge, der Alten- und Jugendarbeit zur vollsten Zufriedenheit in der Gemeinde gewirkt hat.

Der sympathische Geistliche, der auch engen Kontakt zur katholischen Kirche hielt, kam als gebürtiger Berliner und wirkender Pfarrer in Berlin-Kreuzberg in die rheinhesische Gemeinde.

Pfarrer Ulrich Luig wird künftig seine Aufgabe in der Gossner-Mission in der süd-afrikanischen Präsidiarrepublik Sambia in zweifacher Hinsicht sehen, weil in der alten Welt durch das Thema Frieden, Umwelt und Arbeitslosigkeit das Bewußtsein für die Dritte Welt ständig mehr schwindet. In der Mission will Ulrich Luig versuchen, ländliche Entwicklungsprojekte in Sambia zu verwirklichen. Als ehemaliger Entwicklungshelfer möchte er versuchen, die Landwirtschaft und die kleinen handwerklichen Betriebe mit aufzubauen.

Im Vordergrund wird das Wirken als Seelsorger und der Aufbau des Ehrenamtes in der dortigen „Vereinigten Kirche“ stehen.

Der heute 42-jährige Pfarrer hat sich neben seiner Aufgabe als Seelsorger, besonders in den chronistischen Arbeiten des Dorfes, verdient gemacht.

Der Vorsitzende des Kirchenvorstandes Günter Kling führte aus, „der Gottesdienst stehe in voller Anerkennung und Dankbarkeit für das segensreiche Wirken“. Luig, der nie gern die Amtsbezeichnung „Pfarrer“ hören wollte, habe sich als Seelsorger, Prediger, Koordinator, Chronist und Bauleiter ausgezeichnet. „Als Koordinator hat er es verstanden, die einzelnen Gruppen in die Lage des selbständigen Arbeitens zu versetzen, damit keine Vakanz entstehe. Luig ist nach 1981 in die umfangreiche Arbeit der Kirchenrenovierung und Planung Mommenheim sowie Bau des Gemeindehauses in Lörzweiler voller Energie eingestiegen.“

Bürgermeister Manfred Zagar betonte, Pfarrer Luig sei neben seiner großen Aufgabe im kirchlichen Bereich auch in die Jugend- und Seniorenarbeit eingestiegen. Mit großem Engagement hat sich Luig für den Frieden nach innen und außen eingesetzt. Die Mommenheimer Geschichte ist durch den Pfarrer wesentlich ergänzt worden. Bei den vielfältigen Gemeindeaufgaben hat der Seelsorger nie gezögert, mit Hand anzulegen. Mit Pfarrer Ulrich Luig verliert Mommenheim eine Persönlichkeit, die sowohl in der Gemeinde wie in der Kirche wichtige Arbeit geleistet hat.

Für die Gemeinde Lörzweiler führte Bei-

geordneter Karl Hammer aus, mit Freude hätten die Bürger festgestellt, daß sich der scheidende Pfarrer in seinem Wirken stets um die Belange aller Bürger interessiert habe. Mit viel Engagement ist Luig am Bau des Gemeindezentrums Lörzweiler beteiligt gewesen.

Der Vorsitzende des katholischen Pfarrgemeinderates, Alois Pfeil, lobte die Zusammenarbeit der beiden Kirchen in den vergangenen sechs Jahren. Der Gottesdienst wurde vom evangelischen Posaunenchor unter Leitung von Günter Wagner sowie dem evangelischen Kirchenchor mit ihrem Dirigenten Ingo Jungbluth feierlich untermalt.



Von Mommenheim nach Sambia. In der evangelischen Kirche Mommenheim verabschiedete die Gemeinde Pfarrer Luig. Über sechs Jahre war er dort tätig. In Zukunft wird der Pfarrer Entwicklungshilfe in der südafrikanischen Republik Sambia leisten. Bild: Anne Küssner

# Sigbert Weber nicht mehr SPD-Vorsitzender

## Nach elfjähriger Amtszeit auf Kandidatur verzichtet / Keil neuer SPD-Spitzenmann in Nackenheim

**-rb- NACKENHEIM.** - Nach elfjähriger Amtszeit als Vorsitzender des SPD-Ortsverbandes kandidierte Sigbert Weber nicht für die

Arbeit. Den Worten schloß sich auch Ortsbürgermeister Günter Ollig an, der hervorhob,

te Becker, Kassenprüfer Anneliese Mauer und Ortwin Schneider

Am Weißen Sonntag Kinder zur heiligen Kindertage in OPPENHEIM

Wormser Straße 14; Be 8; Heinz Binger, Daniela Brachtend, thias Friederich, We Gillot, Dalbergstr. Mainzer Straße 12; chen 15; Sandra Jach, d. Kall, Carl-Wen, try, Johanna-Sentte, ger, Baumschulweg, straße 65; Markus, i Straße 12; Peter Sch, der Trapp, Johanna, jana Wondraschek, und Sabine Ziegler, 118.

IN DEXHEIM: A hahn, Silke Ceelen, drea Jakob, Nina Mi, Michelle Werner.

IN LÖRZWEILE Raiffeisenstraße 25; der Au 5; Manuela E, 27; Michael Häfner, ne Häfner, Am Flüg, Nackenheimer Stra, Schloßstraße 11; Ni, 11; Oliver Muth, Am, pian, Mainzer Stra, bergstraße 15; Moni, häuptern 2; Stefan S, Marco Wagner, Kö, ne Wagner, Bahnhof, Wahl, Mainzer Stra,

IN NIERSTEIN: 1, bergstraße 2; Giuse, lingenstraße 6a; Jean, venning 15; Catrin Er, Indra Frank, Aufle, Guttandin, Mozartst, thal, Goethestraße 1, Horn, Rheinallee 1; Lerch, Fäulingsstraße, liansweg 25; Switber, fe 17; Tobias Schnel, Stange, Beethovenri, ther, Albert-Schweitz,

IN SCHWABSBUH Mauer, Hauptstraße, Schloßstraße 25, und, Raiffeisenstraße 8.

IN MOMMENHEI 3. Mai, 10 Uhr, folg, kommunion: Stefan i, 22; Alexander Herrg, Christoph Lafarque, i, Rau, Rieslingstraße 3, Hermanns 7.

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year of publication

3-o 4-o = no date

3-o 4-1 = 1920

3-o 4-2 = 1930

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Authors' names (only first author)





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Agrar- und Hydrotechnik  
 Gwembe Small-scale Irrigation Project,  
 Working Paper  
 Lusaka 1984

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LOCHKARTEN-WERK SCHLITZ, HESSEN

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<p>Bachmann, I.</p> <p>Studies on the Soil Water Status of a Mopane Soil in Zambia under Irrigated Wheat and Sunflower</p> <p>Hohenheim, Ph.D., 1979</p>																															
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LOCHKARTEN-WERK SCHLITZ HESSEN



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<p>Balon, Eugen K., ed.</p> <p>Lake Kariba: a man-made tropical ecosystem in Central Africa, ed. by E.K. Balon and A.G. Coche. The Hague, W. Junk, 1974.</p> <p>xi, 767 p. illus. diags. maps. plates. tables. 24 cm</p> <p>(Monographiae biologicae, v. 24) Includes bibliographical references.</p> <p>UNZA Library sign. QL635.Z2 Bal</p> <p>also in Special Collections</p>																															
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Eklund, P.

Gwembe South Development Project - recommendation for a pilot development programme.

Lusaka: M.A.W.D. (mimeo) 1983



CUSO

Gwembe South Rural Development Programme

Lusaka 1984 (mimeo)



Report is about first open resistance to removal, which came in June 1958 when Headman Sianzembwe and his people refused to move to Lusitu. The attempt to arrest him led to a riot.

This, in its turn, exacerbated the anxiety and hostility of the people, especially Chihepo villagers scheduled to move to Lusitu. In September 1958 at Chisamu the Governor attempted to negotiate and failed. He finally gave the order that people must board the lorries. The men charged the police, who opened fire. The official reports list eight men dead and at least thirty-two wounded in the rush.

Northern Rhodesia.

Commission appointed to inquire into the circumstances leading up to and surrounding the recent deaths and injuries caused by the use of firearms in the Gwembe district and matters relating thereto.

Report. Lusaka, Govt. Printer, 1958. 38 p. map (in fold at end)  
33 cm, Sir John Bowes Griffin, Chairman

UNZA Library Special Collections sign. Gov. Zam (02)  
1958/2



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<p>Colson, E., Scudder, T.</p> <p>The Social Consequences of Resettlement. The impact of the Kariba resettlement upon the Gwembe Tonga.</p> <p>Manchester: Manchester University Press 1971</p> <p>UNZA Library sign. GN 659.T63 Col</p>																															
63	62	61	60	59	58	57	56	55	54	53	52	51	50	49	48	47	46	45	44	43	42	41	40	39	38	37	36	35	34	33	32

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LOCHKARTEN-WERK SCHLITZ, HESSEN

Manchester: Manchester University Press 1960

UNZA Library sign GN 659.T 63 Col

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Clements, Frank

Kariba: the Struggle with the River God

New York, Putnam

London, Methuen 1959

1960

222, (1) p. ma ps, plates. 20 cm

UNZA Library sign. TC 558.R45.K3 cle  
also in Special Collections





UNZA Library sign. Zamb.TK1519.Z2 Cen in Spec.Coll.

UNZA Library sign. TC 558.Z2K3 Cen in Special Collections

Seven matrilineal tribes of Central Africa (Luvale, Yao, Bemba, Ndembu, Plateau Tonga, Gwembe Tonga, Lakeside Tonga): a comparative study of the varying response to Westernization.

(held by University of Zambia Library, Special Collection  
of Zambiana)





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Bredt, R.F.

Förderung des Selbstvertrauens und der Selbsthilfeorganisation durch Basisarbeit in der Entwicklungshilfe - Ein Erfahrungsbericht aus der Arbeit im Gwembe South-Development Projekt in der Südprovinz von Zambia 1971 - 1977.  
(Promotion of self-confidence and self-help organisation by base work in development aid - An experience report from the Gwembe South Development Project in Southern Province, Zambia, 1971 - 1977)

Diplomarbeit (MSc.) Dipl.Ing.agr.

University of Hohenheim 1980 (Institut für Agrarsoziologie, Landwirtschaftliche Beratung und angewandte Psychologie)

Berlin 1973



31	30	29	28	27	26	25	24	23	22	21	20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1	X	
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Jarman, P.

The effect of the creation of Lake Kariba upon the  
terrestrial ecology of the middle Zambezi Valley;  
with particular reference to large mammals.

(Microfilm). Manchester, Univ. of Manchester Library, 1968.  
(iv) 318, (41) p. illus., maps. 1 film reel, 35 mm negative.

UNZA Library sign. AV 11 QL635.Z2 Jar in Spec. Collections

Ph.D. University of Manchester 1968

(held by University of Zambia Library, Special Collection of

Zambia)

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Johnson, D.S.

The human geography of the region

Part II of "Some aspects of the geography of the Maamba region, Gwembe Valley"

Z.G.A. Magazine, No. 25, 1974, pp. 1-28.



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King, R.D.

An investigation into phytoplankton of selected areas  
of Lake Kariba.

M.Sc. University of Witwatersrand 1975





UNZA Library sign. Zamb. SK 575.R4 Lag in Spec.Collections

LOCHKARTEN-WERK SCHLITZ, HESSEN

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Lancaster, C.

'Reciprocity, redistribution and the male life cycle:  
variations in Middle River Tonga social organization'

African Social Research, No.2, pp. 139-57

1966



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Leech, John  
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 Lusaka, Information Branch, 1959.  
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D.Habil. University of Giessen 1975  
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Matthews, T.I.

The historical traditions of the peoples of the Gwemba Valley, middle Zambezi.

two kits of data (cassettes, transcripts, index, etc.)  
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School of Oriental and African Studies  
Ph.D. University of London 1976 (566 p., geneal. tables, maps)  
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Mooney, N.J.

The physical geography and geology of the region  
 Part I of "Some aspects of the geography of the Maamba  
 region, Gwembe Valley"

Z.G.A. Magazine, No. 24, 1973, pp. 1-24.



P. Muyatwa, M. Munyati, W. Hoppers, and K. Turner

An Investigation into the Feasibility of Establishing  
a Youth Training Centre in the Siavonga Area.

Commissioned by: Zambia Society for Education with  
Production (ZAMSEP)

The objectives of the study included the following:

1. to assist the ZAMSEP to decide how best to implement its plans to establish a vocational youth training centre in the Siavonga area;
2. to examine whether such a centre could fill a gap in existing vocational training in the area;
3. to advise on the types of production activities, and of level of technology at which they could best be integrated and undertaken;
4. to examine the desirable structure of the programme to be offered by such a youth training centre.

Institute for African Studies, UNZA Lusaka, 1984



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Muntembwa, Maud

The evolution of political systems in South-Central  
Zambia, 1894 - 1953 (Lusaka)

University of Zambia, 1973

UNZA Library sign. Thesis Mun

Murphy, John Steward

Dame .(by) John Steward Murphy (and) Charles Keeping.

London, Oxford. U.P., 1963

(32)p. illus., (part col.) 25 cm

(How they were built)

UNZA Library sign. TC 540 Mur

available from Mrs. Perez, GTZ Lusaka



## Politics of the Kariba Dam.

M.A. University of Colorado 1970

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N.R.G. (Northern Rhodesia Government)

Report on Famine Relief: Gwembe, 1931-32.

Livingstone: Government Printer (by J. Gordon Read) 1932.

in UNZA Library Special Collections sign. Gov. Zam. (02)

1932/1

Gordon



UNZA Library sign. Gov.Zam. (02) 1958/13



Z.G.A. Mag. 24,25 - 28,1973

UNZA Library sign. Zamb. TC 558.R65.K3 Ree Special Collect.

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Reynolds, B.G.R.

A study of the material culture of the Gwembe Valley  
with special reference to that of the Valley Tonga.

M.Sc. Cambridge University 1963





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Reynolds, Barry

The Material Culture of the Peoples of the Gwembe Valley

(Kariba Studies, vol.III)

Manchester University Press

for the National Museums of Zambia

1968



Lusaka: Department of Agriculture 1956.

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Rhodesia and Nyasaland																															
The Kariba proje ct:statement by the Minister of Power on the financial details of the project.																															
(Salisbury, Govt. Printer, 1956)																															
15p. 25 cm																															
"Taken from Hansard, no. 33, Monday 27 February 1956, 2nd session 1st parliament, cols. 2094-2113".																															
UNZA Library sign. Gov. FRN(02)1956/1 in Special Coll.																															
63	62	61	60	59	58	57	56	55	54	53	52	51	50	49	48	47	46	45	44	43	42	41	40	39	38	37	36	35	34	33	32

RANDLOCHKARTE DIN A5/209/ND/lin./2-stg.

LOCHKARTEN-WERK SCHLITZ, HESSEN



Robins, E., and Legge, R.

Animal Dunkirk; the story of Lake Kariba and "Operation  
Noah", the greatest animal rescue since the Ark.  
London: Herbert Jenkins, 1959

188 p. maps (on hiring papers) plates, 22 cm

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Dams in Africa;an inter-disciplinary study of man-made  
lakes in Africa,ed. by Neville Rubin and William M.Warren.  
(London) F.Cass,1968

UNZA Library sign. Zamb. TC558.A35Rub in Special Coll.

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Sanger, C.

'A new Life for 6000 at Lusito',

Central African Examiner, 1959

January 17, pp. 10-12



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S.A.W.S.O. (Salvation Army World Service Organization)  
 Ibbwe Munyama community development project.  
 Washinton and Lusaka: S.A.W.S.O. (Document No. 0110) 1981



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S.A.W.S.O.

Ibbwe Munyama community development project, summary sheet.  
 Washington and Lusaka: S.A.W.S.O. (P.D. Bo. 386) 1983



Gwembe Valley agricultural extension project, summary sheet.  
Washington and Lusaka: S.A.W.S.O. (P.D. Bo.202) 1984

Gwembe Valley agricultural extension project, summary sheet.  
Washington and Lusaka: S.A.W.S.O. (P.D. Bo.202) 1984

Washington and Lusaka: S.A.W.S.O. (P.D. Bo.202) 1984

LOCHKARTEN-WERK SCHLITZ, HESSEN



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31	30	29	28	27	26	25	24	23	22	21	20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1																						
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Scudder, Thayer																																																				
The Ecology of the Gwembe Tonga.																																																				
1962																																																				
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Scudder, Thayer

The transition from gathering and hunting to consumption  
agriculture in Central Africa

Ms.

1969



X	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
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Lusaka, January 1985

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August 20th, 1988

Proposed Terms of Reference for GSDP Evaluation, 1988

Because no clear terms of reference have been forthcoming to guide my research in this evaluation of part of Gwembe South Development Project's programs, I propose the following research and schedule. To:

1. complete an assessment of conditions at Nkandabbwe Irrigation Scheme. Taking the high standard of living there as a model, to seek to uncover social and economic dynamics that have led to the achievement of a higher standard of living there by Tonga farmers. 3 weeks.
2. examine the irrigation scheme at Buleya-Malima to see if those same conditions are present or can be developed for participants in that scheme, and to examine possible constraints to the development of similar social and economic dynamics and standard of living. 1 week.
3. examine the conditions at Siatwiinda Irrigations scheme to see if those same conditions are present or can be developed for scheme participants, and to examine possible constraints to the development of similar social and economic dynamics and standard of living. 1 week.
4. examine the impacts of the training program on the organization and effectiveness of the Farmers' Executive Committees at Nkandabbwe, Buleya-Malima and Siatwiinda Irrigation schemes. 1 week.
5. assess the role and effectiveness of the existing chain of VSP depots throughout Gwembe South. To examine the constraints and possibilities for developing this infrastructure for further self-help development throughout the area. 2 weeks.
6. Write-up. 2 weeks.

At the conclusion of this research and write-up I agree to hand in to representatives of Gossner Mission and Gwembe South Development Project a typed manuscript of the evaluation, in rough form, which they will re-type as the final draft. The target date for handing in of this rough draft is October 15th, 1988.

Proposed Schedule of the Research and Write-up

July 15th-30th: Nkandabbwe Irrigations Scheme and Training Program research  
August 1-August 15th: Return to my own research  
August 15th-August 20th: sorting out difficulties with contract and terms of reference.  
August 20th-August 26th: Completion of field research and data collection at Nkandabbwe Irrigation Scheme.  
August 27th- September 5th: Data collection at Buleya-Malima Irrigation scheme  
September 7th-September 15th: Data collection at Siatwiinda Irrigation scheme  
September 16th-September 29th: field research and data-collection on VSP depots  
October 1st-October 15th: Write-up.  
October 16th: handing in of rough typed final version of final draft evaluation.

Agreed that these shall be the terms of reference and schedule of work for the GSDP evaluation conducted by Dr. Jonathan Habarad.

signed

Rev. Ulrich Luig

for Gossner Mission

signed

Dr. Jonathan Habarad

GABRIELE C. HABARAD  
JONATHAN K. J. HABARAD

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# Gossner Mission



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1000 Berlin 41 (Friedenau)  
Fernsprecher: (0 30) 85 10 21

Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

Agreement between Gossner Mission and Mr. Jonathan Habarad for a study to evaluate certain aspects of the work of the Gwembe South Development Project.

- ☐ Indien
- ☐ Nepal
- ☐ Zambia
- ☐ Öffentlichkeit
- ☐ Gemeindedienst
- ☐ Verwaltung

Berlin, den

## Objectives:

The study of the work of GSDP with special reference to the impact of extension work for progress towards self reliance of the irrigation schemes and other programmes as specified in a separate paper.

## Duration:

Two and a half months between July and October 1988 in the Gwembe South Area.

## Facilities provided by Gossner Mission:

Gossner Mission will provide free accommodation in the project area. A km-allowance will be granted in the project area upto a total of km 3500. This can be claimed from the GST Account in Nkandabwe with a list of journeys undertaken, giving dates, places and purpose. The rate will be K 2.- per km.

There will be a lump sum fee of US \$ 5000/- (in words US \$ five thousand only for the whole work of two and a half months including the final report payable in two instalments to the account of J. Habarad with Bank of America Sterling Highland Branch 0689 San Bernardine, CA 92413 Acct. No. 61 222 in July and September 1988.

## Report:

A final report has to be submitted to Gossner Mission at the end of the study. The main findings should be discussed with the GST and the Executive Committee of GSDP.

Persons of reference will be the members of GST and the staff members of GSDP. Any points to be clarified on the spot should be done with the Chairman of GST.

The whole study shall be done and presented along the lines agreed upon in the responsibility of Mr. J. Habarad.

Lusaka, 25th June 1988

*Dieter Hecker*  
(Dieter Hecker)

Director Gossner Mission

(J. Habarad)

Agreement between Gossner Mission  
and Mr. Jonathan Habarad for a study  
to evaluate certain aspects of the  
work of the Gwembe South Development  
Project.

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Objectives:

The study of the work of GSDP with special reference to the  
impact of extension work for progress towards self reliance  
of the irrigation schemes and other programmes as specified in  
a separate paper.

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Two and a half months between July and October 1988 in the Gwembe  
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members of GSDP. Any points to be clarified on the spot should  
be done with the Chairman of GST.

The whole study shall be done and presented along the lines  
agreed upon in the responsibility of Mr. J. Habarad.

Lusaka, 25th June 1988

*Dieter Hecker*

(Dieter Hecker)  
Director Gossner Mission

(J. Habarad)

\$ 2.500,- am 15.8.88 D.

\$ 2.500,- am 20.10.88 D.



x

Proposal for the extension of the contract of Mr. Kwalelya  
in Munyumwe, Gwembe Central

After having received the reports about collecting data in Gwembe Central and after discussing these reports with him Gossner Mission proposes the following points for the continuation of his work:

1. The contract of Mr. Kwalelya should be extended for one year after the 31st August 1988 with the same salary and allowances as so far,
2. The objective remains , to collect data about necessary steps for development in the area of Gwembe Central and to encourage people to start self help projects without much outside financial involvement on their own. If necessary, he should help them to find funds from other agencies as e.g. the Microproject programme of the EEC or others.
3. As during last year the seed programme of Gossner Mission should be coordinated by him for Gwembe Central in cooperation with the Lusaka Office of Gossner Mission.
4. Regular quarterly reports on his work should be sent to the Lusaka office of Gossner Mission and the Southern presbytery of the UCZ. On behalf of Gossner Mission the Lusaka Office will also be responsible for his work.

An agreement along these lines shall be worked out by the Lusaka office of Gossner Mission, if Mr. Kwalelya and the Southern Presbytery of UCZ in Choma will agree.

Lusaka, 24.6. 1988

*Dieter Hecker*

(Dieter Hecker)  
Director Gossner Mission

# GOSSNER SERVICE TEAM

P.O. Box 4,  
Sinazeze.

Gossner Mission,  
Liaison Office,  
P.O. Box 50162, Lusaka.  
Tel: 250580.

## AGREEMENT ON TEMPORARY EMPLOYMENT

It is herewith agreed between

GOSSNER MISSION as employer

and Mr. K.J.C. HALUPEPE as employee

to enter into a contract of work starting with March 16th, 1988, expiring at 31st Juli, 1988.

An extension of this contract may be agreed upon with the consent of the two parties.

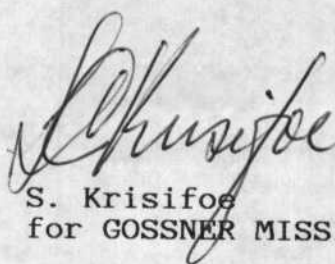
The two parties agree on the following conditions for this contract:

1. The monthly net salary will be K 900.00.
2. House rent will be substracted from the net salary according to government scales.
3. Allowances shall be claimed from GSDP budget (GRZ vote).
4. Leave days will be granted according to GRZ regulations.
5. The employee will continue to work as the GSDP Co-ordinator. His terms of reference will remain the same as before. In addition to that, the employee agrees to introduce a possible successor to the work and functions of the GSDP Co-ordinator.
6. The employee will work under the direction of the representative of Gossner Mission, Lusaka Office.

Nkandabbwe, March 10th, 1988



J.K.C. Halupepe



S. Krisifoe  
for GOSSNER MISSION

REPORT FORMAT ON GSDP

BOX 3,  
SINAZEZE

DATE: \_\_\_\_\_

1. NAME OF PROGRAME \_\_\_\_\_

TONGA CRAFTS PROJECT

2. NAME OF OFFICER INCHARGE \_\_\_\_\_

E. Nyakale

3. DATE OF REPORT \_\_\_\_\_

4. WORK DONE \_\_\_\_\_

That various handcrafted items were purchased last Monday and some of them were delivered to SINGA SHOP. ~~Some of the items were for delivery~~

Some crafts said that ~~the items were not delivered~~ still waiting for delivery to SINGA from ~~the shop~~ SINGA SHOP.

5. ACHIEVEMENTS MADE \_\_\_\_\_

Fines crafts were produced suitable for international markets ~~and the~~

6. CONSTRAINTS \_\_\_\_\_

Crafts men send crafts ~~hand on~~ produced crafts slowly due to cultivation



*[The page contains several horizontal bands of extremely faint, illegible markings, possibly bleed-through from the reverse side or very light scanning artifacts.]*

8. PLAN FOR NEXT MONTH - Visit Kaffanbilly  
funeral and special ceremony  
sing drums and songs  
producers. That working group  
from committee should be  
able to return to safety

9. SIGNATURE OF REPORTING OFFICER-----  
 Building for the museum  
 Resuming the trip ~~next~~ next month

1894

To the  
GSDP- Coordinator  
Mr. J.K.C. Halupepe  
P.O.Box 3  
Sinazeze - Zambia

10.3.88

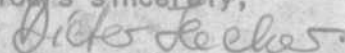
Dear Mr. Halupepe!

I take the chance, that Mrs. Gudrun Herlitz is returning to Nkandabwe right now to send you this letter. There are a lot of points, which we should discuss about regarding the GSDP. I am glad to hear, that the cooperation between the members of the GST and yourself is good at present and with great regret we got the news, that your retirement has been announced very soon. I have informed Mrs. Krisifoe, that we from Gossner Mission are prepared to find a solution, so that you can continue with your service to the project at least till the middle of this year. I plan to come to Zambia for a visit to GSDP at the first half of June and would be glad, if we could meet then for further and detailed discussions.

I got copies of your two letters to Mrs. Krisifoe dated the 24th February 88 requesting for replacements of Mrs. Mabel Jean Rawlins-Brannan and for Dr. Ingo Wittern. I can assure you, that we have taken already the necessary steps. At the 10th of May a new couple from the Netherlands will arrive in Zambia, the Verweij's. Mr. Verweij will replace Dr. Ingo Wittern at Siatwiinda according to the job description, which you gave for this assignment. We are in negotiations with another person, who will come most probably at the beginning of October in order to take over the work of Mrs. Mabel Jean Rawlins-Brannan. But since we do know, that the work cannot wait for so long we have decided to find an interim solution and send a temporary replacement for the administrative advisory tasks for one year, Mr. Volker Wendschuh, who will arrive already on the 10th of April in Zambia. He is also fully qualified and employed by Gossner Mission, with the only difference, that his assignment is limited to one year only at present. I do hope and look forward, that they all will be of good service to GSDP and there will be a good cooperation of persons concerned.

Wishing you and the project all the best for the coming months, I remain with kind regards,

Yours sincerely,



(Rev. Dieter Hecker)  
Acting Zambia Secretary

Copy for information to Mrs. S. Krisifoe and Rev. U. Lueg, Teamleader GST.

Action

To th GTZ  
Coordinator IRDP Gwembe District  
Mr. Peter Munzinger  
Siabonga - Zambia

10.3.88

Dear Mr. Munzinger!

As you know, the Gossner Service Team is working in Gwembe South District within the framework of GSDP among others in the three irrigation projects in Siatwinda, Buleya Malima and Nkandabwe. There have been difficulties with the water supply at the two first places because of the water level of Kariba dam. At Nkandabwe there have been difficulties in the last few years due to the low water level, of which the reason is not yet properly known. At present the channels can not be served by gravity flow, since the water level is not sufficient. We have tried to step in for a temporary solution by pumps. For a long term rehabilitation, however, we would first have to find out what the real reason for the low water level is. Otherwise any measures for improvement might be futile and a waste of funds.

Neither Gossner Mission nor the GSDP have the personnel and financial resources to make such an evaluation study for this purpose. Therefore I want to request you, if there is any possibility either from GTZ or from other IRDP related organisations to conduct this survey and study for GSDP, so that we can plan for the implementation of an improvement scheme. Since the farmers are at a loss at present, how to proceed with further cultivation, we would be very much obliged to you, if you could help us in this situation.

You may give the reply to the Coordinator GSDP, Mr. J.K.C. Halupepe, with a copy to Rev. Ulrich Lueg, leader of GST at Nkandabwe and our Liaison office in Lusaka. They in turn will inform us.

I shall be coming to Zambia in the first half of June to visit our projects. I do hope, that I will also have a chance to meet you and discuss matters of mutual concerns personally.

With kind regards,

Yours sincerely,

*Dieter Hecker*

(Rev. Dieter Hecker)  
Acting Zambia Secretary

Copies for information to: Mr. Halupepe (GSDP-Coordinator), Mrs. S. Krisifoe, and Rev. Ulrich Lueg.

Action





REPUBLIC OF ZAMBIA

DEPARTMENT OF AGRICULTURE

MULUNGUSHI HOUSE  
INDEPENDENCE AVENUE  
P.O. BOX 50291  
LUSAKA

GWEMBE SOUTH DEVELOPMENT PROJECT  
P.O. BOX 3  
SINAZEZE

24th February, 1988

The Gossner Mission Representative (Liason Officer),  
Liason Office,  
P.O. Box 50162,  
LUSAKA.

Dear Mrs. Krisifoe,

APPLICATION FOR MRS MABEL JEAN RAWLINS-BRANNAN'S  
REPLACEMENT

At the last staff meeting held on the 4th February, 1988 it was resolved that I put up an application to request for a replacement for Mrs. Mabel Jean Rawlins-Brannan, who was Valley Self-Help Promotion Society (VSP) Advisor. Mrs. Brannan is leaving the Project next month, having cut short her contract.

The terms of reference have been discussed already in the VSP Executive Committee and will be approved in the next meeting. Thereafter they will be sent to your office.

I should therefore be grateful, if you would re-forward this application to the Federal Republic of Germany, Gossner Mission Head Office in West Berlin, for their consideration and action. The VSP Executive has already expressed their need for another Advisor, to replace Mrs. Brannan, through the GSDP staff meeting.

With kind regards,

I remain,

Yours very sincerely

J.K.C. HALUPEPE  
PROJECT CO-ORDINATOR  
GWEMBE SOUTH DEVELOPMENT PROJECT



cc The CAO  
cc The PAO  
cc The Chairman GST  
cc The Chairman VSP

JUCH/msc\*\*\*



REPUBLIC OF ZAMBIA

DEPARTMENT OF AGRICULTURE

MULUNGUSHI HOUSE  
INDEPENDENCE AVENUE  
P.O. BOX 50291  
LUSAKA

GWEMBE SOUTH DEVELOPMENT PROJECT  
P.O. BOX 3  
SINAZEZE

24th February, 1988

The Gossner Mission Representative (Liason Officer),  
Liason Office,  
P.O. Box 50162,  
LUSAKA.

Dear Mrs. Krisifoe,

APPLICATION FOR DR. INGO WITTERN'S REPLACEMENT

In accordance with last GSDP staff meeting resolution number 17, I hereby forward this application to you for onward transmission to Gossner Mission Head Office, in the Federal Republic of Germany. It has been found necessary to apply and request for another Agricultural Advisor/and or Irrigation Advisor to replace Dr. Ingo Wittern at Siatwiinda Irrigation Scheme, whose contract ended in Dec. 1987.

There is great need for continuity in the rehabilitation programme at Siatwiinda Irrigation Scheme and therefore the need for an Advisor cannot be over-emphasised.

The terms of reference for the Technical Advisor will be discussed at the next GSDP staff meeting and after approval, will be forwarded as soon as possible.

With kind regards,

I am,

Yours sincerely,

J.K.C. HALUPEPE  
PROJECT CO-ORDINATOR  
GWEMBE SOUTH DEVELOPMENT PROJECT

cc The Chief Administrative Officer, Sinazongwe  
cc The Prov. Agricultural Officer, Choma  
cc The Chairman GST



TERMS OF REFERENCE OF A BUSINESS ADMINISTRATOR  
for Gossner Mission and G.S.D.P.

The Gwembe South Development Project consists of about 15 programmes promoting development in Gwembe South Subdistrict in various fields. Some of these programmes are legally independent and have their own organisational structures. G.S.D.P. is operating on the basis of an agreement between The Ministry of Agriculture and Water Development of the Government of the Republic of Zambia and Gossner Mission, who are supporting the project financially and by seconding personnell to GSDP.

Due to the size and the complexity of G.S.D.P., the post of a business administrator has been established which is to be filled by an expatriate Gossner Mission contract holder.

In his capacity as GST treasurer he will be answerable to Gossner Mission (Lusaka Office). As transport manager and administrator of Gossner Mission he will be answerable to the GST chairman. In his function as G.S.D.P. officer he will work under the direction of the Project Co-ordinator G.S.D.P.

The business administrator will have to work in the following fields:

1. Financial management of the funds allocated by Gossner Mission to G.S.D.P. This comprises the following tasks:

- 1.1. to serve as the treasurer of Gossner Service Team;
- 1.2. to keep all books and accounts for Gossner Mission project funds;
- 1.3. to act as cashier for all Gossner Mission project moneys;
- 1.4. to prepare quarterly financial statements for the Gossner Mission project funds;
- 1.5. to assist in working out the annual budget for G.S.D.P.;
- 1.6. to assist in the financial co-ordination of Gossner Mission and GRZ funds for G.S.D.P.

2. Transport management for all vehicles owned by Gossner Mission. This comprises the following tasks:

- 2.1. to be responsible for the booking of these transports, charging kilometer rates and the bookkeeping for all these transports;
- 2.2. to supervise the drivers and to administer their contracts and salaries.
- 2.3. to supervise the proper maintenance of the vehicles.

3. Assistance of other G.S.D.P. programmes in management and financial administration.

4. General administration

(preparing inventory lists of Gossner Mission property, administering the Gossner Mission filing system and archives etc.)

Approved by G.S.D.P. staff meeting on 4 February 1988

J.H.K. Halupepe  
Project Co-ordinator G.S.D.P.



GOSSNER SERVICE TEAM

An den  
Präsidenten /Vorsitzenden ??  
der DEG ??  
Herrn Dr. Walter Scheel  
Adresse

Sehr geehrter Herr Dr. Scheel,

in der Anlage übersende ich Ihnen ein Schreiben an die Firma Hoechst AG, in dem auf Chemieunfälle in der Großfarm der GWEMBE SOUTH DEVELOPMENT COMPANY in Sinazongwe/Zambia hingewiesen wird und Vorschläge zur künftigen Schadensbegrenzung gemacht werden.

Durch Ihre Anwesenheit bei den Eröffnungsfeierlichkeiten dieser Farm im August letzten Jahres haben Sie die Bedeutung unterstrichen, die die DEG und damit auch die Bundesregierung diesem Vorhaben beimißt. Dieses entwicklungspolitische Engagement der DEG ?? schließt aber gleichzeitig auch eine Mitverantwortung dafür ein, daß die von diesem Projekt ausgehenden Gefährdungen so gering wie möglich gehalten werden.

Im Interesse der Menschen im Gwembe-Tal wende ich mich daher an Sie mit der Bitte, mit Ihren Möglichkeiten zur Lösung der beschriebenen Probleme beizutragen.

Mit freundlichen Grüßen,

Ulrich Luig, Pfarrer  
Leiter des Mitarbeiterteams  
der Gossner Mission in Gwembe Süd

Fa. <sup>or</sup>Höchst AG  
Herrn Direktor  
(Name, Anschrift bitte per Telex)

Sehr geehrter....

die Gossner Mission ist seit mehr als 17 Jahren im südlichen Teil des Gwembe-Tales an einem ländlichen Entwicklungsprojekt beteiligt, durch das auf verschiedensten Ebenen die Lebensbedingungen der hier lebenden Menschen verbessert werden. Über lange Jahre hinweg war unser Entwicklungsprojekt neben der zambianischen Administration die einzige Möglichkeit für die Menschen dieser Gegend, Hilfen bei der Bewältigung ihrer Lebensprobleme zu erhalten. Unsere Missionsgesellschaft ist damit in eine Verantwortung hineingewachsen, die auch über die Durchführung einzelner Entwicklungshilfeprojekte hinausgeht. Dies wurde auch in einem Gespräch zwischen Mitarbeitern der Gossner Mission und Ihnen am .... in Hoechst zum Ausdruck gebracht. Aus dieser Verantwortung heraus wende ich mich an Sie mit der Bitte um Ihre Unterstützung.

Wie Sie wissen, hat im vergangenen Jahr die GWEMBE SOUTH DEVELOPMENT COMPANY ihre Großfarm in Sinazongwe eröffnet, an der die Hoechst AG als Gesellschafter beteiligt ist. Durch den Einsatz moderner Agrartechnologie soll dort die landwirtschaftliche Produktion vorangetrieben werden, um den zambischen Markt mit mehr Weizen zu versorgen und den Export von Baumwolle zu steigern. Gleichzeitig ist es die erklärte Absicht der Gesellschaft, die Entwicklung des Gwembe-Tals durch verschiedene Einzelmaßnahmen im Zusammenhang mit dem Betrieb der Farm zu fördern.

Leider ist es in letzter Zeit durch den unsachgemäßen Einsatz von Chemikalien zu schweren ökologischen Schäden und einer bisher noch nicht absehbaren Bedrohung von menschlichem und tierischem Leben gekommen.

Am ... (Datum) wurden hochgiftige Rückstände aus einem <sup>Chemikalienbehälter</sup> ~~Sprühbehälter~~ der Farm in den Kariba-See entleert, was eine eine massive Schädigung des Fischbestandes im See zur Folge hatte. (hier u.U. noch genauere Informationen). Es ist anzunehmen, daß dadurch auch Menschen geschädigt worden sind, die ihr Trinkwasser aus dem See entnehmen. Ebenso dient der See auch zur Wasserversorgung von Viehherden, die für die Menschen hier eine außerordentlich wichtige Einkommensquelle darstellen. Da die Sterblichkeitsrate in dieser Gegend insgesamt recht hoch ist, keinerlei Kenntnisse über die Folgen von Vergiftungen durch Chemierückstände bei der hiesigen Bevölkerung vorhanden sind und die öffentliche Gesundheitsversorgung absolut unzureichend ist, wird sich das Ausmaß dieser Schäden wohl nie feststellen lassen.

In der Woche vom ..... wurden die Baumwollfelder der GWEMBE SOUTH DEVELOPMENT COMPANY durch ein Spezialflugzeug mit Chemikalien besprüht. Dabei wurden auch Gebiete außerhalb der Farm in einem Umkreis von .... besprüht, in denen ~~auch~~ Maisfelder von Kleinbauern liegen. Schäden an Affenbrotbäumen, deren Früchte von Kindern gern gegessen werden, sind bereits jetzt deutlich erkennbar. Welche Auswirkungen dies auf die umliegenden Maispflanzungen gehabt hat, ist gegenwärtig noch nicht bekannt.

Ich gehe davon aus, daß beide Vorkommnisse auf die Unkenntnis oder Fahrlässigkeit des jeweiligen Bedienungspersonals zurückzuführen sind. Gleichzeitig halte ich es für durchaus wahrscheinlich, daß sich derartige Dinge auch in Zukunft wiederholen können. Da die Hoechst AG wohl in besonderer Weise für den sachgerechten und sicheren Einsatz von Chemikalien in dieser Großfarm verantwortlich ist, halte ich es für Ihre Pflicht, die mit dem Einsatz dieser Mittel verbundenen Risiken so gering wie möglich zu halten, um Schaden für Mensch und Natur abzuwenden.

Aus meiner Kenntnis der örtlichen Verhältnisse heraus halte ich folgende Maßnahmen zur Risikominderung für dringend erforderlich:

1. Bessere Schulung und genaueste Überwachung des Bedienungspersonals durch das verantwortliche Management.
2. Regelmäßige Kontrolle und labortechnische Untersuchung des Wassers im Arbeitsbereich der Farm durch eine vom Farmmanagement unabhängig arbeitende Instanz.
3. Offenlegung aller im Bereich der Farm eingesetzten Chemikalien und deren Anwendungsvorschriften.
4. Einrichtung eines lokal arbeitenden Informationssystems zur Aufklärung über die möglichen Auswirkungen der verschiedenen Chemikalien auf Menschen und Umwelt. Dazu gehört insbesondere die Schulung des medizinischen Personals, das im Einzugsbereich der Farm arbeitet.
5. Stationierung eines toxikologisch ausgebildeten Mediziners im nahegelegenen Krankenhaus von Sinazongwe.

Entwicklungsländer wie Zambia verfügen noch nicht über ein ausreichend verbreitetes Bewußtsein von den Gefahren, die mit dem Einsatz moderner Agrartechnologien verbunden sein können. Die hohe Verschuldung Zambias und die Strukturschwäche der lokalen Verwaltungen machen es zudem unmöglich, solche nicht auszuschließenden Gefährdungen aus eigener Kraft zu kontrollieren. In der Bundesrepublik dagegen hat sich bereits die Erkenntnis durchgesetzt, daß die Kosten zur Bewahrung der Schöpfung in die ökonomischen Berechnungen einzubeziehen sind. Dieses Prinzip muß daher auch für deutsche Firmen wie die Hoechst AG gelten, die in Ländern der 3. Welt investieren. Meiner Schätzung nach dürfte die Finanzierung der oben vorgeschlagenen Maßnahmen auch nur mit einem relativ minimalen Aufwand möglich sein. Dadurch würde aber mit Sicherheit ein bedeutender Beitrag zur Erhaltung der Gesundheit der Menschen dieser Gegend und zum Schutz der Umwelt geleistet werden.

*X von Leben und*

Mit freundlichen Grüßen,

Ulrich Luig, Pfarrer  
Leiter des Mitarbeiterteams  
der Gossner Mission in Gwembe Süd

cc: Der Präsident der DEG ??, Herrn Dr. Walter Scheel  
(bitte auch genaue Anschrift per Telex)



## **Gossner Mission**

Handjerystr. 19 - 20, 1000 Berlin 41

Telefon 030/85000431

-----

Für ein regionales Entwicklungsprojekt in

**ZAMBIA (Gwembe-Süd, Southern Province)**

wird ab sofort

### **EIN/E PROJEKTASSISTENT/IN**

für eine zunächst **einjährige Mitarbeit** gesucht (Verlängerung u.U. möglich).

**AUFGABEN:** Finanzabwicklung der laufenden Projektarbeit.  
(Kassenverwaltung, Buchführung, Ablage, Erstellung von Finanzübersichten)

Verwaltung der Projektautos (Koordination des Einsatzes der Fahrzeuge und Fahrer, Überwachung der Instandhaltung, Verwaltung der Sach- und Personalkosten für die Fahrzeuge).

Beratung eines lokalen Vereins zur Förderung von Selbsthilfeaktivitäten im ländlichen Raum bei der Organisation und Verwaltung.

Allgemeine Verwaltungsaufgaben (Ablage, Archivverwaltung etc.)

### **QUALIFIKATION/PERSONLICHE VORAUSSETZUNGEN:**

Gute Englischkenntnisse

Verwaltungserfahrung, Grundkenntnisse in Buchführung

Gute organisatorische Fähigkeiten

Kooperationsfähigkeit und Fähigkeit zur Bewältigung von ungewohnten Situationen

Bereitschaft zur Integration in eine fremde soziale und kulturelle Umwelt

**LEISTUNGEN:** Unterhaltsgeld in Anlehnung an BAT (Einstufung nach BAT Va) mit üblichen Sozialleistungen

Besondere Leistungen: Ausreisebeihilfe, Kaufkraftausgleich, Wiedereingliederungsbeihilfe

**Anfragen und Bewerbungen an:**

**Pfarrer Dieter Hecker**  
Handjerystr. 19-20  
1000 Berlin 41  
Tel. 030/85000431

Friday, February 12th, 1988  
Rural Development Studies Bureau  
P.O. Box 30900 (UNZA)  
Lusaka

Mr. Ulrich Luig  
Gossner Service Team  
Gwembe South Development Project  
P.O.Box 3, Sinazeze

Dear Ulrich,

Regarding our discussions of the costs of my performing a socio-economic evaluation of the operation and impacts of Gossner's programmes in the Valley:

I will require two and one-half months at a salary of two thousand U.S. dollars per month (also payable in D.M. equivalent; I cannot accept Kwacha). Two of those months will be needed for research and analysis, and two weeks required for production of the final report. Total salary cost estimated is therefore five thousand dollars U.S. or the D.M. equivalent. I would ask that this be paid by check, in monthly increments at the end of each month. Research expenses are also needed. On the basis of present costs of transportation and supplies we should allow one thousand U.S. dollars (or the equivalent in Kwacha) for these, to be made available at the beginning of the research. I am assuming your offer of the use of your word processing system still stands, for use in writing up the report. If not we should allow for the additional expense of hire of a word-processing system.

I will be available to conduct the study from 1st August 1988 to mid-October. It might also be possible that I conduct the study from 1st November to mid-January (88-89), but this would be contingent on arrangements to conduct other research in the valley in the meantime. As far as a schedule goes I am happy to give Gossner priority.

Sincerely yours,

*Jonathan Habarad*  
Jonathan Habarad

12.2.1989.

Provincial Agricultural Officer,  
Lusumpuku House,  
Choma.

Dear Sir,

During the staffmeeting of the 3rd of February 1988 it was discussed that the GRZ lorry of GSDP had been send to Choma in order to secure petrol for the Project. This lorry, not at all fit to be on the road (no clutch, and no breaks) had to be send, because earlier efforts to secure petrol with the Gossner Mission poolcars, were refused entry in the yard where GRZ petrol is collected, since they have no GRZ number plates.

Because of the unfittness of the lorry, the driver was forced to stop the vehicle against a mountainwall, when gathering too much speed, with all the consequences of such action. It is really a mystery that no serious accident happened, and the only damage was material.

However, it is the responsibility of all of us, not to risk human lives. Therefore I would kindly request your office to provide the Gwembe South Development Goordinator with a letter to the GRZ yard, that allows Gossner Mission vehicles, to enter the yard in order to assist the project to get the necessary fuel.

To my opinion is Gossner Mission assisting the GRZ with the Gwembe South Development project and in this light should be permitted to assist also in the above mentioned matter.

It, of course, would be wonderful, if you would see a possibility to provide the GRZ component of the Gwembe South Development Project with one reliable vehicle.

With friendly greetings

S.C.Krisifoe  
Gossner Mission representative  
Liaison officer

✓ c.c. GSDP coordinator  
GST chairman  
Gossner Mission Berlin.



12.2.1988.

Senior Chief Mweemba,  
Kanchindu.

Dear Sir,

Herewith I would like to express my apologies for the inconveniences caused to the people of Siatwinda, for giving confused information about meetings by Gossner Mission related workers in the project, which information was forwarded to you by the BCMA.

I would appreciate it if, in future, such information could be first double checked with the Adviser to the Irrigation, before people are mobilized, and false hopes have been raised.

With friendly greetings,

*S.C. Krisifoo*  
S.C. Krisifoo,  
Representative of Gossner Mission.

c.c. Gossner Mission,  
GSDP coordinator  
GST chairman.

12.2.1988.

Chief Administrative officer,  
Boma,  
Sinazongwe.

Dear Sir,


Thank you for the meeting in your office on 4th of February 1988.  
I would like to apologize for the inconvenience caused by confused  
information given by Gossner Related workers.

To avoid this kind of confusion in future, I have given directives that  
no teammembers should contact your office without the approval of the  
GSDP coordinator and/or the Gossner Mission Team Chairman or myself.  
Preferably on project matters, they should be accompanied by any of the  
above mentioned three persons.

With friendly greetings,



S.C. Krisifoe  
Gossner Mission representative  
Liaison officer

c.c.  GST chairman  
Gossner Mission  
GSDP - coordinator.



6.  
11.2. 1988.

Provincial Agricultural officer,  
Lusumpuku house,  
Chema.

Dear Sir,

Thank you for your visit of the 4th of February 1988.  
I apologise for the inconvenience caused by confused information given by  
Gossner Mission related workers.

To avoid this kind of confusion in future, I have given directions, that  
no teammembers should contact your office without the approval of the  
GSDP Coordinator and /or the Gossner Mission Team Chairman or myself.  
Preferably they should be accompanied by any of the above mentioned persons.

With friendly greetings,

*S.C. Krisifoo*  
S.C. Krisifoo  
Gossner Mission representative  
Liaison officer

c.c. GST chairman  
Gossner Mission,  
GSDP-coordinator.





- 4 -

the Contractor or any agent or representative of the Contractor to any officer of the employee of the State with a view toward securing a contract or securing favourable treatment with respect to the awarding or the making of any determination with respect to the performance of such contract, provided the existence of the facts upon which the State makes such findings shall be an issue and may be reviewed in any competent court.

- (e) In the event that this contract is terminated as provided under Clause 2.1(d) hereof, the State shall be entitled to pursue the same remedies against the Contractor as it could pursue in the event of a breach of the Contract by the Contractor. The rights and remedies of the State provided in this Clause shall not be exclusive and are in addition to all other rights and remedies provided by law or under this Contract.

#### ARTICLE 2.4. INSTALLATION OF STAFF AND EQUIPMENT

- 2.4.1. The qualifications, training and experience of the staff put at the disposal of the project will be so as to enable the Contractor to implement the Terms of Reference as described in Article 3.1.1. "Specific Duties".
- 2.4.2. The Contractor shall agree to send to Zambia the approved personnel within 30 days of the request by the Government of Zambia.
- 2.4.3. The place of residence of the Contractor's staff will be Lusaka.  
Housing is provided by the Contractor.
- 2.4.4. The Contractor shall be responsible for the supply of adequate transport to the Programme Coordinator. A kilometre allowance of 0.50 ECU/km will be paid to the Contractor for kilometres made on duty.

#### CHAPTER 3 : OBLIGATIONS OF THE CONTRACTOR'S STAFF

##### ARTICLE 3.1. NATURE OF DUTIES

The Programme Coordinator will be responsible to the Permanent Secretary, National Commission for Development Planning, Lusaka.



- 5 -

#### GENERAL AND SPECIFIC DUTIES

The objective of the technical assistance for the first Annual Microproject Programme (Lome II) is to coordinate the implementation of the divers projects under this programme. In particular the technical assistance officer (Programme Coordinator) will be required to:

- (a) plan, supervise and coordinate the execution of the First Annual Microproject Programme (Lome II);
- (b) assist local communities in identifying projects suitable for the Microprojects Programme and preparing the respective project documentation;
- (c) assess project requests with regard to their technical and overall viability against the conditions governing the Microprojects Programme;
- (d) draw tender dossiers;
- (e) participate in the evaluation of tenders and in the award of contracts;
- (f) coordinate local purchases for the projects;
- (g) supervise the actual implementation of the individual projects;
- (h) prepare implementation schedules for the Microprojects Scheme and the individual projects;
- (i) keep records of the physical and financial implementation progress of each individual project;
- (j) prepare quarterly and annual reports on the Microprojects Scheme.

#### ARTICLE 3.2. Powers Delegated to the Contractor's Staff

Though the Permanent Secretary of the National Commission for Development Planning the Programme Coordinator shall exercise those powers as delegated to him. However, such delegation of powers must be in accordance with the General and Special Conditions of this Contract.

*[Signature]*

*[Signature]*





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#### ARTICLE 3.4. INFORMATION FOR THE STATE

##### 3.4.1. Interim and Special Report

- (a) The Programme Coordinator will draw up Work Programmes and Cost Estimate for the different projects under the Programme as requested in Article 3.1. above.
- (b) The Programme Coordinator will draw up quarterly progress reports and annual reports on his activities and on the implementation progress.

##### 3.4.2. Final Report

On completion of the contract period as described (Art. 6.3.), the standard Final Report (General Provisions Article 3.4.2.) shall be presented within the time limits given in the General Provisions (Article 3.4.3).

##### 3.4.3. Form and Submission of the Reports

The number of copies of reports to be submitted shall be as follows:

	<u>Number of copies</u>
State	5
Commission	3
Delegation	<u>2</u>
<u>Total</u>	<u>10</u>

#### CHAPTER 4 : OBLIGATIONS OF THE STATE

##### ARTICLE 4.2. RESPONSIBLE AGENT

For the purpose of this contract the Permanent Secretary National Commission for Development Planning will represent GRZ.

##### ARTICLE 4.5. INSTALLATION OF THE PERSONNEL OF THE CONTRACTOR

The Programme Coordinator will operate from the National Commission for Development Planning (NCDP), Lusaka. The NCDP will provide the Programme Coordinator with adequately equipped office facilities with standard equipment as required by the Coordinator.

*[Signature]*

*[Signature]*



# GOSSNER SERVICE TEAM

P.O. Box 4,  
Sinazeze.

Gossner Mission,  
Liaison Office,  
P.O. Box 50162, Lusaka.  
Tel: 250580.

January 28th 1988

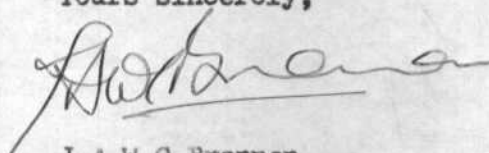
Mr. J. Halupepe  
Coordinator, GSDP  
Nkandabwe Camp  
Sinazeze

Dear Mr. Halupepe:

After much effort and some thought, I have decided that an Annual Report is not feasible. The reasons: (a) I have not been in charge of any programme, (b) my work has mainly been with loose ends - a supportive role, (c) I would hope that my successor, if any, would be on different lines from me, so what I have done, and how, would be irrelevant to him.

However, I have written a few of my main concerns and included it into a statement which may or may not be of assistance to future planning of personnel in the Project.

Yours sincerely,



J.A.W.C. Brannan

c.c. Gossner Berlin  
Gossner Lusaka  
Advisor for Planning & Evaluation

# GOSSNER SERVICE TEAM

P.O. Box 4,  
Sinazeze.

Gossner Mission,  
Liaison Office,  
P.O. Box 50162, Lusaka.  
Tel: 250580.

## STATEMENT OF JIM BRANNAN

ON HIS POSITION IN G.S.D.P. FROM MARCH 1986 to DECEMBER 1987

This statement is a result of two very frustrating years with the Gossner Service Team at Nkandabwe Camp, Sinazeze. Mainly it stems from the incompatibility of my qualifications, and the requirement at the Camp.

On the one hand, my skills are mainly at grass-roots level and hands-on production and applied methods in Blacksmithing, Rural Crafts, Boatbuilding and repairing, Seamanship and Applied Mechanics. What was required was administration at management and local government level i.e. Nkandabwe Workshop, Poolcar, Water Programme, Road Programme, etc.

The work I have been involved in mainly seems to have concerned the camp and the people concerned with the camp, in my view definitely not grass roots. Because this work entailed picking up unfinished business and being constantly on call for handling keys, sorting out vehicle break-downs, punctures, etc., it is difficult to document it and definitely not part of a 'Programme'. When taking over a programme recently and putting a lot of effort into it, to have it taken away again without discussion or any sort of joint decision, just accentuated the problem.

I would have gone home feeling a total failure, if it were not for acquaintances in other projects and organizations around the country who have understood the situation and given me their support to the benefit of my personal well-being, and who have pointed out serious flaws in this Project.

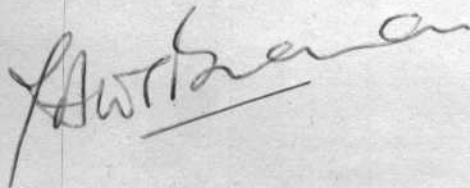
Rereading last year's report points to many feasible plans and aspirations. However I must say here that very little in that report came to a successful conclusion.

A lot of time and effort was put into attempting to get the three boats that VSP have into a working system and perhaps enlarging that system. There is no doubt in my mind that the lake is a very valuable waterway, not used at all in its correct manner; anywhere else in the world it would be the major trade route. But to try and do this essential work from twenty-five kilometres away from the main harbour was not feasible. Also there was no interest in or support from either Gossner Berlin or GSDP Staff to pursue this Programme.

2.

While I have been responsible for the radio communication link with Lusaka it has been very reliable. However there was disagreement over its place and use. Despite requests to Gossner over a year ago, no solar panels have been installed to keep it going in my absence, although it has been my personal solar panel and small Honda generator which has been its back-bone.

Perhaps in future more effort could be made with planning and evaluation to know who and what is required when, in order to ensure G.S.D.P.'s survival.



J.A.W.C. Brannan

January 30, 1988



Gwembe South Development Project  
P.O. Box 3,  
Sinazeze.

9th December, 1987

The German Volunteer Service,  
P.O. Box 50304,  
1 Mushemi Road,  
Lusaka.

Dear Sir/s,

REQUEST FOR A GERMAN VOLUNTEER FOR  
A SMALL SCALE VILLAGE INDUSTRIES  
PROGRAMME.

On behalf of the Gwembe South Development Project, I write to request for a volunteer to assist the participants of our small scale village industries programme. Details of the job description, the project and the general conditions of the area are enclosed with this application for your consideration.

If further information are required, you are kindly invited to see our project here in Gwembe South. For general information you may also contact Mrs. S.Krisifoe, the representative of Gossner Mission in Lusaka.

Yours faithfully,



J.K.C. Halupepe  
PROJECT CO-ORDINATOR  
GWEMBE SOUTH DEVELOPMENT PROJECT

cc The P.A.O.  
P.O. Box 630042,  
Choma  
Zambia.

cc Gossner Mission, Headoffice Germany.  
cc Gossner Mission, Lusaka office  
cc The Chairman, GST



LUSUMU SERVICES, CONSERVATION PROGRAMME, BOX 42, MAGOYE. 3/2/87

\*\*\*\*\*

CATALOGUE of SERVICES ~~and~~  
~~JOB DESCRIPTION of for~~  
 CONSERVATION ENGINEERS

\*\*\*\*\*

[\* = computer programmes available]

*Duties & responsibilities*

I. WATER CONSERVATION (Water storage), IRRIGATION AND DRAINAGE,  
 RURAL ROADS, SANITATION

I.1 EARTH DAMS & SPILLWAYS - construction and repair YP  
 -For cattle ponds, fish farming and irrigation.

- .1.1 Survey, soil testing & siting
- .1.2 Dam design (design report & drawings) \*
- .1.3 Quantity surveying & cost estimation \*
- .1.4 Pegging
- .1.5 Construction advice
- .1.6 Works supervision (usually provided for by client)
- .1.7 Hire of earthmoving equipment (tractor drawn ripper and scoop; ox drawn scoops) - proposed

I.2 GRAVITY WEIRS - construction and repair P  
 -For cattle ponds, fish farming and irrigation.  
 -Concrete, masonry, brick and gabion weirs.

- .2.1 Survey, soil testing & siting
- .2.2 Weir design (design report & drawings) \*
- .2.3 Quantity surveying & cost estimation
- .2.4 Pegging
- .2.5 Construction advice
- .2.6 Works supervision (see 1.6)

I.3 WATER TANKS - construction and repair P  
 -Open concrete, soil-cement-brick or ferrocement water tanks. Low pressure non-elevated night storage tanks for irrigation and domestic water supply.

- .3.1 Tank design (design report & drawings) \*
- .3.2 Quantity surveying & cost estimation \*
- .3.3 Pegging
- .3.4 Construction advice
- .3.5 Works supervision (see 1.6)

I.4 SMALL-SCALE IRRIGATION SYSTEMS - construction & repair YP  
 -Basin, furrow and sprinkler irrigation.

- .4.1 Survey, soil testing & siting
- .4.2 Feasibility report & design (design report & drawings)
- .4.3 Quantity surveying & cost estimation
- .4.4 Pegging
- .4.5 Construction & management advice
- .4.6 Works supervision (see 1.6)



- .4.7 Hire of land grading equipment (tractor drawn ripper, scoop and grader; ox drawn scoops) - proposed

#### I.5 SMALL-SCALE DRAINAGE SYSTEMS - construction & repair P

- Open drains (to remove excess water from waterlogged areas).
- .5.1 to .5.6 same as .4.1 to .4.6
- .5.7 Hire of earthmoving equipment (tractor drawn ripper and scoop; ox drawn scoops) - proposed

#### I.6 RURAL ROADS - construction and repair P

- Dirt roads, incl. side drains, culverts and minor bridges.
- .6.1 Survey & siting
- .6.2 Design (Design report & drawings)
- .6.3 Quantity surveying & cost estimation
- .6.4 Pegging
- .6.5 Construction advice
- .6.6 Works supervision (see 1.6)
- .6.7 Hire of road grading equipment (tractor mounted grader & scoop; ox drawn scoops) - proposed

#### I.7 VENTILATED IMPROVED PIT LATRINES (VIP) Y

- An hygienic improved latrine which does not smell and keeps flies away.
- .7.1 Design (design report & drawing)
- .7.2 Quantity surveying & cost estimation
- .7.3 Construction advice

\*\*\*\*\* Hire of equipment : Y \*\*\*\*\*

### II. SOIL CONSERVATION (Erosion control) & SUPPORT SERVICES

#### II.1 STORM DRAINS & WATERWAYS - construction & repair YP

- .1.1 Survey, soil testing & siting
- .1.2 Design (design report & drawings) \*
- .1.3 Quantity surveying & cost estimation
- .1.4 Pegging
- .1.5 Construction advice
- .1.6 Works supervision (see I.1.6)
- .1.7 Hire of earthmoving equipment (tractor drawn ripper, scoop and grader; ox drawn scoops) - proposed

#### II.2 FIELD CONTOURS

- Graded contour ridges, level contours ('Fanya-juu'), stone bunds. YP

- .2.1 Survey, soil testing & siting
- .2.2 Design (design report & drawings)
- .2.3 Quantity surveying & cost estimation
- .2.4 Pegging



- .2.5 Construction advice
- .2.6 Works supervision (see I.1.6)
- .2.7 Hire of earthmoving equipment (see II.1.7)
- .2.8 Training of extension workers and farmers (siting, pegging, construction by self-help)

## II.3 GULLEY CONTROL *YP*

-Gulley plugging with stone, gabion and brushwood check dams. Stabilization of gulley heads by biological engineering methods (grass/tree planting).

- .3.1 to .3.6 same as .2.1 to .2.6

## II.4 GABION MANUFACTURE - proposed *P*

[in conjunction with Water Provision Unit Kayuni]

-Hand made manufacture of gabions (= stone filled wire mesh boxes for erosion control structures, eg. drops, spillways, gulley check dams).

- .4.1 Design of manufacturing process
- .4.2 Product budgeting
- .4.3 Staff/workers training
- .4.4 Works supervision (provided for by WPU)
- .4.5 Product sale (by WPU staff)

## II.5 SUSTAINABLE AGRICULTURE / AGROFORESTRY SUPPORT SERVICES

### II.5.1 TREE NURSERY *Y*

-Provides trees for soil conservation, fertiliser substitution, windbreaks, live fencing, fruit, fodder, firewood, tree cash crops.

- .5.1.1 Seed bank: seed collection, seed indexing \* & storage *P*
- .5.1.2 Nursery management & workers supervision: *Y*  
Soil collection, potting, seedbed preparation, planting & transplanting, planting records & germination observations, watering, weeding, root pruning, pest control, purchase of equipment & materials, etc.
- .5.1.3 Sale of tree seedlings and tree seed: Advising customers, record keeping. *Y*

### II.5.2 TRIALS AND DEMONSTRATIONS *P*

-Carried out on Lusume land, on farms, on Research station (Magoye RRS) and Forest Dept. land.

-For fertiliser substitution & erosion control (Acacia albida, alley cropping, green manuring, composting, field contouring), windbreaks, live fencing (hedges), tree cash crops (Jojoba, cashew), indigenous & exotic fruit trees, fodder trees, firewood trees.

- .5.2.1 Layout & design *P*
- .5.2.2 Management & workers / farmers supervision (land preparation, pegging, planting, weeding, harvesting, etc.) *Y*
- .5.2.3 Observations (record keeping: tree growth rates, *PY*)

survival rates, crop yields, etc.)  
.5.2.4 Evaluation (reports, recommendations) P

### II.5.3 EXTENSION: AWARENESS CREATION & TRAINING

- In conjunction with Dept. of Agric. & Forest Dept. extension staff.
- Public relations campaign incl. press releases, posters, handouts, technical booklets, training meetings for farmers and extension staff, slide shows, field days.

.5.3.1 Preparation of technical handouts, booklets, posters, visual aids for training meetings and other PR & training material (in English & Vernacular) P

.5.3.2 Preparation & conduction of training meetings, field days etc. PY

### II.5.4 SOCIAL AND TECHNICAL SURVEY

- To study the local farming systems, constraints to sustainable agricultural development, possible new technical solutions and how they could be adapted to fit into the the farming systems.

.5.4.1 Design, conduction and evaluation of "Soil conservation/ tree planting survey" (in conjunction with Dept. of Agric. extension staff) P

.5.4.2 Establishment of contacts with national & international research institutions and NGOs and information exchange P

.5.4.3 Build up & expansion of conservation library P

\*\*\*\*\*

### III. MISCELLANEOUS

*Not at all Correspondence* P

#### III.1 PROJECT PROPOSALS, APPRAISALS AND EVALUATIONS, FEASIBILITY STUDIES AND FUNDING REQUESTS P

- for submittance to donor agencies.
- for conservation projects mentioned under I. to II.

#### III.2 BUDGETING OF CONSERVATION PROGRAMME Y

*Repayment of ~~Conservation~~ workers* Y

#### III.3 PUSH-STARTING COMPANY VEHICLES

*Submit monthly reports to Management meeting* YP

\*\*\*\*\*

Area of operation: Zambia's Southern Province,  
chiefly: Magoye Block in Mazabuka District.

Staff: 2 Conservation Engineers (1 seconded from MAWD,  
1 from GVS)

2 Permanent Workers  
*Local* piece workers (as required)

*Sh*  
Peter Sturmheit,  
CONSERVATION ENGINEER



GERMAN VOLUNTEER SERVICE

P.O.Box 50301

1, Mushemi Road  
(Corner Lubu Road)

LUSAKA, Zambia

Phone: 250 894

OUTLINE OF JOBDESCRIPTION

Name of the organisation requesting a German Volunteer:

Gwembe South Development Project (G.S.D.P.)  
.....

Duty station (exact address and telephone no. of the Volunteers posting):

Nkandabwe Camp, P.O.Box 3, SINAZEZE / via Choma  
.....

Designation (title of post):

Adviser for small scale village industries  
.....

When is the volunteer required:

- a. immediately .....  
b. as soon as possible .....X.....  
c. month and year when the  
project will be ready to  
receive the volunteer .....

...



## 1. AIM

- 1.1. What is the aim of the project work the volunteer will do during a normal two-year contract period?

Which kind of assistance is needed to accomplish what?

Please be specific and indicate the exact duties that the volunteer has to undertake:

The volunteer is expected to assist local trade groups to become selfreliant by an improvement of their skills, co-operation and management abilities. The required duties are:

- on-the-job training to improve the skills of the participating workers;
- appropriate management training for each group (accounting, budgeting planning, calculation of prices etc.);
- to assist each group with organizing their purchases and sales.
- assistance in building up a rural trade center.

## 2. TARGET GROUP

- 2.1. Which persons will be assisted by the project (the Target Group) ?

Please indicate number, sex, age, educational background, income and geographical area:

At present there are 3 groups working with the assistance of GSDP:

- a joinery group (4 members),
- a group of concrete block makers (2 members),
- a group of brick and rooftile makers (4 members).

All participants are young men in their twentieth. They have some years of primary school education and passed an examination at the trade departement. All come from surrounding villages. By working with their groups they are expected to earn their living. Some of them are also involved in farming.

- 2.2. What are the fees of the organization or project if any?

There are no fees. Loans have been given as a starting capital and are to be paid back from the realised profit.

- 2.3. Will the project-work result in better living conditions for the women of the area?

Not directly.

- 2.4. Are the women involved in the administration and planning of the project?

~~YES~~ / NO  
XXX

If YES, in which positions?

If NO, why not?

There are several women working within GSDP. There is also a female extension programme, and women are regularly involved in the various programmes of GSDP. The small scale village industries programme is directed to young men only, because due to traditional standards women are not yet accepted as trade workers nor are they allowed to work together with men not belonging to their families. These attitudes may change in the future.

### 3. RESOURCES

- 3.1. Is the project in possession of the necessary equipment, so that the volunteer may carry out his/her duties effectively?

YES / ~~NO~~  
XXX

If NO, indicate what is needed and state possible ways of financing the acquisition:

- 3.2. Is the volunteer supposed to use his/her private vehicle for project work?

YES / ~~NO~~  
XXX

If YES, is the project willing to pay mileage according to existing government rates?

Yes

## 4. THE PROJECT

- 4.1. Give a brief history of the project. When did it start and how did it develop?

GSDP is a rural development project, consisting of 13 different programmes at present. It was started in 1970 as a co-operation of the Zambian Government and Gossner Mission. The small scale village industries programme has been started in the beginning of 1987 due to the lack of such business groups and the high demand for such trades in the area.

- 4.2. How many are employed by the project?



4.3. The economic status of the project. Has the project experienced any economic difficulties?

YES / NO

xxx

If YES, please explain the nature of the problems and why they have arisen?

4.4. Who is responsible for

- a. drawing up the budget ~~budget committee~~ .....  
clerical officer
- b. doing the daily book-keeping: .....  
auditor
- c. auditing the accounts: .....

4.5. Is the volunteer expected to be given any financial responsibilities?

YES / ~~NO~~

xxx

If YES, describe the nature of these responsibilities.

The volunteer is expected to supervise the accounting system, money handling and the repayment of the loans. He has no direct financial responsibility.

4.6. Does the project yield a profit?

YES / NO

If YES, please give details:

If NO, why not?

GSDP as the overall project is a non-profit social organisation. The small scale village industries programme is profit orientated as a source of living for the participants.

4.7. Does the project get any other assistance from volunteer agencies or other donor organizations?

YES / ~~NO~~

xxx

If YES, please specify:

GSDP is financed by GRZ and Gossner Mission. If need arises, funds for special activities are applied for at other donors (mixed funding system).



4.8. Will a counterpart be available?

~~YES~~ / NO

If YES, from when?

If NO, why not?

Not necessary. Once the groups will be able to manage on their own, no further assistance will be necessary.

4.9. Are there special times of the year that are advisable for the annual leave to be taken?

No.

4.10. Any negative aspects of the job or anticipated problems that the volunteer should know about before taking up the post?

No.

4.11. Any safety risks connected with the job?

No.

## 5. THE VOLUNTEER

### Marital Status, Sex

5.1. Will both a single and a married volunteer, perhaps with children, be acceptable to do the job?

YES / ~~NO~~

If NO, why not?

5.2. Will both a female and a male volunteer be acceptable?

~~YES~~ / NO

If NO, please explain why not:

A female volunteer would probably face a number of difficulties in that position as a trainer for young men only.  
(see above 2.4.).

### Qualifications

5.3. Which qualifications should the volunteer have?

(educational, professional and other qualifications deemed essential and desirable):

- broad and mainly practical skills and experience in the fields of simple building activities (low cost houses), joinery, usage of local materials;
  - experience in vocational training;
  - experience in simple management training (accounting, budgeting, calculation of prices, marketing etc.).
- 5.4. ~~languages spoken at work~~  
English, preferably also Tonga  
god planning, calculation

5.5. Will the volunteer have to submit reports or other written material in English?

Yes

5.6. Will the volunteer be required to travel extensively?

No

5.7. Does the volunteer have to have a driving licence to do the job?

YES ~~XX~~ NO

In ~~order, why?~~ reach the trade center (7 km from living quarter, for assisting the groups in purchasing and sales, for shopping.

5.8. Is there any special training or preparation the volunteer ought to go through, while still in Germany?

Preferably in local material production. Contact: MISEREOR, Aachen, att. Mr. Merschmeier.

### Accommodation

5.9. Please note: Under the "Agreement between the Government of the Republic of Zambia and the Government of the Federal Republic of Germany", it is up to the project to provide housing with basic furniture for the volunteer.



5.9.1. Will a house or a flat be available with

pipd water                      YES / ~~NO~~      XXX

electricity                      ~~YES~~ / NO  
   XXX

cooker                              YES / ~~NO~~  
   XXX

Or, alternatively, is the project able to pay a monthly housing allowance to GVS?

YES / NO

If YES, how much .....

5.9.2. Which kind of basic furniture will be provided?

All basic furniture, including refrigerator.

5.9.3. If the project is not able to provide housing, can a house be provided which is suitable after some upgrading work has be done?

YES / NO

Type of work:

Estimated costs:

### Security and Health

5.10. Is a night watchman or an alarm system advisable at the volunteer's house? Are burglar bars required?

A night watchman is employed.

What is the general security situation like?

Tense .....

Normal .....X.....

Rather quiet .....

5.11. Where will the volunteer go in case of an accident or any other emergency?

Maamba (40 km) or Monze (150 km) hospital.



- 5.12. Can a doctor be recommended for the volunteer to visit on a regular basis?

No

#### Surroundings

- 5.13. Please give a description of the town/village where the volunteer is going to live.

(Size and nature of the place, climate, leisure activities, shops, nearest hospital or doctor):

Hard climate (hottest part of Zambia), no organized leisure activities, shopping facilities in Sinazongwe (30 km), Maamba (40 km) or Choma (75 km). Hospital: see 5. 11.

#### Children

- 5.14. Especially for volunteers with children:  
Are there any schools or other institutions for children nearby?

~~YES~~ / NO

If YES, which institutions? How far away? Which language of instruction?

- 5.15. Has any other agency been asked to meet your request for personnel?

~~YES~~ / NO

- 5.16. Other comments:

### Conditions of Service

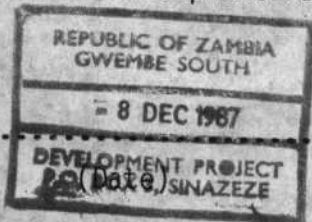
Reference is made to "Agreement between the Government of the Republic of Zambia and the Government of the Federal Republic of Germany".

### Declaration

As a representative of .....  
(name of project)

I hereby request a volunteer from the German Volunteer Service and accept on behalf of the Ministry to which it belongs the conditions listed in "Agreement between the Government of the Republic of Zambia and the Government of the Federal Republic of Germany".

I also shall forward a request to the Ministry concerned and the National Commission for Development Planning.



JEREMIAH K.C. HALUPEPE

(Name and position)

PROJECT CO-ORDINATOR  
GSDP

(Signature on behalf of  
the project)



# WELTFRIEDENSDIENST e. V. WFD

SERVICES COMMUNAUTAIRES · COMMUNITY SERVICES · SERVICIOS A LA COMUNIDAD

WELTFRIEDENSDIENST e. V. · 1 BERLIN 12 · JEBENSSTRASSE 1

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## Zur Vorbereitung von Projektmitarbeitern bei Weltfriedensdienst e.V.

### 1. Rahmenbedingungen für die Vorbereitung bei WFD

Für die Konzipierung eines Vorbereitungsprogramms sind folgende Voraussetzungen grundlegend:

- a) der Aufgabenbereich (Projekt) und die spezifische Aufgabenstellung des vorzubereitenden Mitarbeiters;
- b) der projektrelevante Kenntnisstand und Erfahrungshintergrund des künftigen Mitarbeiters;
- c) der Anzahl der vorzubereitenden Mitarbeiter;
- d) die finanziellen und personellen Möglichkeiten der Entsendeorganisation.

WFD ist eine relativ kleine, aber sehr spezialisiert arbeitende Personalentsendeorganisation. Gegenwärtig arbeiten 12 WFD-Vertragsinhaber in 4 Entwicklungsprojekten des WFD. Die Entsendung von Mitarbeitergruppen in 2 weitere Entwicklungsprojekte ist in der Planung. WFD hat sich spezialisiert auf die Arbeit in Programmen der ländlichen Entwicklung, die dem Ansatz des Community Development bzw. Animation Rurale etwa entsprechen. Von diesen Voraussetzungen her ergibt sich für die Mitarbeitervorbereitung bei WFD im Blick auf die oben genannten Punkte folgende Ausgangssituation:

- zu a) Der Aufgabenbereich des künftigen Mitarbeiters ist durch die Wahl eines bestimmten Projekttyps (CD/AR) im vornherein definierbar und erfordert eine sehr spezialisierte Vorbereitung. Die Vorbereitung auf den speziellen Aufgabenbereich des Mitarbeiters erfordert darüberhinaus eine weitergehende Spezialisierung.
- zu b) Über die Auswahl der Mitarbeiter werden bereits wichtige Voraussetzungen für die Vorbereitung geschaffen. WFD entsendet vorrangig Hochschulabsolventen aus dem sozialpädagogischen Bereich, die in ihrem Studium für die künftige Arbeit bei WFD relevante Schwerpunkte gesetzt haben, und die nach Möglichkeit über einschlägige praktische Erfahrungen verfügen sollten. Damit wird ein Kenntnisstand und Erfahrungshintergrund bei den vorzubereitenden Mitarbeitern vorausgesetzt (einschließlich ausreichender Kenntnisse der jeweiligen Amtssprache), der für die Vorbereitung des Mitarbeiters nur noch eine weitere Spezialisierung und Vertiefung bereits vorhandener Kenntnisse im Sinne von a) erforderlich macht.

- zu c) Entsprechend der geringen Zahl der Projekte des WFD ist



die Zahl der vorzubereitenden Mitarbeiter klein (durchschnittlich 8 pro Jahr). Da sich die Entsendetermine nach den Anforderungen der Projekte richten, ist die Zahl der vorzubereitenden Mitarbeiter bei den Vorbereitungsmaßnahmen sehr unterschiedlich. Bei neu zu beginnenden Projekten wird die ausreisende Mitarbeitergruppe als Gruppe vorbereitet. Häufig müssen aber auch einzelne Mitarbeiter individuell vorbereitet werden.

zu d) Da die finanziellen und personellen Möglichkeiten des WFD im Blick auf die Vorbereitung neuer Mitarbeiter sehr begrenzt sind, ist die Vorbereitung neuer Mitarbeiter Teil der Aufgaben des für das Projekt zuständigen Projektberaters. Er wird dabei unterstützt von den ehrenamtlichen Mitarbeitern des WFD, die sich vorwiegend aus zurückgekehrten Entwicklungshelfern zusammensetzen.

## 2. Das Vorbereitungsprogramm des WFD

Der heutige Rahmenplan für die Vorbereitung von Mitarbeitern ist das Ergebnis mehrjähriger Erfahrungen mit der Vorbereitung von künftigen Projektmitarbeitern von WFD. Die einzelnen Themenschwerpunkte werden je nach Kenntnisstand der vorzubereitenden Mitarbeiter bearbeitet.

Das Programm für die Vorbereitung wird jeweils mit den vorzubereitenden Mitarbeitern zu Beginn durchgesprochen, um Umstellungen, Ergänzungen oder Weglassungen zu vereinbaren.

Es hat sich als sehr fruchtbar erwiesen, die spezielle Vorbereitung auf den künftigen Arbeitsbereich der Mitarbeiter zum Schwerpunkt der Vorbereitung zu machen. Auf diese Weise lassen sich Probleme, mit denen die Mitarbeiter bei ihrer Arbeit im Projekt konfrontiert sein werden, besser veranschaulichen und bearbeiten. Ferner kann so eine vorläufige Arbeitsplanung für die erste Phase der Arbeit im Projekt entwickelt werden, die dann an der Projektrealität zu überprüfen ist.

Rahmenplan für die Mitarbeitervorbereitung bei WFD:

### I. Informationen über die Entsendeorganisation WFD

1. Status, Organisationsstruktur, Finanzierung etc.
2. Darstellung der Projekte des WFD
3. Entwicklung des Arbeitsansatzes von WFD, gegenwärtiger Diskussionsstand

**Ziel:** Der künftige Mitarbeiter soll sich mit der Entsendeorganisation soweit vertraut machen, daß er sich nicht nur als Mitarbeiter in einem Teilbereich eines bestimmten Projektes, sondern als Mitarbeiter der Gesamtorganisation verstehen und dementsprechend handeln kann.

**Material:** fortlaufend ergänzte Materialmappe mit Grundsatzpapieren, Protokollen etc.

**Arbeitsweise:** Gespräche mit WFD-Mitarbeitern, Teilnahme an Sitzungen des Vorstandes, des entsprechenden Projektbeirats, Studienabenden etc., selbstständiges Aktenstudium.

## II. Landeskundliche Einführung

1. Wirtschaftliche, soziale und politische Verhältnisse im künftigen Projektland
2. Die Probleme der 3. Welt am Beispiel, des künftigen Projektlandes (historische Entwicklung, Innen- und Außenpolitik etc.)

Ziel: Der Mitarbeiter soll sich mit den sozioökonomischen und politischen Rahmenbedingungen seines künftigen Aufgabenbereiches so vertraut machen, daß er bei der Planung und Durchführung seines Arbeitsbereiches und des Projektes insgesamt von den spezifischen Voraussetzungen des Projektlandes ausgehen kann.

Material: WFD-Handbibliothek, ausführliche Bibliographie, Projektunterlagen.

Arbeitsweise: Selbststudium, Gespräche mit WFD-Mitarbeitern und anderen Landeskennern.

## III. (bei laufenden Projekten) Einführung in die Geschichte des Projektes

Ziel: Der Mitarbeiter soll sich mit dem bisherigen Projektverlauf und den dabei gemachten Erfahrungen so vertraut machen, daß die Kontinuität der Projektarbeit für den von ihm neu zu übernehmenden Arbeitsbereich gewährleistet werden kann.

Material: laufend ergänzte Materialmappe mit wichtigen Projektunterlagen, WFD-Akten, Dias

Arbeitsweise: Selbststudium, Gespräche mit ehemaligen Projektmitarbeitern

## IV. Vorbereitung auf den künftigen Arbeitsbereich

Die Detailplanung ist je nach Aufgabenbereich jeweils neu zu erstellen. Erfahrungsgemäß ergeben sich jedoch folgende Schwerpunkte:

1. Studium der wirtschaftlichen, sozialen, kulturellen und politischen Verhältnisse des Projektgebietes
2. Studium von vergleichbaren Programmen und Projekten
3. Entwicklung einer Arbeitskonzeption für den künftigen Aufgabenbereich. Anhand dessen:
  - a) Programmplanung
  - b) methodisches Vorgehen
  - c) begleitende Evaluierung
  - d) Acculturationsprobleme, Teamarbeit etc.

Ziel: Der Mitarbeiter soll sich auf seinen künftigen Aufgabenbereich so vorbereiten, daß er nicht nur eine möglichst konkrete Vorstellung von den von ihm zu bewältigenden Aufgaben, sondern gleichzeitig eine vorläufige Handlungsanleitung für die erste Phase seiner Mitarbeit im Projekt erhält, die dann an der Projektrealität zu überprüfen ist.

Material: Literatur, Projektunterlagen

Arbeitsweise: Selbststudium, Diskussionen mit WFD-Mitarbeitern  
und gegebenenfalls besonders hinzugezogene Fachleute, eigen-  
ständige Ausarbeitungen des Mitarbeiters.

V. Abschließende Diskussion und Kritik der Vorbereitung

Dauer der gesamten Vorbereitungszeit: ca. 3 Monate

Oktober 76 U. Kinder



Merkliste von Fragen für die Auswahl von EH des WFD

Eine Gewichtung der relevanten Fragen entsprechend den Anforderungen des Projekts/Projektplatzes/Projektumfelds soll in der Team-Vorbesprechung vor der Auswahl vorgenommen werden.

A Beruflicher Bereich

- Qualifikation
- Berufserfahrung
- Selbständigkeit
- Engagement
- Flexibilität
- Konfliktverhalten
- Konkurrenzverhalten (gegenüber Berufskollegen/innen)
- Auslandserfahrung
- Arbeitsverhalten
- Improvisationstalent
- Pädagogische(s) Fähigkeiten/Geschick
- Stärken in: o praktischer Arbeit  
                  o theoretischer Arbeit  
                  o beratender Arbeit

B Politisches und soziales Engagement

- politische(s) Engagement/Aktivitäten mit Begründung
- soziale(s) Engagement/Aktivitäten mit Begründung
- Stellenwert der Entwicklungshilfe
- Funktion der Fachkraft (Missionar vs. politische Arbeit)
- Politischer Anspruch und Handeln im Alltag
- Erwartungen

C Persönlicher Bereich

1. Sprachen

- Sprachkenntnisse, differenziert
- Lernfähigkeit

2. Familiäre Situation

- Einschränkungen des Partnerverhältnisses
- Beziehung zu den Kindern
- Vorstellungen über eventuell mitausreisende(n) Partner(in) im Gastland
- Arten der familiären Konfliktlösung

### 3. Kontakte im Ausland

- Vorbereitung, Ziele, Empfindungen, Befürchtungen bei Reisen
- Rollenprobleme (Weiße(r) in schwarzer Gesellschaft)

### 4. Interessengebiete

### 5. Freizeitverhalten

- Interessen, Hobbies

### 6. Perspektiven für die Zeit nach der Rückkehr

### 7. Sonstiges

- Gesundheit/Tropentauglichkeit
- finanzielle Verpflichtungen
- sonstige Verpflichtungen

## D Motivation

### E Persönlichkeitsmerkmale, Kommunikation und Gruppenverhalten

- Flexibilität/Lernfähigkeit
- Frustrationstoleranz/ -verhalten
- Konfliktlöseverhalten
- Realitätserfassung
- Selbsteinschätzung
- eigene Initiative
- Einfühlungsvermögen
- Kritikverarbeitung
- Leben unter schwierigen Bedingungen
- Erfahrungen in Gruppenarbeit
- Einbringen des eigenen persönlichen/fachlichen Beitrags in Gruppen/Teams (Männer/Frauen/Komitees/EH-Teams)
- Kontaktfähigkeit/ -freudigkeit
- Argumentationsweise
- Eingehen auf Vorschläge/Koordination
- Argumentation zielstrebig/lösungsorientiert
- Einfühlungsvermögen

### F Erwartungen des Bewerbers/der Bewerberin

Friedrichstr. 236  
1 000 Berlin 61  
Tel. (030) 251 05 16

Checkliste, Interview zur fachlichen Eignung

NAME des Bewerbers:.....

Name des Interviewers:.....

Datum:.....

1. Abgeschlossene Ausbildung nach Schulabschluß  
(Details)
2. Gegenwärtige Beschäftigung(en)  
(Grad der Verantwortung, Art der Arbeit, Teamarbeit oder  
individuelle Arbeit)  
Längere Perioden der Nichtbeschäftigung (Gründe)
3. Beziehung des Bewerbers zu seiner gegenwärtigen Arbeit.  
Gründe für einen Beschäftigungswechsel.  
Befriedigung in der gegenwärtigen Arbeit.
4. Sollte der Bewerber Verantwortung übernehmen oder jemandem  
untergeordnet arbeiten (Angabe, ob aus politischen oder aus  
fachlichen Gründen)
5. Könnte der Bewerber selbst ausbilden a) on the job  
b) in Kursen?
6. Sprachbeherrschung - welche, wie gut?
7. Ist eine Weiterbildung/zusätzliche Berufserfahrung vor einer  
Arbeitsaufnahme in Mosambik notwendig?
8. Ist der Bewerber bereit, sich wenigstens für 2 Jahre zu ver-  
pflichten? Datum der möglichen Arbeitsaufnahme.
9. Welche Risiken/Behinderungen in seiner berufl. Karriere  
können sich für den Bewerber durch einen 2-jährigen Aus-  
landsaufenthalt ergeben?
10. Für welche Arbeit in Mosambik hält sich der Bewerber selbst  
für geeignet?  
Wofür ist er qualifiziert?  
Wieviel weiß er/sie über diese Arbeit in Mosambik oder  
in anderen unterentwickelten Ländern?

WFD



Friedrichstr. 236

1 000 Berlin 61

Tel. (030) 251 05 16

Checkliste, Interview zur persönlichen Eignung

NAME des Bewerbers:.....

Name des Interviewers:.....

Datum:.....

Informationen über die Familie des Bewerbers, seine finanziellen Verpflichtungen, Freizeitaktivitäten, Hobbies, Reiseerfahrungen, emotionale Bindungen, Abhängige.

Familie: Mutter, Vater, Geschwister  
(anmerken, falls verstorben).

verheiratet, getrennt, geschieden, Jungges., Kinder

- Verantwortung und Verpflichtungen gegenüber Verwandten (Näherung der Verantwortung spürbar?)
- Emotionale Bindungen, verlobt, lebt mit jemandem zusammen?
- Wohnsituation: Wohngemeinschaft, eigene Wohnung etc.
- Rechtliche Verpflichtungen: vertragliche Bindungen, Unterhaltungsverpflichtungen etc.
- Gesundheit: Krankheiten (auch früher), Krankenhausaufenthalte, Operationen, psychische Behandlung. In medikamentöser Behandlung. Muß nach Diät leben?
- Frühere Erfahrungen im Ausland, Reisen, Rückkehr.
- Begleitung durch die Angehörigen. Bewirbt sich Partner ebenfalls?
- Einordnung: A B C D  
(Zutreffende Einordnung angeben, Gründe anführen)
- Eindruck des Bewerbers:  
Offen, entgegenkommend - schüchtern,  
ohne Selbstvertrauen - anmaßend -  
Persönlichkeit (Flexibilität, Initiative, Kritikfähigkeit; s. Referenzraster)

Friedrichstr. 236  
1 000 Berlin 61  
Tel. (030) 251 05 16

Checkliste, Interview zur entwicklungspolitischen, politischen  
Haltung/Erfahrung des Bewerbers

NAME des Bewerbers:.....

Name des Interviewers:.....

Datum:.....

1. Religiöse Ansichten und Praxis
2. Mitgliedschaft in Gewerkschaften, politischen Organisationen etc.
3. Praktische Aktivitäten bezüglich der obigen Organisationen
4. Andere politische Erfahrungen/Aktivitäten
5. Ist das politische Engagement des Bewerbers eher theoretisch oder praktisch? Oder beides?
6. Kenntnisse über die Dritte Welt. Erfahrung mit anderen Kulturen. Hat der Bewerber ausdrücklich Erfahrungen in anderen Ländern oder z.B. mit ausländischen Arbeitern?
7. Warum Mosambik? Woher hat der Bewerber seine Informationen über die Fachkräfterekrutierung? Kenntnisse über die PRELIMO und die Geschichte von Mosambik. Wie realistisch ist die Vorstellung des Bewerbers über eine Arbeit in Mosambik? Welche Probleme sieht er?
8. Erfahrungen in der Anpassung an eine neue Umgebung, ohne Sprachkenntnisse, als Ausländer, Weißer etc. Bereitschaft, sich verschiedenen Gruppen einzufügen und mit ihnen zusammenzuarbeiten.
9. Weitere Punkte, die zusätzliche Informationen erforderlich machen.

WFD

# WELTFRIEDENSDIENST e. V. WFD

SERVICES COMMUNAUTAIRES · COMMUNITY SERVICES · SERVIÇOS COMUNITARIOS

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1 Berlin 61, Friedrichstraße 236

(Allemagne - Germany)

Telefon (030) 251 05 16

An die

Mitglieder des Auswahlteams

Mukute-Metaller

Adelheid, Hilde, Kassi

Peter, Klaus

17.12. 87

Liebe Leute,

reichlich spät, sorry, schicke ich Euch die Unterlagen zu den Bewerbern  
Friedbert Leßner

Peter Rodenberg und

Andreas Wehmeier, evtl. mit seiner Frau Sanguan.

Freitagabend um 18.00 Uhr wollen wir für ca. 2 Stunden sie über den WFD und  
das Mukute/Weya Projekt informieren. Dazu braucht Ihr, wenn Ihr wenig Zeit habt,  
nicht unbedingt zu kommen.

Am Samstag um 9.00 Uhr gehts los, parallel in 2 Teams:

I) Adelheid, Klaus und Kassi

II). Hilde, Peter und Willi.

Zeitplan lege ich Samstag noch vor. Da Hilde und Kassi nur bis zum frühen  
Nachmittag Zeit haben, müssen wir die Auswahl bis 14.00/15.00 Uhr durchgezogen  
haben.

## Unser Kriterienraster:

(i) Offenheit, menschlicher Umgang: 1. Priorität, wichtigste Voraussetzung, um sich  
in den Arbeits- und Lebenszusammenhang des Zentrums und seiner unmittelbaren  
Umgebung integrieren zu können; relevant zur Schaffung von Vertrauen und damit  
auch für die Vermittlungsmöglichkeiten.

(ii) Fachlicher Erfahrungshintergrund: sollte möglichst breit sein und nicht  
nur auf Metall beschränkt sein (evtl. Hilfestellung bei den anderen Kursen Bau  
und Holz, z.B. Erarbeitung von Curricula etc.).

(iii) Ausbildungs- und Beratungserfahrung!

(iv) Belastbarkeit: Abgelegenheit des Zentrums; Konflikte innerhalb des Zentrums  
und zwischen Zentrum und Umgebung; hohe Frustrationsschwelle;

(v) Motivation: Abgesehen von Andreas W. haben alle noch keine 3. Welt Erfahrung  
in Projekten.

Bis Samstag früh (oder evtl. schon Freitag).

Herzlichst

*Willi*

*Peter : 432 72 39*



Auswahl Guinea Bissau 26. und 27.11.83

Einzelgespräche

I. Teil (Sonabend)

A Fachlicher Bereich

1. Berufswegdegang/Berufserfahrung

2. gegenwärtige Beziehung zum Beruf (zu den Berufen),

fachspezifische Auseinandersetzungen mit Fragestellungen  
Interessenschwerpunkte

3. Umsetzen der gemachten Erfahrungen in einem Land der 3. Welt  
Konsequenzen für die berufliche Situation

4. pädagogische Erfahrungen

5. Konfrontation mit Anforderungen aus dem Projekt:

Koordinator

- Einschätzung der eigenen Stellung im Gesamtteam (Guineer und Ausländer), gegenüber dem Counterpart (Forderungen von Privilegien usw.)

Krisenmanagement/Abstimmungsprozess

- Verhandlungsfreudigkeit und -geschick mit Leuten, die nicht immer sympatisch sind

einfach quatschen und erzählen können

- Budget- und Finanzüberwachung,

Überprüfung der Buchführung (Buchhalter vorhanden)

Beschaffungen (Verwaltungsmensch in Bissau vorhanden)

Landwirt

- zentraler Bereich wird die Beratung sein mit einem Team von Animatoren und dem Counterpart in den 3 landw. Anbauzonen Lugar (Wanderhackbau), Kintais (Hausfelder), Hortas (Gärten)

Erfahrungen, Vorstellungen

- Einschätzung der Zusammenarbeit im landwirtschaftl. Bereich mit den Frauen

- Ökologie, bisherige Auseinandersetzung mit diesem Komplex

*Stand ist gerechter Landbau*

- *Animation*

### Frauenarbeit

- Einschätzung von Ansatzpunkten mit den Frauen
- Fula-Frauen sind sehr selbstbewusst!
- Bedeutung der Arbeit mit den Frauen(Erfahrungen,Konfliktbereiche)
- Konfliktbereiche mit den Männern in Dörfern und Team
- formal ist dieser Bereich dem Landwirtschaftsministerium unterstellt,der Counterpart für Landwirtschaft ist auch Counterpart für die Frauenarbeit;konzeptionell ist für Frauenarbeit in G.B. sehr wenig vorhanden,ausser Deklarationen
- Lobby für die Frauen wird auf allen Ebenen nötig sein,Position beziehen,wie geht man damit um

### B sozio-politische Vorstellungen

- politische Einschätzung von G.B.(G.B.war das Traumland von vielen Linken,heute ist es still geworden)eigene Position in Boé begann der Befreiungskampf
- Rolle des EH's(politische Arbeit,Missionar usw.)
- polit.Situation hier,abhauen
- Entwicklungshilfe?

## II. Teil (Sonntag)

### C Persönlicher Bereich

1. 'Familienstand', persönliche und rechtliche Bindungen oder Verpflichtungen hier
2. warum rausgehen (fliehen vor persönlichen Problemen usw.)
3. Anpassung an neue Umgebung, als Ausländer, Weisser, ständig auf dem Präsentierteller
4. Erwartungen an den Aufenthalt
5. wie geht es nachher weiter?
6. Gesundheit

### D Arbeit in Boé

1. Lebensbedingungen: Wohnen im Dorf in einer abgelegenen Region mit sehr schlechten und teilweise unpassierbaren Pisten  
kein Wasser, kein Strom (Generator höchstens für Licht), kein Kino; schon mal so gelebt?  
Wohngemeinschaftssituation, selbst wenn man nicht in demselben Haus wohnt  
- Wie stellt man sich das Leben für sich persönlich vor?  
leben als Célibataire/-trices, Freizeitgestaltung/-bedürfnisse  
Welches sind die Bedingungen, die dabei berücksichtigt werden müssen?  
- Trennung von Arbeit und Freizeit im Dorf schwierig.
2. Teamarbeit!  
Jeder ist mit seinem Counterpart für seinen Bereich zuständig, der sich aber nicht unabhängig von den andern entwickeln kann und darf. Mitverantwortung für das Gesamtvorhaben!  
Fachliche und persönliche Interessen an den andern Bereichen?  
- Erfahrungen und Verhalten mit und in Konflikten (Team u.a.)  
- Umgehen mit hierarchischen Strukturen (Projektkoordinator + Counterpart)  
- Ist jemand unter den Bewerbern, mit der/dem die/der Befragte nicht kann



-EH im Dorf, welche Erfahrungen, Hoffnungen und Ängste

-ÖA ist Teil der Arbeit. Wir brauchen Material.

Erfahrungen; journalistische u.a.

### 3. Sprachen lernen!

In der Verwaltung spricht man frz. und port. und créol; die  
Bevölkerung spricht fula.

### 4. Technisches

Führerschein Pkw, Lkw

Reparaturen

erste Hilfe-Kenntnisse

Buchhaltung

Bl

SUGGESTED FUNCTIONS RELATIVE TO THE FINANCIAL PLANNING AND  
MANAGEMENT OF G.S.D.P.

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1. Overall responsibility for the accounting of Gossner Mission funds used within the Gwembe South Development Project. This means ensuring that all receipts, invoices and vouchers be entered in ledgers, filed, and that the actual funds be reconciled regularly with the Statement of accounts.
2. Preparation of regular statement and reports concerning the GSDP/GST finances.
3. Preparation of the annual budget for GSDP/GST and assist with the preparation of the overall GSDP budget.
4. Analyze and advise concerning the financial management of all levels of activities within GSDP, that is GSDP overall (GST and GRZ), programmes, administration and local groups.
5. Assist GSDP programme officers with planning and budgeting following the policy of self-sustainability.
6. Assist programme officers and local groups with the preparation of financial applications.
7. Set up a common financial management system within GSDP following the resolution that each programme follow the Cooperative Bookkeeping system where possible.
8. To conduct annual internal audits for all GSDP programmes and local group accounts.
9. To be responsible for the keeping of all accounts relative to GST transport.
10. To be responsible for the training of all personnel within GSDP who are entrusted with the keeping of programme accounts and the preparation of statements and budgets.
11. To be responsible for the training of local level groups in basic financial accountability and the use of the Cooperative Bookkeeping System.
12. To ensure that each person employed by GST is given fair wages, salaries and benefits and a contract of employment.

respectfully submitted  
December 8th 1987  
M.J. Rawlins-Brannan

13. Counting, banking + handling of GSDP/GST money,  
receiving all income + paying all expenditures.



REPUBLIC OF ZAMBIA

# MINISTRY OF AGRICULTURE AND WATER DEVELOPMENT

P.O. BOX.....15,  
.....GWEMBE.

16th October, 1987.

The Team Leader,  
Gossner Mission,  
P.O. Box 4,  
SINAZEZE.

Dear Sir,

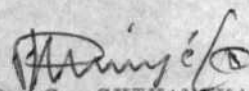
## REQUEST FOR HOUSE REPAIRING.

My writing serves to cordially request you to come to our assistance in an possible away. The state of our houses in the district, admittedly, are beyond human occupation. Hence I am putting this special, partionate and humble request to you to assist us financially or/and materially in form of cement, paints, roofing timber doors, labour etc.

Us, as a department, <sup>we</sup> haven't got enough funds to carry out this job while we need extension workers to assist the poor peasants in the villages. Admittedly SPADP has not delivered the goods in terms of housing; this is evident from what is happening to the houses at Lusitu, Sinazeze and Sulwegonde. To me SPADP is a 'white elephant' in housing.

Sir, kindly do everything possible regardless of how little.

Yours in National Development.

  
P. C. CHIYANIKA

DISTRICT AGRICULTURAL OFFICER  
:GWEMBE DISTRICT:

c.c. Co-ordinator, G.S.D.P.

/mkmm.



# Gossner Mission



Handjerystraße 19-20  
1000 Berlin 41 (Friedenau)  
Fernsprecher: (0 30) 85 10 21

Neue  
Telefonnummer:

85 00 04 - 0

Telex: 186655 blnmw d

Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

- ☐ Indien
- ☐ Nepal
- ☐ Zambia
- ☐ Öffentlichkeit
- ☐ Gemeindedienst
- ☐ Verwaltung

Berlin, den

1. NRDC - graduate sollte zugestimmt werden:  
klare für wie lange? 2 oder 3 Jahre?  
Transport: Anschaffung eines Kenda, falls erforderlich.
2. Finanzielle Unterstützung für das Trainingsprogramm:  
Grundsätzlich: ja:  
Kosten scheinen sehr hoch: Sollte nachgefragt werden, was viel hinter  
den Laib verbirgt
3. Pumpe für die Khadabwa sollte angeschafft werden:  
Bitte auf Modell achten: Vorschlag: Eine Druck-Maschine wegen  
der Ersatzteile + Wartung.  
Hinweis: Khadabwa-Werkstatt soll Wartung übernehmen.
4. Elektrifizierung: Kosten unrealistisch: ~ 530.000 - 350.000 DM

Zur Personalsituation in Zambia:

Ort / Projekt	Stand 1987	Stand 1988	Name	Vertrag bis:	Geplante Anstellung:
<u>Lusaka:</u>	1 Liaison Officer 1 EG-Berater Mikro-Projekte	1 Liaison Officer 1 EG-Berater Mikro-Projekte	S.Krisifoe S.Krisifoe (z.Z.)	30.7.88 30.7.88	1 (1)?
<u>Nkandabwe:</u>	1 Theologe 1 Beraterin VSP  1 Techn. Berater 1 Projektberaterin (Erwachs.bildung - Kurzeinsatz) 1 Praktikant (ein Jahr)	1 Theologe 1 Beraterin VSP  1 Techn. Berater 1 Projektberaterin (Erwachs.bildg. - Kurzeinsatz) 1 Praktikant	U.Luig M.J.Brannan  J.Brannan (Ehepartner) G.Herlitz B.Rehberger	1990 30.3.88  30.3.88 30.8.88 Mitte 1988	- 1 (Aushilfskraft für die Übergangszeit)  - 1 -
<u>Buleya Malima:</u>	1 Agraringenieur 1 Agraringenieur	1 Agraringenieur 1 Agraringenieur	B.Hossain L.Hossain (Ehepartner)	1989 1989	
<u>Siatwiinda:</u>	1 Agraringenieur 1 Agraringenieur		I.Wittern U.Wittern (Ehepartner)		1 (Vorschlag Verweij)
<u>Berlin:</u>	1 Zambia-Referent				1

# Gossner Mission



Handjerystraße 19-20  
1000 Berlin 41 (Friedenau)  
Fernsprecher: (0 30) 85 10 21

Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

Office of the District Governor  
Sinazongwe Sub-District  
Mr. Renatus J. Mwanayina  
Acting Chief Administrative Officer  
P.O. Box 91  
Sinazeze via Choma  
Z a m b i a

- ☐ Indien
- ☐ Nepal
- ☐ Zambia
- ☐ Öffentlichkeit
- ☐ Gemeindedienst
- ☐ Verwaltung

Berlin, den  
September 11, 1987

Dear Mr. Mwananyina,

You may have heard already from our team members that I shall leave Gossner Mission in order to join a congregation in my home Church in Westgermany on the first of October 1987.

Therefore I would like to take the occasion to express my deep thanks to you for the very frank and trustful cooperation between your office and Gossner Mission. The way how we have discussed common concerns, plans and programmes and even confidential matters referring to our employees was an expression of mutual understanding and appreciation. It will remain for me one of the most impressive experiences of the 9 years of having committed myself to the development of the district. We have been facing ups and downs, deadlocks and new and promising solutions and during this course we have been gifted to experience reliable partnership and personal friendship. That will be unforgettable.

May God our Lord be with you and your office in these extremely difficult times and may he bless you and your family in particular.

With kind regards,  
yours

Rev. Erhard Mische



# Gossner Mission



Handjerystraße 19-20  
1000 Berlin 41 (Friedenau)  
Fernsprecher: (0 30) 85 10 21

Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

Gwembe South Development Project  
Mr. J.K.C. Halupepe  
Project Co-Ordinator  
P.O. Box 3  
Sinazez via Choma  
Z a m b i a

- ☐ Indien
- ☐ Nepal
- ☐ Zambia
- ☐ Öffentlichkeit
- ☐ Gemeindedienst
- ☐ Verwaltung

Berlin, den

September 11, 1987

Dear Mr. Halupepe,

I thank you very much for your kind letter of July 8, 1987 hoping that you will be enjoying your staying, living and working in Gwembe-South and with GSDP.

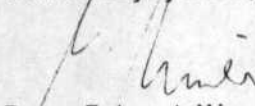
This time I would like to inform you that I shall leave Gossner Mission at the end of September 1987 and join a congregation of my home Church in West-Germany on the 1st of October 1987.

Until a successor will be elected Rev. Dieter Hecker will take over my present tasks while Mrs. Sietske Krisifoe has been appointed to be the representative of Gossner Mission in Zambia.

May God bless and guide you and all Staff members in your commitment to the development process in Gwembe South.

Please, convey my best greetings and wishes to the Staff.

Sincerely yours,

  
Rev. Erhard Mische

cc: Sietske Krisifoe

REPUBLIC



OF ZAMBIA

MAWD/GSDP/72/1/4

No. \_\_\_\_\_

GWEMBE SOUTH DEVELOPMENT PROJECT,  
P.O. BOX 3,  
SINAZEZE.

ZAMBIA

8TH JULY, 1987

Rev. E. Mische,  
Gossner Mission,  
Handjerystra 19-20  
1000 BERLIN 41

Dear Rev. Mische,

I acknowledge receipt of your letter dated June 30th 1987 for which I very much thank you as it is a source of encouragement and really re-invigorating.

I shall look forward to working with the GSDP staff (Zambian staff and GST members) and my successes will largely depend on the co-operation that I shall receive from the entire staff. It is really a challenging task but, through God's guidance and prayers from you people in his ministry, I shall expect to do what the staff and farmers need.

I also appreciate the decisions made before my arrival at Nkandabbwe. Similarly, I shall look forward to working with Rev. Luig who should be assured of my co-operation (God willing) in advance and he will be most welcome, to Zambia and to GSDP in particular.

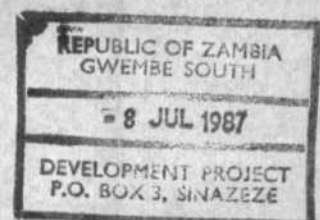
Once again let me thank you most sincerely for writing to me and appreciate the sentiments expressed at paragraph one of your letter.

Yours faithfully,

  
J.K. C. HALUPEPE  
PROJECT CO - ORDINATOR  
GWEMBE SOUTH DEVELOPMENT PROJECT

cc The Liaison Officer: GM Lusaka

cc The Chairman: GST



# GOSSNER SERVICE TEAM

P.O. Box 4,  
Sinazeze.

Gossner Mission,  
Liaison Office,  
P.O. Box 50162, Lusaka.  
Tel: 250580.

Eingegangen

11. Sep. 1987

Erledigt:.....

04th September, 1987

The  
Co-ordinator  
Gwembe South Development Project  
P.O. Box 3  
Sinazeze

Dear Sir,

Herewith I would like to inform you that during my absence  
(trip to Lusaka and annual leave) Mr W. Heinelt will be the  
acting chairman of Gossner Service Team.

Yours Faithfully

*Ingo Wittern*

I. Wittern  
CHAIRMAN -GST-

✓ c.c. Gossner Mission Berlin  
c.c. Liaison Office GM Lusaka



2x

INTERVIEW WITH THE PROSPECTIVE CANDIDATE FOR THE POST OF  
PROJECTS MANAGER WITH THE GOSSNER MISSION: 15.5.87  
SYNOD OFFICE

On 15th May 1987, Mr. Godfrey Simenda Kwaleyela was interviewed by the Assistant General Secretary on behalf of the General Secretary.

During the interview, it was discovered that Mr. Kwaleyela a Zambian citizen by birth, a communicant member of the United Church of Zambia, an elder, a preacher, and Secretary of the Gwembe Congregation in Monze Consistory of the Southern Presbytery is the suitable candidate for the post.

Mr. Godfrey Simenda Kwaleyela is currently working for the Ministry of Agriculture and Water Development as an Agriculture Officer. He is due for retirement on ~~1st~~ <sup>15th</sup> June 1987.

OBSERVATION AND REFLECTION

During the interview, the candidate impressed me a great deal and showed the sense of vocation to the work if employed as a Project Coordinator. Asked to explain his sense of vocation to the office Mr. Kwaleyela outlined 8 points of his master plan and these are:-

1. To get the people of the Gwembe Central Involved in the development process of the Gwembe District.
2. To find out what can be done in Gwembe Central under the extreme difficult conditions, very road connections, climate, shortage of fertile land etc.
3. To find out about the felt needs of the local people in connection with technical development inputs.
4. To monitor all projects carefully during the trail and error phase.
5. To report regularly Gossner Missionaries with copies to the UCZ and all other bodies concerned with all activities such as Donor Agency, and Gwembe District Council.
6. To visit regularly the villages for talks and informal discussion on development projects.
7. To keep in close contact with all other agencies working in the same area whether party, GRZ, SPCMU Lintco and Churches.

8. To make available all records and information for an intensive evaluation which shall take place in the first half of the third year, to provide the data for development plan for Gwembe Central.

Upon receipt of such information I discovered that Mr. Kwaleyela has a sense of devotion to this programme, and would do well if employed as a ~~Projects Manager~~ for Gwembe Central.

It is not a ~~Hon~~ a would be useful to him as he would do a lot of travelling from one place to another. Also salary be looked into seriously and if possible be reviewed within the context of our economic situation in which Zambia is at the moment.

#### CONCLUSION AND RECOMMENDATION

In conclusion I would state that the man in question has potentials to carry out this job. This is reflected from his interviews and other Church organisations which wanted to employ him to do the same job such as the Salvation Army, World Vision International and other organisations. The United Church of Zambia would greatly benefit as Mr. Kwaleyela is an accredited preacher of the UCZ. To this end there fore I stongly recommend him for the post of ~~Projects Manager~~ with the Gossner Mission

*Proj. Dev. Prom.*

Submitted by

Rev. Committee Njase  
ASSISTANT GENERAL SECRETARY



## TERMS OF REFERENCE - THE COORDINATOR GSDP

The Gwembe South Development Project was initiated to coordinate, monitor, and promote various development programmes in Gwembe South. The project has various components.

The Gossner Mission of Berlin West has been providing technical and financial assistance to most of these project components. In some components the Gossner Mission provides almost 100 % financing whereas in others 50 % while in some components only the technical assistance.

The project belongs to the Ministry of Agriculture and it has an independent budget component in the Yellow Book every year.

## PROPOSED JOB DESCRIPTION FOR GSDP COORDINATOR

The coordinator is technically responsible to the P.A.O. .

Administratively he falls under the Sinazongwe Sub-District, thus within the jurisdiction of the Chief Administration Officer (C.A.O.) Sinazongwe Boma.

Like other D.A.O.'s his claim has to be approved by the C.A.O. . His monthly programme of work should be produced to the C.A.O. and a copy to the P.A.O. and the Gossner Service Team (GST).

### 1. GSDP POLICY AND PLANNING

- 1.1 To be aware of the constantly changing situation, the feelings and needs of the people of Gwembe South. To initiate surveys and studies aimed at identifying local problems.
- 1.2 To be aware of the resources and limitations of the people of Gwembe South, that is the institutional, economic, human, physical and natural resources, and to effectively incorporate these into GSDP programmes.
- 1.3 Using the awareness of the needs of the people and the available resources, to guide the policy and planning decisions of GSDP so that the project has programmes which most effectively help the people of Gwembe South to develop themselves.
- 1.4 To liaise closely with the office of the District Governor so that GSDP programmes are known and approved by the District Council and are not duplicated by other projects in Gwembe South.

### 2. GSDP STAFF

- 2.1 To appreciate that GSDP staff are made up of both GRZ personnel, non-government personnel and expatriate advisors and thus to work toward a good working relationship between all staff members.
- 2.2 To come to know all staff members and their individual responsibilities so that relevant supportive action can be given from the Coordinator's office.
- 2.3 To evaluate the work performance of each staff member annually.



- 2.4 To ensure that all staff submit monthly programme reports and quarterly financial statements, and to assist them in completing these if necessary.
- 2.5 To call monthly staff meetings.
- 2.6 To consult with others and ensure that an agenda is well prepared for each staff meeting.

### 3. GSDP PROGRAMMES

- 3.1 To be familiar with the programme of each project within GSDP.
- 3.2 To ensure that GSDP staff prepare regular programme plans and to assist them if they are in need of help in this area.
- 3.3 To be aware of the effectiveness of the manner in which each programme is implemented.
- 3.4 To ensure that each programme is evaluated annually: assessing its objectives to see if they are relevant to the needs of the people, assess the degree to which it is achieving its goals, and identify the strengths and weaknesses of the programme.

### 4. GSDP BUDGET AND FINANCE

- 4.1 To prepare annual GRZ/GSDP budget in close coordination with GST and the GST budget.
- 4.2 To ensure that GSDP staff prepare their annual project budgets in good time for preparation of the annual GSDP budget, and to give assistance to the staff if necessary.
- 4.3 To be familiar with the current financial position of GSDP and of each programme, exercising budget controls where necessary.
- 4.4 To ensure that all necessary forms and procedures are completed so that the GRZ financial contribution to GSDP is procured in good time and efficiently.

### 5. NKANDABWE CAMP

- 5.1 To maintain a good standard of workmanship and discipline from the GRZ officers and workers based at Nkandabwe Camp.
- 5.2 To liaise with the P.A.O.'s office to overcome any bureaucratic difficulties relating to GRZ/GSDP staff.
- 5.3 To ensure that the camp grounds, buildings and services such as water and roads, are properly maintained at a good standard.
- 5.4 To coordinate GSDP transport as much as possible.

# GOSSNER SERVICE TEAM

P.O. Box 4,  
Sinazeze.

Gossner Mission,  
Liaison Office,  
P.O. Box 50162, Lusaka.  
Tel: 250580.

8.4.1987,

Mr. G.K.Madyenkuku,  
Secretary Gwembe South Development Project,  
P.O.Box 3,  
Sinazeze.

Dear Mr. Madyenkuku,

Further to earlier information of your retirement in May 1987 I wish to take this opportunity to thank you most sincerely for the good services you have done for the work of the Gwembe South Development Project. During the years of your work the project has benefitted tremendously from your good cooperation and your knowledge of the area and its people. All retirement procedures shall be sorted out as soon as possible.

With friendly greetings and  
sincere thanks,

S.C.Krisifoe,  
Liaison Officer Gossner Mission/  
Gossner Service Team.

GSDP

MEMO: TO ALL GSDP STAFF

RE: GSDP EVALUATION WORKSHOP THURS APRIL 2 TO FRI APRIL 3

Attached is an outline for the upcoming workshop, which was decided in the March GSDP staff meeting.

Please inform all members of your group who are on the list.

The participation of each person will help to make the workshop an interesting and valuable experience.

Thank you for your cooperation.

*G.K. Madyenkuku*

G.K. Madyenkuku

*per RLB*

PROJECT SECRETARY



Gwembe South Development Project,  
P.O. Box 3,  
Sinazeze

To  
the Project Staff

RE: PROJECT EVALUATION SEMINAR

Dear Ladies & Gentlemen,

This is to bring to your notice that the Evaluation Seminar takes place on the 2nd and 3rd of April, 1987 at Nkandabbwe. The seminar starts at 8.30 hours on the 2nd of April, 1987.

Transport- Siatwiinda/Kanchindu

Maaze Consumer will take care of the participants from there.

B/malima - The management will take care of the participants from there. Sinazongwe the team treasurer will take care of them, by using the poolcar or anyother vehicle in case the pool car has some problems.

Food shall be taken care of by the team treasurer (the food committee are Mrs.Meja, Mr.Simwami and Mr.A.Moono) after there findings they should report to Mrs. Brannan who may with them make some additions or subtractions as the case may be.

Membership to the seminar :

Nkandabbwe Irrigation	2	Mr. Phiri Chairman Farmers' Committee
Buleya Malima Irrigation	3	Mf. Hossain Mr. Mulemwa Chairman Farmers' Committee
Siatwiinda Irrigation	3	Dr. Ingo Wittern Mr. Mutinta O.I.C. Chairman Farmers' Committee
Credit Union & Savings Assoc.	4	Mr. V. Siankondo Chairmen of 3 C.U.'s
Maaze Consumers Coop	2	1 coop member
Valley Selfhelp Promotion	1	staff member
	4	Mr. Simwami, Coordinator Mr. Siachingili, Secretary Mr. B.T. Sianyeuka, Vice chairman Mrs. Brannan
Building Programme	3	Mr. Agripa Moono Mr. W. Ncite Mr. Heinelt
Female Extension	4	Mrs. R.C. Kalaula Miss. Dorcus Musyope Miss. Grace Siamalambwe Mrs. Lena Hossain
Water Development	1	Mr. Allan Siabunkululu
Tonga Crafts	1	Mr. E. Syabbalo
Workshop	2	Mr. D.S.K. Chipili Mr. J. Muchimba
Seed Programme	2	Mr. James Bbuka Mrs. Urusula Wittern

Appropriate Technology  
GSDP Administration

1 Mr. Jim Brannan  
3 Mr. G.K. Madyenkuku  
Mr. J.M. Ngoma  
Mrs. M. Meja  
2 Erhard Mische ✓  
S. Krisifoe ✓

✓ Gossner Mission

Total participants 37

Please note that you are liley to spend a night at the camp or Sinazeze Rest house. (Those who will not have transport on the night of the 2nd April.)

Be prepared to be at one picking point by 07.00 hours.

Hoping all goes well.

Yours in nation building

*G.K. Madyenkuku / per M.R.B.*

G.K. Madyenkuku

SECRETARY

GWEMBE SOUTH DEVELOPMENT PROJECT

Items for discussions

1. Meaning of Gwembe South Development Project
2. To encourage cooperation between GSDP components
3. ~~EVALUATE~~ ~~for small~~ components of GSDP
4. Reports from each of the components
5. Resolutions for change



# GOSNER MISSION

Co REV. E. MISCHKE



REPORT OF THE

MISSIONARY BOARD OF THE

AMERICAN BOARD OF

MISSIONS

FOR THE YEAR 1884

REPORT

21

5

REPORT OF THE  
MISSIONARY BOARD OF THE  
AMERICAN BOARD OF  
MISSIONS

21

5



97.  
26.7.1986.

MEMO about meeting between PAO, Mr. Syoto, Mrs. Krisifoe, Liaison officer Gossner Mission, and Mrs. Brannan, teammember GST.

Points discussed:

1. House in Siatwinda: During previous meeting it was discussed that this house should be returned to the team. But Mr. Mulolo just went in again. Nobody knows where the key is. The team would like the house for Kafwambila worker. It was resolved that this point should be discussed in proposed meeting with Mr. Syoto's successor, as well as the DAO, who would be invited by Mr. Syoto.
2. Andreas Chikopa's employment: There is still no progress in this matter. It looks that the matter is stuck between Nkandabwe and Choma. It was resolved that also Mr. Kaoma should be included in above mentioned meeting.
3. Administrative and financial matters: especially night allowances. This matter was referred to Mr. Hapela, whom we saw later.
4. Workshop: Should request for camping equipment go in budget, or straight to PAO's office? It was resolved that Mrs. Krisifoe would find out from Mr. Johnson, what is available for this purpose.
5. Computerized salaries: the question if salaries of workers could be left out of the budget since they are placed in the computer, was solved and later also confirmed by Mr. Hapela, who said that there would be no problems.
6. Landrover: The old project landrover is with Mr. Morris from Landuse Planning. Will it come back on the road again, or does PAO'S office have an old one, which is running, as replacement. Suggested was that it might be possible to get one from Ndola, after paying a certain amount, say K 10.000.--. Also this should be discussed with Mr. Hapeela.

7. Motorbikes: Also this request, if there would be two second hand ones available, was referred to Mr. Hapela.

8. It was again put forward that any money withdrawn from the 015 GRZ vote, should be countersigned by the chairman of GST.

9. Forges: Did this money come from GSDP Vote or from other sources, e.g. Johnson office in Lusaka. (MAWD).

This new project is still pending, so more information should be asked from Mr. Johnson.

10. Poolcar: it was resolved that the poolcar only could be hired for short trips in Gwembe South, and not to Choma. Also that another way of payment should be found, e.g. budgetted as transport hire. Also this should be discussed in proposed meeting.

*S.C. Krisifoe*

S.C. Krisifoe,

Liaison officer GM/GST.

c.c. Gossner Mission, Berlin.

Gossner Service Team, Sinazeze.

Short notes on the matters referred to Mr. Hapela and discussed with him:

re payments: warrant from Lusaka should specify the purposes of the money

re nightallowances: only non-civil servants can claim nightallowances from capital budget.

C. Servants are: Mr. Hantuba, Mr. + Mrs Kalaula, Mr. Chipili. Mr. Ngoma is not a civil servant.

Rates: Grade I: K80.--, grII: K60.--, Gr.III K40.--

The nightallowances of the civilservants have been put in the computer as from now.

re Landrover: If it is possible to get one from Ndola, the MAWD has to be involved, e.g. Mr. Hangare, 4th floor.

Motorbikes: will be looked into.

*S.C. Krisifoe*



ERHARD.

GDC/SIN/3/5/1

OFFICE OF THE DISTRICT GOVERNOR,  
GWEMBE DISTRICT COUNCIL,  
SINAZONGWE SUB DISTRICT,  
P.O. BOX 91, SINAZEZE

24th July, 1986

TO: MRS M. J. BRANNAN  
GOSNER SERVICE TEAM,  
P.O. Box 4,  
SINAZONGWE.

Dear Sir/Madam,

APPOINTMENT TO SERVE ON THE ADVISORY AND  
CONSULTANCY COMMITTEE TO ENHANCE AGRICULTURAL  
DEVELOPMENT OF THE GWEMBE VALLEY DEVELOPMENT  
COMPANY LIMITED (SINAZONGWE PROJECT)

As a mouth piece of the District Community, I wish to inform you that you have been appointed to serve on the newly created Advisory and Consultancy Committee charged with the heavy responsibility of promoting and consolidation of harmonious and spontaneous working relationship between the local community and the Gwembe Valley Development Company Ltd (Sinazongwe Project) with its heavy investment of an agricultural nature vis-a-vis research and development.

Since this appointment is a trying and challenging one in all dimensions in view of the enormous volume of work that has to be dealt with resolutely, I have absolute trust and confidence that as a man with a wide spectrum of experience and solid commitment to the cause of nation building fruitful and unquestionable results will be forthcoming in terms of rural development.

All in all, I wish to submit objectively while wishing you God's blessings that as you serve on this powerful committee, you should always bear in mind one cardinal point that "Behind such an important agricultural PROJECT there is a human being."

Yours faithfully,

Renatus J. Mwananyina  
ACTING CHIEF ADMINISTRATIVE OFFICER  
SINAZONGWE SUB DISTRICT

cc The District Executive Secretary,  
Gwembe District Council,  
P.O. Box 1,  
Gwembe.

cc Hon. Chief Sinazongwe,  
Own Palace,  
Sinazongwe.




TO: ALL ADVISORY AND CONSULTANCY COMMITTEE MEMBERS,  
GWEMBE VALLEY DEVELOPMENT COMPANY LTD,  
SINAZONGWE SUB-DISTRICT.

NOTICE OF A MEETING SET FOR WEDNESDAY, 6TH AUGUST,  
1986 AT SINAZONGWE SUB - BOMA.

Notice is hereby given that the first Advisory and Consultancy Committee meeting aimed principally at the enhancement of the smooth running and operation of the Gwembe Valley Development Company Ltd (Sinazongwe Farming Project), will be held on Wednesday, 6th August, 1986 in the office of the Acting Chief Administrative Officer at 09.00 hours.

Since the meeting referred to above is of overwhelming importance from a rural development point of view, I am quite confident that everything humanly possible will be done in attending without fail as a people committed solidly and squarely to the cause of District Development.

  
Renatus J. Mwananyina  
ACTING CHIEF ADMINISTRATIVE OFFICER  
SINAZONGWE SUB DISTRICT

cc The District Executive Secretary,  
Gwembe District Council,  
P.O. Box 1,  
Gwembe.

cc Hon. Chief Sinazongwe,  
Own Palace,  
Sinazongwe.

FORMATION OF GWEMBE VALLEY DEVELOPMENT COMPANY LTD  
(SINAZONGWE FARMING PROJECT) ADVISORY AND CONSULTANCY  
COMMITTEE IS A CRUCIAL POINT.

PROPOSED COMPOSITION OF THIS HIGH POWERED COMMITTEE:

1. Chief Sinazongwe - Chairman
2. Ward Chairmen - Sinazongwe Ward  
Nangombe Ward  
Nkandabbwe Ward
3. Hon. D.B.Syatalimi M.P.
4. Influential Personalities/Characters in the area
5. Village Headmen affected by the Project Boundary
6. Departmental Heads (Government as well as Parastatal Organisations)

TERMS OF REFERENCE

- (a) To Co-ordinate the various Development Activities of the Gwembe Valley Development Company Ltd., (Sinazongwe Farming Project) in close consultation with the affected people within the project area as a Distinct bridge of a Developmental nature.
- (b) To refer all labour matters to the Acting Chief Administrative Officer, Sinazongwe Sub-District in his capacity as an agent of the Labour Officer with a view of offering viable solution and expert advice in accordance with the relevant laws of Zambia as well as various pieces of legislation.
- (c) To instil the spirit of give and take at project level aimed fundamentally at enhancing the smooth and free flow of information under the umbrella of mutual trust and confidence in the promotion and consolidation of sound and solid industrial base.
- (d) To hold consultative talks of a routine nature as a mouth piece of the local community with the project promoters ~~Lumube~~ International and Hoechst in the promotion of the spirit of mutual understanding and peaceful co-existence as a solid foundation as opposed to a crash of interest and if any meaningful development has to be achieved in economic terms.
- (e) To consider any other matters incidental to the smooth running and operation of the Gwembe Valley Development Company Ltd.

*Renatus J. Mwananyina*  
Renatus J. Mwananyina  
ACTING CHIEF ADMINISTRATIVE OFFICER  
SINAZONGWE SUB DISTRICT

TUESDAY, 22ND JULY, 1986



THE ADHOC COMMITTEE TO MEET AT SINAZEZE ON  
WEDNESDAY, 23RD JULY, 1986 SHOULD ADDRESS  
ISSUES TO THE UNDEALISTED ISSUES OF CRUCIAL  
DIMENSION TO BE CHIEFLY CENTRED ON THE GWEMBE  
VALLEY DEVELOPMENT COMPANY LIMITED

(SINAZONGWE FARMING PROJECT)

1. Formation of an Advisory and Consultancy Committee to work in close cooperation and liaison with the Gwembe Valley Development company Ltd (Sinazongwe Farming Project) to be composed of a cross section of the District Community is a crucial point with its well defined terms of reference.  
This principal organ once constituted will serve as a mouth piece and brain child of the local community during this crisis situation of project implementation process in trying to lay solid foundation for a sound economic and social take off since the project is a very trying and challenging one in all dimensions developmentally.  
The dossier has been prepared for consideration by the Adhoc Committee in as far as the terms of reference are concerned.
2. Salaries and Wages for the various categories of workers as well as the conditions of service, should be looked into critically fundamentally because things are at times being done haphazardly. This is an area of grave concern.
3. To look into the question of payment of a token of appreciation to the peasant farmers for their cleared land which has always been put under cultivation before the Gwembe Valley Development Co. Ltd., (Sinazongwe Farming Project) moved in the Sub-District to under take agricultural development through irrigation.
4. To find out whether the people will be allowed expressly to cultivate the land this year using early maturing seeds in the project area in view of the fact that only 6 circles of 83 hectares each will understandably be put under irrigation as a start this year out of 25 circles due to the time factor.
5. To find out the nature of compensation for the destroyed infrastructure etc. for the people within the project boundary.
6. To give encouragement to the Agriculture Extension staff under the Ministry of Agriculture and Water Development in undertaking the measurement of cotton and sunflower fields on emergency basis before the Land clearing Unit/Earth moving machinery destroys the cash crops if compensation has to be a reality.
7. Selection of a new site for the Sinazongwe Rural Reconstruction Centre with its present labour strength of 22 settlers and 3 members of staff seconded to the Centre from the Zambia National Service. Since the inception of the Rural Reconstruction Programme in 1975 the Centre had an allotment of 800 hectares of land under its farming programme.
8. Maximum caution has to be exercised before effecting compensation of any given nature bearing in mind that people are being misplaced obviously some of them against their own will but have consented heroically in the name of rural development by rising to the occasion as a people who are development oriented.

Renatus J. Mwananyina  
ACTING CHIEF ADMINISTRATIVE OFFICER  
SINAZONGWE SUB DISTRICT

Wednesday, 23rd July, 1986



Gossner Service Team,  
P.O. Box 4,  
Sinazee,  
28-06-86.

Dear Sir Mr. G. MISCHE,

Subject: RE-EMPLOYMENT OF MR ANDREAS N. CHIKOPA.

I wish to inform you that, I graduated on the 13<sup>th</sup> December, 1985. Last year at Northern Technical College (NDOLA). After graduation I came home, I reported at the project office for me to resume my duties and that was in December. In January, 1986 I went to the office, where I was told complicated stories about re-employing Mr A.N. CHIKOPA.

The complaint to you sir is that did I train to stay at home? How long should I wait for me to be employed? The Liaison officer and I had tried from Lusaka (Director), (Gwenye D.F.S.), (Choma P.A.O.'s office) and lastly our office C.S.D.P. in all these important offices <sup>we</sup> were talking for the better and it was agreed <sup>upon</sup> to draw a job description in a touchment with <sup>the</sup> recommendation <sup>letter</sup> to the P.A.O.'s office.

I wish to know your opinion about this problem. If these people can not employ me up to now, how do you look at such a situation, I myself am really confused. Since January this year, I have not received any money apart from credits. Do you think sir this is a successful life for one to depend on? I am really very much unhappy in the society towards this problem. I would like you if you could be open to the side.

P.T.O.

of your sponsors. I would be very happy young-man  
while waiting for the allocation into the system I  
could have been receiving half of my salary, now  
I am completely ignored, ~~that~~<sup>yet</sup> I had been working for  
both project and Team since 4th February, 1975-31-12-83.  
Is this not shame to any of you as expatriates.  
I am not hurting you but exposing my feelings.

Before you go back, I would like you to solve  
this problem according sponsor-ship laid down  
regulations. Since I was sponsored by the mission  
there no alternative that could be done. I ~~am~~ have  
asked you this question <sup>because</sup> ~~that~~ The mission is again of  
quitting. It is now 6 months minus pay. I am  
bounded and I had been bounded of the sponsor-ship,  
I would have been picked already by other organisations.  
Sir I have bothered you in this letter because I need  
to be employed so that I support school-fees  
and boarding for both my children, and brother and  
sisters. Life in Zambia now is very expensive  
if one is just idealizing.

Lastly I wish you call me for further discussion.  
I may forget what I learnt at the college.

It is hoped that my complaint will be favourably  
considered.

Yours faithfully  
Andreas N. Chikopa



16.5.1986.

Memo about the meetings with Mr. Syoto, PAO Choma, and Mr. Kaoma, on 12th of May 1986. Place: Lusumpuku house-Choma. Time 10.00 am.

1. House at Kanchindu: This house was borrowed by the district from the Gossner Service Team. Arrangements were made with Mr. K. Schäfer. Since the present block supervisor, Mr. Myunda is transferred, the team would like to renovate the house and to use it again themselves. Mr. Syoto agreed that the successor of Mr. Myunda could live at Siatwinda in the house of the research officer which is not used anymore by Mochipapa, since the new block supervisor is living there already. If need arises in future again a lease contract would be made up, so a yearly review is possible.
2. The Camp at Nkandabwe: The PAO confirmed that the Camp was given to the Gossner Service Team for their use since 1970 for as long as their agreement with the government, and that the Gossner Mission/GST should take part in the decisions what the buildings are used for and by whom they should be occupied. Mr. Syoto would write a letter to Mr. Hantuba, the GSDP Coordinator, to clarify the matter again.
3. Mr. Andreas Chikopa: Mr. Chikopa was sent for further studies on the recommendation of the the GSDP and financed ~~far~~ by Gossner Mission, with the understanding that he would return to the project. This return is delayed. The PAO advised to send Andreas Papers and a job description to Mr. Kaoma, who should look into the matter.

S.C. Krisifoe.



630042,

CHOMA.

13th May, 1987.

Mr. J. K. H. Lupepe  
(Principal Agricultural Supervisor)  
Co-ordinator (GSDP)

TERMS OF REFERENCE

The Gwembe South Development Project was initiated to co-ordinate, monitor, and promote various development programmes in Gwembe South. The project has various components.

The Gossner Mission of Berlin West has been providing technical and financial assistance to most of these project components. In some components the mission provides almost 100% financing whereas in others 50% while in others only the technical assistance.

The project belongs to the Ministry of Agriculture and Water-Development and has a budget allocation in the yellow book every year.

Your job description will be as follows:-

You will be administratively and technically responsible to the Provincial Agricultural Officer. Submission of monthly and quarterly reports to the Provincial Agricultural Officer and C.A.O Sinazongwe. Drawing programme of work for each monthly quarter and Annual reports.

1. GSDP POLICY AND PLANNING

- 1.1. To be aware of the constantly changing situation, the feelings and needs of the people of Gwembe South. To initiate surveys and studies aimed at identifying local problems.
- 1.2. To be aware of the resources and limitations of the people of Gwembe South, that is the institutional, economic, human, physical and natural resources, and to effectively incorporate these into GSDP programmes.
- 1.3. Using the awareness of the needs of the people and the available resources, to guide the policy and planning decisions of GSDP so that the project has programmes which most effectively help the people of Gwembe South to develop themselves.

.... /2.

- 1.4. To liaise closely with the Office of the District Governor so that GSDP programmes are known and approved by the District Council and are not duplicated by other projects in Gwembe South.

2. GSDP STAFF

- 2.1. To appreciate that GSDP staff are made up of both GRZ personnel, non-government personnel and expatriate advisors and thus to work toward a good working relationship between all staff members.
- 2.2. To come to know all staff members and their individual responsibilities so that relevant supportive action can be given from the Co-ordinator's office.
- 2.3. To evaluate the work performance of each staff member annually.
- 2.4. To ensure that all staff submit monthly programme reports and quarterly financial statements, and to assist them in completing these if necessary.
- 2.5. To call monthly staff meetings.
- 2.6. To consult with others and ensure that an agenda is well prepared for each staff meeting.

3. GSDP PROGRAMMES

- 3.1. To be familiar with the programme of each project within GSDP.
- 3.2. To ensure that GSDP staff prepare regular programme plans and to assist them if they are in need of help in this area.
- 3.3. To be aware of the effectiveness of the manner in which each programme is implemented.
- 3.4. To ensure that each programme is evaluated annually; assessing its objectives to see if they are relevant to the needs of the people, assess the degree to which it is achieving its goals, and identify the strengths and weaknesses of the programme.

4. GSDP BUDGET AND FINANCE

- 4.1. To prepare annual GRZ/GSDP budget in close coordination with GST and the GST budget.
- 4.2. To ensure that GSDP staff prepare their annual project budgets in good time for preparation of the annual GSDP budget, and to give assistance to the staff in necessary.
- 4.3. To be familiar with the current financial position of GSDP and of each programme, exercising budget controls where necessary.

- 4.4. To ensure that all necessary forms and procedures are completed so that the GRZ financial contribution to GSDP is procured in good time and efficiently.

5. NKANDABWE CAMP

- 5.1. To maintain a good standard of workmanship and discipline from the GRZ Officers and workers based at Nakandabwe Camp.
- 5.2. To liaise with the Provincial Agricultural Officer's Office to overcome any bureaucratic difficulties relating to GRZ/GSDP staff.
- 5.3. To ensure that the camp grounds, buildings and services such as water and roads, are properly maintained at a good standard.
- 5.4. To coordinate GSDP transport as much as possible.

  
H. L. Moomba  
ACTING PROVINCIAL AGRICULTURAL OFFICER  
SOUTHERN PROVINCE

HLN/vio...



GSDP/STAFF/GEN

Gwembe South Development Project,  
P.O. Box 3,  
Sinazeze.

10th April, 1986

The Provincial Agricultural Officer,  
P.O. Box 630042,  
Choma.

Dear Sir,

RE: RE: EMPLOYMENT OF Mr. A. CHIKOPA

I am writing to inform you that the above mentioned staff has now completed his 2 years course at Livingstone T. Institute (1 year) and Northern Technical College (1 year) in Ndola. The Gwembe South Development Project is now seeking the re-employment of its staff for the Siatwiinda Irrigation Scheme Workshop to be opened soon. Mr. Chikopa studied in the special field of Metal fabrication and Boiler making and is therefore entitled to bear the professional designation of an Industrial Worker with an Industrial scale in the same field.

Mr. Chikopa worked for the Gwembe South Development Project for almost 10 years and has for that matter a sound experience in the workshop technology. In his capacity as workshop foreman for GSDP workshop, Mr. Chikopa was always hard working, efficient and committed to duties. The sponsorship of Mr. Chikopa was initiated by the GSDP administration and the Gossner Mission with the latter being the financing agency for his training.

So, Sir, I am writing your office this letter so that the officer, Mr. Chikopa could be recommended for re-employment with the MAWD. I have attached a letter from the college which lists the details of his course and another letter from the Gossner Service Team who financed his training.

Your action in this matter will be highly appreciated.

  
B.C.H. Hantuba

PROJECT CO-ORDINATOR  
GWEMBE SOUTH DEV. PROJECT

cc The Director of Agriculture, Lusaka  
cc G.S.T. Secretary  
cc Liaison officer ✓  
cc File

MAWD/GSDP/7/1/2

DEPARTMENT OF AGRICULTURE,  
GWEMBE SOUTH DEVELOPMENT PROJECT,  
P.O. BOX 3,  
SINAZEZE.

24TH MARCH, 1986

The Liaison Officer,  
Gossner Service Team,  
P.O. Box 3,  
Sinazeze.

RE: EMPLOYMENT OF MR.ANDREA CHIKOPA AFTER TRAINING.

It's understood from the former officer Mr.J.Musiya that, It was arranged between Mr.A.Chikopa and the Gossner Service Team that they should send, A.Chikopa for training of which after training they would employ him at a new station at Siatwiinda Irrigation Scheme. He could start to be operating from there and start a revolving fund, therefore since this was done we are looking forward to see to it that things be done as arranged as soon as possible.

Yours faithfully,



J.M. Ngoma

for/PROJECT CO-ORDINATOR  
GWEMBE SOUTH DEVELOPMENT PROJECT

cc The P.A.O.-Choma  
cc Mr.A.Chikopa

7.4.1986.

Project Coordinator  
Gwembe South Development Project,  
P.O.Box 3,  
Sinazeze.

Att. Mr. Ngoma.

Dear Sir,

Thank you for your letter Re: Employment of Mr. Chikopa.

I wish to inform you

1. that the training of Mr. Chikopa was a decision of the Gwembe South Development Project.
2. that the Gossner Service Team forwarded the request for further training to Gossner Mission to pay for the training of Mr. Chikopa, to which they have agreed and what they accomplished.
3. It was mutual understanding in the project, that Mr. Chikopa would return to the project in the light of Zambianisation of the workshop.
4. It is unfortunate, that this has not materialized and this is very much regretted by the donors.
5. With regards to employ Mr. Chikopa at the Siatwinda Irrigation Scheme, this is a matter of the Gwembe South Development Project.

Yours faithfully,

*S.C. Krisifoe*  
S.C. Krisifoe,  
Liaison officer GST/GM

c.c. P.A.O.Choma.  
Gossner Mission-West-Berlin.  
Gossner Service Team.  
Mr.A.Chikopa



4)  
101/6/27

Gwembe South Development Project,  
Department of Agriculture,  
P. O. Box 3,  
SINAZEZE.

27th March, 1986.

Mr Mische,  
Gossner Mission

ufs Mrs S. Krisfee,  
Liasen Officer,  
LUSAKA.

RE/MOBILE COURSES 1986

After rehearsing with Project Co-Ordinator GDSP it was decided that four mobile courses be conducted in the following areas;

- 1, Muuka - in chief Mweemba's area
- 2, Kafwambila - " "
- 3, Siameja - " "
- 4, Chiabi - in chief Sinazengwe's area

This was decided after considering the needs of these people who seem to be neglected because of the distance from the project centre.

In order for the female extension section to run all these four courses some additional funds are necessary. So, Sir, I am now requesting for the addition funds to meet the requirements for the four courses. I was told verbally that in the estimates sent to the mission by the Team one thousand kwacha is estimated for female extension, but this will only be used on transport since the car-hire price has gone up. Below is the budget for the four courses;

4 bags mealie meal	K70.00
4x 10 kg pkts sugar	140.00
4kg salt	4.00
	<del>400.00</del>
4x 5 litres cooking oil	100.00
100kg meat/chicken	350.00
2x 20litre tin beans/ground nuts	20.00
25kg vegetables	25.00
10kg tomatoes/onions	30.00

10 percent contingences ( in case of

price increase) 72.00

Total: K801.00

(27)

Your consideration will be highly appreciated.

Yours faithfully,

*R. C. Kalaula*  
R. C. KALAULA(MRS)

FEMALE EXTENSION OFFICER  
for/ GO-ORDINATOR - GWEMBE SOUTH DEVELOPMENT  
PROJECT

4.4.1986.

The coordinator Gwembe South Development Project,  
Box 3, Sinazeze.

Att. Mrs. R.C.Kalaula,  
Female extension Officer.

Dear Madam,

Thank you for your letter d.d. 27th March 1986, about the mobile courses planned for this year and their financing. After reading your letter I wondered if you discussed this subject with the GST treasurer, because I had the impression that Gossner Mission/Gossner Service Team had budgetted more money for the Female extension programme.

When I come to Nkandabwe for the Staffmeeting 10.4.1986, it would be good if we could look into this matter together with the GST treasurer.

If additional funds are really needed, we can forward a request to Gossner Mission, to whom I send above mentioned letter, accompanied with a copy of this one.

With friendly greetings,

*S.C. Krisifoe*  
S.C.Krisifoe,

Liaison officer GM/GST.

c.c. Gossner Mission, ✓  
Gossner Service Team.



18TH MARCH, 1986

The Embassy of the Kingdom  
of the Netherlands,  
P.O. Box 31905,  
LUSAKA.

Attention: Mr. R. Boermans

Dear Sir,

REPORT ON THE SINAZEZE SCHOOL 1x2 CLASSROOM BLOCK (SELFHELP)

(A) Geographical Position

This school is positioned in the Southern part of the Gwembe District in the Southern Province of Zambia. It is only seventeen kilometres from the shores of Lake Kariba on the Zambian boarder line. The school also is a few kilometres North-East of Maamba Coal Mine along the tarmac road leading to this very mine.

(B) Administration

The school comprises of 545 children for its current enrolment and holds some thirteen members of staff (teachers) headed by the Headmaster, Deputy Head and a Senior Teacher. The school's administration is helped by a strong Parents Teachers Association Executive Committee which represents parents body.

(C) The Idea of the 1x2 Classroom Block Project

Need for more classroom block accomodation arose from:

- (i) the fact that some children had their class lessons from outside;
- (ii) that there was to come the brilliant Educational system of Grade I to 9 for most primary schools in this country;

(D) Project Work Execution

A programme of action was drawn, villages concerned were allocated with days for the project work i.e. Monday to Saturday the Government Public Workers Dept. gave technical expert advice. (Find picture showing project work programme) The Parents Teachers Association Executive Committee worked tirelessly in mobilising the parents and soon bricks for the foundation work were moulded. Thirteen thousand bricks were made available for this project, at short notice in 1982. The establishment of a K10.00 P.T.A. Fund per parent in 1982 helped the intial purchasing of cement for the foundation work and actual foundation work came off ground in May 1983. The school children helped with light work on the project and work progressed on well.

(E) Need for Financial Assistance

As the project work rose to wallplate level, after some K5,000.- (PTA Fund) had been spent, the financial resources dried up. Accordingly, thought to request for assistance from elsewhere came to light.

2/..

Fortunately in May 1984 I discussed this idea with Mrs. S. Krisifoe and Rev. Van Vliet both of Gossner Mission based at Lusaka and Sinazeze Respectively. The two Gossner Mission workers advised me to try to request for a small donation from the Embassy of the Kingdom of Netherlands at Lusaka. I quickly wrote an application to your office for a donation. It was very gratifying that exactly one year from March 1984, in March 1985 some favourable reply from your office reflecting a kind donation of K8,100.00 came and what a pleasure it was for the entire P.T.A. of this school.

f) Donation (K8,100.00) Expenditure

Rev. Man Vliet and Mrs. S. Krisifoe helped purchase the roofing materials and windowframes from Lusaka 300km away. Soon all materials needed were made available after transportation from Lusaka. Find attached Expenditure Statement.

G) Roofing Work

The Gwembe South Builders underwent the actual roofing of the block resulting into excellent roofing work.

H) Total Expenditure to date (18.3.86)

The classroom took about K14,000.00 to complete the foundation work, walls to platelevel plus, roofing with window frames included. However floor work, wall plastering are still to be done for final completion.

The next problem we will be facing is the acute shortage of teacher's houses. Work is to start on moulding bricks for this purpose on Self-help basis again.

I) Closing Remarks

The entire school P.T.A. and indeed the Ministry of Gen. Educ. and Culture of this country, greatly appreciate this kind donation which will go to time so far away to focus, for the good of mankind here. This report comes to you with our very best compliments.

For the Parents Teachers Association and the Ministry of Gen. Education and Culture (Sinazeze School).

(signed)  
H. Siachingili  
HEADMASTER

cc The District Governor - Gwembe District  
cc The Chief Education Officer - Livingstone  
cc The District Education Officer - Gwembe District  
cc The Gossner Service Team - Nkandabbwe Camp  
cc Mrs. S. Krisifoe - Liaison Officer  
cc A/CAO Sinazongwe Boma  
cc Chief Sinazongwe  
cc GSDP Co-ordinator  
cc Gossner Mission Berlin  
cc HeadMaster File, Sinazeze school  
cc PTA file



Ministry of General Education  
and culture  
Sinanjola school,  
P.O. Box 30,  
Sinazenge  
Zambia  
Central Africa.

Dear Sir/Madam,

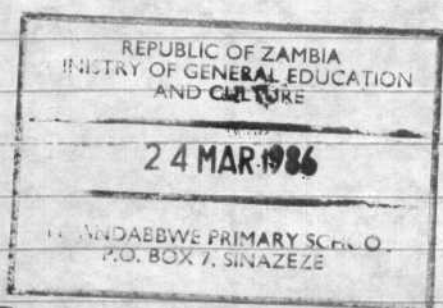
Application for Scholarship in Diploma  
in Adult Education or B.A. (Hr).

I'm competitively attractive to ask for the above ~~mentioned~~ mentioned item, because I'm poor and have already 8 passes out 10 from University of Zambia 1978/79 (UNZA)'s academic year.

As follows Psychology, Sociology, Dynamics of Planned change, Eng. LANG., Economics, Administration & supervision, Adult Education & community development, Non-Formal Education etc.

N.B. I have had a poor feedbacks in two subjects only and went through in 8. Please help.  
I hope my request will be duly considered.  
Yours faithfully,  
CHIBOMBA MUNGUZA.






Nkandabwe Prim. School,  
P.O.-Box 7,  
SINAZEZE.  
24th March, 1986.

Gossner Mission  
Berlin.

Report on Nkandabwe School donation towards  
the 1x2 classroom block on selfhelp Basis.

I enclose herewith the full  
report on the donation give to the  
above school. It shows how we came  
to think of Berlin, and how much  
had been given to this school.  
Thank you.

Yours faithfully,  
  
Headmaster.



NKANDABBWE PRIMARY SCHOOL,  
P.O. BOX 7,  
SINAZEZE.

8TH MARCH, 1986

The Embassy of the Kingdom  
of the Netherland,  
P.O. Box 31905,  
LUSAKA.

RE: SELFHELP PROJECT 1x2 CLASSROOM BLOCK NKANDABBWE PRIMARY SCHOOL

The school is built in the Southern Province, Gwembe District in Gwembe South and near Lake Kariba. It is about 350km from Lusaka.

It has fourteen (14) teachers with five hundred and thirty children (530). It has fourteen (14) classes. There are at present three classrooms blocks of 1x2 classrooms each plus 1x2 classroom block of an altent which makes four classrooms blocks 1x2 each. These are not enough to accommodate the school going children.

Later, we decided to construct one classroom block as the present classrooms cannot accommodate all the children at once. The Ministry is also encouraging schools to have more classrooms so that children can have continous Education from Grade One to Grade Eight at the same school of enrolment.

This project started in 1983 with each parent contributing K10.-- Before the end of the year, we collect K1,450.-- which enabled the PTA committee to buy thirty pockets cement for the start of the new classroom block foundation. In September the same year, parents started moulding bricks and burning. The digging of foundation was done by selfhelp basis.

The PTA committee decided to ask for a donation after seeing that the PTA fund was not sufficient to complete the block as the K10 was contributed once per year.

In 1984, we discussed with Rev. Van Vliet if there could be any possibility of applying for a donation through him from the Netherland Embassy in Lusaka. Rev. Van Vliet greatly assisted in this issue.

In March 1985, almost a year after, we had made this application, a favourable reply came to us showing K9,589.-- donation. The new classroom block under construction is at slab level. Materials for this block are already purchased and are at the site.

On behalf of the PTA committee, I should thank Rev. Van Vliet for the great job he had done to guide us on how to get this assistance. Without him, we could not have this golden chance of receiving a very high donation from the Embassy, Lusaka. May God bless him and the family.

I should not also forget to thank the "mbassy of the Kingdom of the Netherlands for the great assistance made. If it was not this office, we could not be able to buy all these expensive materials from a K10.. we get from parents once per year. This assistance you gave us will not be forgotten.



I should once more thank you for sending us this able man (Rev. Van Vliet) who could mix with people day and night which made him see what we were crying for and proved it that it was necessary for the people surrounding Nkandabbwe school.

Thank you.

Yours faithfully,

(signed)  
P.H.Hicaambwa  
HEAD MASTER

CC. DISTRICT GOVERNOR - GWEMBE  
cc Mrs. S. Krisifoe  
cc Gossner Service Team  
cc GSDP Co-ordinator  
cc The C.A.O. Sinazongwe Boma  
The D.E.O. Gwembe  
cc Chief Sinazongwe  
cc PTA file- Nkandabbwe school  
cc C.E.O. Livingstone  
cc Headmaster file- Nkandabbwe school  
cc Gossner Mission Berlin



Nkandabbwe Camp,  
P.O. Box 3,  
Sinazeze.

28th February, 1986

To the members of the  
staff meeting.

Dear Brethren,

This serves to inform you that the monthly staff meeting of Gwembe South Development Project takes place on the 6th of March, 1986 under the able Chairmanship of Mr. Wittern. Time as usual 09.00 hrs.

See you then,

(signed)  
G.K. Madyenkuku  
PROJECT SECRETARY

Agenda for the staff meeting of the 6th March, 1986 at  
Nkandabbwe, Time 09.00hrs.

Roll Call

National Anthem

Item -1 Confirmation of last minutes

Item - 2 Matters arising from last minutes

Item - 3 Improvement of staff meetings (Project Co-ordinator)

Item - 4 Staff movements Choma and Lusaka

Item - 5 Transport supervision in the project

Item - 6 Reports from programme officers

Item - 7 Grass clearing in the camp and fence repairing

Item - 8 Any Other Business and announcements

Close down

MISCHE

To: The Coordinator  
Gwembe South Development Project  
Mr. B.C.M. Hantuba  
P.O. Box 3  
Sinazeze.

14-1-1986.

MONTHLY PROGRESS REPORT  
December 1985

Revs. J.M.P van Vliet and Mrs. W.F. van Vliet

1. Churchwork.

- a) Visit to Mindolo Ecumenical Centre, Kitwe  
5th - 10th December 1985:
  - Meeting with Rev. B. Chongo, Director of the Theological Education by Extension in Zambia (TEEZ)
  - Meeting with Rev. F.D.M. Silungwe, United Church Publications.
  - Graduation of Miss. Juliet Syaneuka from Kanchindu at the Theological College United Church of Zambia.
- b) Church services were held at Chiyabi, Nkandabwe, Sinazongwe and Sinakasikili UCZ congregations and at Mugonko Village Church of Christ.
- c) Sales of books: 28 Tonga Bibles, 50 Tonga Hymnbooks.

2. Selfhelp-activities.

- a) Kanchindu Woman's Club House.  
The repair of the roof has been completed and this project has come to a good end.  
Total Expenses were K.2636-65.

Own Contribution of Woman's Club	K. 800-00
Donation from Böblingen (West-Germany)	1128-67
"    " Rotterdam (Netherlands)	80-80
"    " Oakland (USA)	570-88
"    " Hanover (USA)	56-30
	+-----+
Total Income	K.2636-65
- b) Sinazeze Primary School Classroom Block.  
Roofsheets and other material was bought and brought to the building site. Due to other commitments the carpenters could not yet start roofing. This will be done in January 1986.
- c) Nkandabwe Primary School Classroom.  
Roofsheets and other building material was bought and brought to the site. A bricklayer is busy putting up the foundation.  
Both school selfhelp projects are being assisted by a donation from the Embassy of the Netherlands, Lusaka.
- d) Sikaneka water supply system (Norad grant).  
Enquiries have been made for the purchase of a windmill.  
No replies yet.

3. Tonga Crafts Department.

Mrs. van Vliet assisted the administration of this programme. See report of Tonga Crafts Department.

4. Water Development Programme.

Mr. van Vliet assisted the administration of this programme. See report of Workshop/WDP.

5) ~~After~~ our leave we resumed duties on 5th of December 1985.



Gossner M.

20.11.1985.

To the Salesmanager of Toyota,  
Star Motors,  
Lusaka.

Dear Sir,

I would like to bring the following matter to your attention.  
Gossner Mission ordered a car with your office in May, which order was paid in May in West-Germany. The car went in production during July, was shipped in August and arrived in Dar-es-salaam around the 11th of September 1985. If there had not been any Diesel shortage in Daressalaam, the car would have been in Zambia before the end of September, would have been cleared and local charges been paid before the present increase of prices.

I would like to ask your attention for the fact that the Diesel shortage in Daressalaam was nobodies mistake, not Toyota's and also not Gossner Mission's. But with the present double local charges the customer has to carry the full disadvantage of the delay.

I would like to request your office if you could consider a sharing of the increase of the local charges.

Looking forward to hear from you, I remain,

Yours faithfully,

*S.C. Krisifoe*  
S.C. Krisifoe,  
Liaison officer Gossner Mission,  
Lusaka.

c.c. Gossner Mission, West-Berlin.

GOSSNER SERVICE TE  
• The Liaison Officer •  
P.O. Box 50162  
LUSAKA ZAMBIA



§ 80P

20/11.1985.

THE PROJECT ADMINISTRATOR,  
MR. HANTUBA,  
SINAZEZE.

DEAR MR. HANTUBA,

I AM SORRY IF MY LETTER OF 8/11.1985 WAS NOT CLEAR ENOUGH, SO I WOULD LIKE TO CLARIFY THE MONEY AGAIN. FROM THE VOTE OF THIS YEAR GSDP STILL HAD K 4000.// OF WHICH MR. MUSYA RECEIVED A CHEQUE FROM MR. CHANDA TO TAKE TO CHOMA.

THAN MR. CHANDA WROTE A LETTER TO THE PAO'S OFFICE TO REQUEST THEM TO TRANSFER K 15.000.- TO GSDP FROM THE MONEY WHICH THEY HAD SEND EARLIER THE SAME WEEK FOR BULEYA MALIMA (37.000.--).

THIS ABOVE MENTIONED MONEYS, THE K 15,000 AND THE K 4,000,/ ARE MEANT FOR SALARIES, GENERATOR REPAIR, ETC. THAN WE RECEIVED FROM THE IRRIGATION FUNDS VIA MR. MUTELLO K 4000.- OF WHICH MR. MUSYA ALSO RECEIVED A CHEQUE TO BRING TO CHOMA. THIS FOR K 4000.-- IS FOR IRRIGATION PURPOSES ONLY. IT WAS ESPECIALLY STRESSED BY MR. MWANSA IN THE PRESENCE OF MR. MUSYA AND MR. CHIPILI, THAT THIS MONEY WAS FOR THE SIATWINDA IRRIGATION, SINCE WE REPORTED THAT WE ARE TRYING TO GET IT BACK ON ITS FEET AGAIN. SO THEY AGREED IF IT WAS USED FOR DIESEL AND OIL FOR PUMPING THE WATER AT SIATWINDA, THAT THIS WAS O.K..

SO I HOPE THIS EXPLANATION WILL ASSIST YOU TO CHANNEL

1 x d

MINISTRY OF AGRICULTURE AND WATER DEV.

37/ACC/GSDP/GH/1

Dept. of Agriculture,  
Gwenbe South Development Project,  
P.O. Box 3,  
Sinazenge.

4th July, 1985

The Director,  
Min. of Agric. & Water Development,  
Dept. of Agriculture,  
P.O. Box 50291,  
Lusaka.

TRANSFER OF CAPITAL WAGES TO RECURRENT FOR G.S.D.P. STAFF.

I write to present a problem of Gwenbe South Development staff who have been getting their wages within the project fund since 1970. It has been found necessary that these officers be converted to recurrent purposes of the Ministry. This would assist the Ministry to utilize the little funds allocated to the Project for proper running and maintenance of the irrigation schemes supported by the Ministry's Project in Gwenbe South Dev. Project.

It will also be in the interest of the Pasty to continue enjoying the services of the staff to the community around the area when the project finally completes its agreement in 1988 as scheduled by the Ministry H.Qs.

Through your good office it is hoped that this problem may be solved. It is suggested that they be included in recurrent estimates for 1986.

JL  
James Musiya  
JUNIOR CLERICAL OFFICER  
for/ CO-ORDINATOR & ADMINISTRATOR

cc The P.A.O. Choma  
cc The C.A.O. Sinazongwe  
cc The I.R.D.P. Co-ordinator, Sinazenge  
cc The D.A.O. - Gwenbe  
cc The Liason Officer, Lusaka. ✓

CAPITAL ASSETS AND RECURRENT ESTIMATES OF EXPENDITURE 1986

<u>NAME</u>	<u>N.R.C. NO.</u>	<u>RANK</u>	<u>AMOUNT</u>
G.K.MADYENKUKU	117552/75/1	SECRETARY	K4217.00 P/A
W. NCITE	142856/75/1	CG 4	3222.00 P/A
M.B.CHIIMBA	100964/75/1	T/SG	2349.00 P/A
T.SYANGUMBA	142449/75/1	O/O	1790.00 P/A
N.SIMAWACHI	102449/75/1	WG6	2382.00 P/A
G.C.SIAKANYOLI	145540/75/1	SWM	1982.00 P/A
S.SIAMFORGO	124787/75/1	WG7	2274.00 P/A
A.SIABUNKULULU	129022/75/1	WG9	2066.00 P/A
D.SIMAKOBELI	185004/75/1	W/M	1862.00 P/A
J.MUCHIMBA	100109/75/1	NO 5	3042.00 P/A
S.SINKENDE	151397/75/1	GDEII	1862.00 P/A
C.SIMAGWALI	147378/75/1	GDEII	1790.00 P/A
TOTAL=			28838.00 P/A



24/7/1985

IX

AD HOC COMMITTEE TO CONSIDER  
THE 6 PROPOSALS FOR THE KFW  
GWEMBE VALLEY SMALL IRRIGATION  
SCHEMES.

- 1- ACTING CHIEF ADMINISTRATIVE OFFICER - CHAIRMAN
- 2- HON. D.B. SYATA LIMI M.P.
- 3- SENIOR CHIEF MNIERNBA
- 4- CHIEF SINAZONGWE
- 5- M. A. QASIM PAO/NIRS/NANGA
- 6- K.W. SCHAEFER IRDP CO-ORDINATOR
- 7- B. HOSSAIN - TECHNICAL ADVISOR - BULEYA MALUMA IRRIGATION SCHEME
- 8- G.K. Madyenkuru - PROJECT SECRETARY, GSDA
- 9- M.C. MONTANGA - CHAIRMAN - NANGOMBE WARD.
- 10- B. MIZINGA - OFFICER IN CHARGE - PWD
- 11- S. SINAZONGWE - WARD CHAIRMAN - SINAZONGWE WARD
- 12- A. SIACHALUZA
- 13- V. SYANKONBO
- 14- M. Madyenkuru
- 15- B. SYANYEUKA
- 16- W. SYAPWAYA

MEETING WILL BE HELD AT THE BOMA  
ON 24/7/1985 AT 10.00 HRS

REPUBLIC OF ZAMBIA  
MINISTRY OF AGRICULTURE AND WATER DEVELOPMENT  
DEPARTMENT OF AGRICULTURE

MINUTES OF THE MEETING OF THE TECHNICAL COMMITTEE FOR BULEYA MALIMA IRRIGATION SETTLEMENT SCHEME WITH THE DIRECTOR OF AGRICULTURE AT BULEYA MALIMA, ON FRIDAY, 5TH JULY 1985, 10.30 HRS TO 14.00 HRS.

MEMBERS OF THE COMMITTEE:

R.J. MWANANYINA	A/CAO,	SINAZONGWE	<u>CHAIRMAN</u>
MON. CHIEF SINAZONGWE			
M.A. GASEM	PAO/NIRS/NANGA		
S. SIYOTO	PAO, CHOMA		
G.K. MADIYENKULU	PROJECT SECRETARY, GSDP		
B.C.M. HANTURA	COORDINATOR, GSDP		
B. HOSSAIN	TECHNICAL ADVISOR BULEYA MALIMA,	GOSSENER MISSION	
S. KRISIFOE	LIASON OFFICER, GOSSENER MISSION		
K.W. SCHAEFER	COORDINATOR IRDP GWEMBE VALLEY,	GOSSENER MISSION	<u>SECRETARY</u>

HONORABLE GUEST:

M.E. MUMBA DIRECTOR OF AGRICULTURE

IN ATTENDANCE:

S.M. MWILINGA OFFICER IN CHARGE ZAMBIA POLICE, SINAZONGWE

M.C. MUNTANCA CHAIRMAN, MANGOMBE WARD

Rev. van Vliet Gossner Mission

From 9.30 to 10.30 a field trip was conducted with the participants.

NATIONAL ANTHEM

OPENING REMARKS

BM/7/85/1 THE CHAIRMAN, gave the Director a warm welcome and pointed out, that this Technical Committee does not meet for the first time. It is our task to bring Buleya Malima back on its feet again. Through Mr. Hossain we have managed to get K76,000.- from GRZ out of a special drought relief fund. Now we ask the Director to help us to get the drilling rigs down to Buleya Malima. We have achieved a lot in the short while that Mr. Hossain is with us. But since the District Council is at present not in a position to take over the role as an overseer the way out is to form a sort of Cooperative and put all the income from the project in

BM/7/85/2

in a special account.

THE HON. CHIEF SINAZONGWE, After greeting the Director the Hon. Chief reminded of what the participants of the meeting had seen just before, when they made the field trip: until a few month ago the scheme was completely dead because of lack of water and poor management. We had decided with the Headmen to bring the land back to the people, who are the owners and use it for Dryland Farming. But now since Mr. Hossain is employed the project has come to live. Now one can go Maamba or Batoka and one can get Oranges from Buleya Malima. Which was hardly the case in the past five years.

But the capacity of water is not sufficient. We need urgently boreholes to continue, otherwise the people will demand the land back for growing cotton and sunflower without irrigation.

BM/7/85/3

THE TECHNICAL ADVISOR FOR BULEYA MALIMA

As the man on the spot he welcomed all but especially the Director. He thanked in particular for the K20,000.- the scheme got recently from the Department. The K75,000.- for the borehole were received and the suppliers of the goods and services have already been paid. Nobody knows at present whether KFW step in or GTZ. But until that date we have to keep the scheme running. And after we had received the K75,000.- from drought relief I was able to convince the farmers to continue with irrigation.

But even if one of this big funding agencies steps in we need to generate and accumulate funds. I have prepared a working paper (APP.1) and I would like to suggest that we go through page by page for discussion and comments. The second paper (APP.2) is a report about the meeting with the Farmers Executive Committee.

BM/7/85/4

PAGE 1 OF APP. 1

DIRECTOR

Wanted to know, whether the people are all living here.

Tech. Advisor

The Farmers do not live here at the project. They all have their Dryland Farming, where they live as well.

Committee

The Hon Chief mentioned the people wanted to reclaim



their land. Do they want to build their homes within? .

Director

When the land was taken, people were living here. They had to go. But for the last 5 years nothing has happened. Now we have to overcome the lack of water. Now we should bring everything under production.

Committee

The people of the area did not feel to belong. It was the project division and later a farm of the Department of Agriculture. If the District Council took over the people would feel the same. The money from the GRZ should be given to the people and it should not be an investment of the GRZ for the GRZ. It would be better the Farmers do Dryland Farming when there is no water. In 1970 when Siatwiinda started Mr. Kamanga was here as Minister of Rural Development.

Siatwiinda was right from the beginning meant a peoples project. Buleya Malima was for the Government. People were just employed. In the discussion with Mr. Kamanga it was stressed that the people should get involved in Buleya Malima as well. 2 years later the idea got through to let the local people participate. But when this process started the funds were cut down and the scheme didn't come off. The scheme came to ruin. Then the Gossner Service Team was called in with one man as Advisor. But the pump capacity was not sufficient and then the drought came to make it worse.

The people have no intention to build houses in the scheme. They want now the scheme to come alive. When the Gossner Service Team stepped in 1980/81 only a few farmers were given a small plot and there was some confusion. But now the people are aware that they must participate in the irrigation.

The question is whether the size of the plots is limited because of a social limitation or because of a irrigation limitation.

Historically it was so, that the Farmers cultivated 1 hector. But only a small portion was under permanent irrigation. The pumping capacity was the limit.

The farmers who gave land to the scheme had of course the first right to obtain irrigationland. But not all of them were really good irrigation farmers. The other reason to limit the irrigation was the market. The marketing aspect

should not be forgotten as combined with Siatwinda and Mbandabbwo.

Chairman

With the market we have already done something. We have started a market shed at Batoka.

Tech. Advisor

Batoka is the ideal place. We sell it at wholesale price near the road the railway station. The place was secured from Choma District Council. The shed will hold about 2 tons of fruit. The salesman will be paid out of the profits. It is done with the help of Gwembe South Builders and the PAOs Office. For transport we have the trailer for 1 ton. that will cost 40 ngwee/pocket. The Sales price at Batoka is K 6/pocket. All oranges are sold in 10 kg pockets. There will also be a local market for loose oranges.

But nobody will be allowed to go into the fruit orchard by himself.

Director

The project cannot go into retail. That is up to the farmers to appoint someone to do the retail selling. It is a challenge for the farmers.

BM/7/85/5

PAGE 2 OF APP. 1

Tech. Advisor

Buleya Malima is in a transition phase until KFW steps in. What will Buleya Malima do, in case KFW does not come?

Committee

What is the social capacity of the farmers. That is a very important aspect. There should be appropriate research done. But Mochipapa has no money to conduct such a programme and no transport. In addition it deals more with livestock.

Director

The National Irrigation Research Station Nanga is the proper institution to step in. NIRS should get a plot at the 4 ha research and Training land at Buleya Malima to conduct all the relevant research.

BM/7/85/6

PAGE 3 OF APP. 1

Director

Is there any objection against self reliance? If we do not aim for selfreliance, we better stop.

Tech. Advisor

Independent pumping systems are preferable. The Income from the fruit orchard should next year be around K 30,000.

Committee

The question is, whether this income will be allowed to remain in the project. What will be the future of the income. Our status is not very clear. When one spends Government money, it is up to GRZ to Audit.

Director

The Government has discontinued the project. So the Government can not get any money out of it. The whole of the scheme belongs to the farmers. The whole scheme should be operated as a commercial scheme of the farmers, as opposed to a Government Scheme. We should use the existing infrastructure for the farmers. But still GRZ has to inject some money.

Chairman

The Council expected the income from the scheme. But we were told the scheme is one unit and belongs to the farmers.

Director

The whole idea of disengagement is to hand over to the farmers. There was no orchard in the past. Now the Gossner Mission has put Mr. Hossain here and now the orchard is productive as part of the farmers scheme.

Committee

Can this be put into writing?

Director

We have to wait for the minutes and for the approval of the minutes, then a letter will be written. But is possible to hand over definitely to the farmers. That also applies for the water fees. The farmers have to pay fully for them. But so far we have not got any money from the Government for investment in Buleya Malima.

Committee

What about the water charges for the residential area?

Tech. Advisor

There was no domestic water supply. They used K400 a month for pumping domestic water. Now we use a small engine which



cost K 40/month. The engine belongs to the Gossner Mission. Each house has to pay K5. We have 16 houses. But the other people getting water from us also pay K2/month. We have every month a surplus of K30, to repair the engine and later to replace it. We can also use the saved money to repair the houses. The occupants are paying a nominell rent of K20/month. The money is kept separate.

Chairman

My office is aware of this situation. And this money should be kept until a final decision is made.

Committee

Will the Government hand over the houses as well?

Director

The houses will remain property of the Government. It is good to have these houses for GRZ officers. But outsiders should certainly pay rent. And it is no problem to ask for domestic water fees for the pump which belongs to the Gossner Mission.

Chairman

The Chief Administrative Officer will look into the matter of the house rent.

Committee

We are satisfied that is a Technical matter between the A/CAO and the Tech. Advisor of Buleya Malima.

Director

There was no bad intention of the Dept. of Agriculture not supplying the needed funds for Buleya Malima. But there was the fact that the Project Division had Kwacha 5 million/annum at its disposal. And when it was dissolved the Department of Agriculture got only K 100,000 per annum.

BM/7/85/7 PAGE 4 of APP.1

Tech. Advisor

Part of the Central Expenditure is the Service Unit, which includes the maintenance workshop and the transport. As long as the Gossner Mission is involved there is no problem to obtain the needed spareparts quickly with Forex. The Farmers Committee will be responsible for the collection offees. That cannot be the job of the Technical Advisor.

BM/7/85/8 PAGE 5 OF APP. 1

Tech. Advisor

The windmill was paid in Forex by the Gossner Mission. The

Gossner Service Team got paid in kwacha by the Dep. of Water Affairs.

Bm/7/85/9

PAGE 6 OF THE APP. 1

Tech. Advisor

A Training and Demonstration Unit has to be there.

Director

Needed is a scheme advisor not a manager. The staff has to be paid from somewhere else. The 5 labourers will be transferred into the other Department paymentwise.

(RESEARCH), because only the experimental workers can be paid out of GRZ funds, that has to go through the PAOs Office. But training is needed and possible.

Chairman

Asked the Director for a conclusion

Bm/7/85/10

CONCLUSION OF THE DIRECTOR

GRZ is concerned with the provision of infrastructure. But we have to know who is supposed to run what. Up to now IRDP has not been funded at all. These are hard times. Therefore the farmers must contribute as much as possible. In the long run it is better anyway. And we are trying to avoid that experts do everything. Everything should be under control of the District Council. But as long as the Farmers run the scheme we want to give every support. First of all the water situation has to be improved. The maintenance should be done by the Farmers Committee. We will keep the houses for the Extension Workers. But the Farmers should maintain the infrastructure. In addition to that the local leaders should send their comments to the 6 KFW proposals. The best is the one with <sup>the most</sup> electrification for the most people. We should get this KFW proposal going, because also this scheme must succeed, as an example for everybody in the Valley. Buleya Malima should come back on the Map. I do hope that with the Gossner Mission and KFW and Mr. Hossain as a very experienced man you will continue your way of success.

Bm/7/85/11

CONCLUSION OF THE CHAIRMAN

The advise of the Director has assisted and encouraged us. We will go through the 6 KFW proposals together with the leaders of the area and deliver the recommendations we can give through the Council.

We are suffering from not having been connected with electricity. And we can promise that we will continue to assist the people. Our sincere thanks go <sup>to</sup> the Government for the services rendered so far and for the promise to help to get Buleya Malima selfreliant.

NATIONAL ANTHEM

Confirmed This.....<sup>12th</sup>.....Day of <sup>July</sup>..... 1985

*R. P. M. M. M. M. M.*

CHAIRMAN

*W. A. M. M. M.*

SECRETARY



DIE GTZ-KOMMISSION HAT DER REGIERUNG EIN PAAR DISTRIKTE VORGESCHLAGEN, FÜR EIN NEUES ENGAGEMENT DER GTZ. VON DER REGIERUNG WURDE DER GWEMBE DISTRIKT AUSGEWÄHLT.

1) ZEITPLAN

IM MAI/JUNI 1985 SOLL EIN TEAM VON 4 EXPERTEN KOMMEN, UM DIE PROGRAMMKOSTEN FÜR DAS DISTRIKT DEVELOPMENT PROGRAMME ABZUSCHÄTZEN. DIESES TEAM WIRD DIE 4 VORGESCHLAGENEN PLANUNGSSCHWERPUNKTE IM EINZELNEN ÜBERPRÜFEN UND DEN RAHMENPLAN FIXIEREN. AB ANFANG 1986 IST DIE ENTSENDUNG EINES COORDINATORS/PLANERS VON DER GTZ FÜR DAS IRDP GWEMBE VALLEY (DISTRICT DEVELOPMENT PROGRAMME) VORGESEHEN.

2) INHALTLICHE SCHWERPUNKTE

- A) VERBESSERUNG DER SELBSTVERSORGUNG DER BEVÖLKERUNG IM GWEMBE VALLEY MIT NAHRUNGSMITTELN DURCH VERBESSERUNG DES DRYLANDFARMING (ANGEPASSTE CROPS, WIE SORGHUM UND HIRSE, VERBESSERUNG DER TIERHALTUNG USW.)  
VERGRÖßERUNG DER EFFIZIENZ DES BERATUNGSDIENSTES DURCH ORDENTLICHE WOHNHÄUSER FÜR DIE REGIERUNGSBERATER UND DURCH VERFÜGBARMACHEN VON TRANSPORT (FAHRRÄDER, MOTORRÄDER USW.)
- B) AUSBAU EINER LANDWIRTSCHAFTLICHEN VERSUCHS- UND FORSCHUNGSSTATION FÜR DEN GESAMTDISTRIKT, UM FÜR DAS GWEMBE VALLEY GÜLTIGE BERATUNGSDATEN ZU ERHALTEN.
- C) AUSBAU DES FISCHEREIWESENS IM GWEMBE DISTRIKT (VERBESSERUNG DER FANGTECHNOLOGIE, BOOTSBAU, VERARBEITUNG, VERMARKTUNG, LAKE TRANSPORT USW.)
- D) AUSBAU DER INFRASTRUKTUR IM GESAMTDISTRIKT.

3) LOKALE SCHWERPUNKTE

- A) DIE LANDWIRTSCHAFTLICHE VERSUCHS- UND FORSCHUNGSSTATION SOLL IN LUSITU (GWEMBE NORD) ANGESIEDELT WERDEN.
- B) DAS FISCHEREIPROGRAMM WIRD SCHWERPUNKTMAESSIG VON GWEMBE SÜD AUS BETRIEBEN.
- C) IN GWEMBE CENTRAL SIND KEINE BESONDEREN MASSNAHMEN IM MOMENT VORGESEHEN.

4) ERGEANZENDE INFORMATIONEN

SOWOHL VON DEN MITARBEITERN DER GTZ KOMMISSION, ALS AUCH VON DER DEUTSCHEN BOTSCHAFT WAR ZU ERFAHREN, DASS DIE VORSCHLÄGE DER CONSULTANTS FÜR DAS SMALL SCALE IRRIGATION PROGRAMME IN GWEMBE SÜD VON DER ZAMBIANISCHEN REGIERUNG AKZEPTIERT SIND. DIE DETAILPLANUNGSPHASE WIRD NOCH IN DIESEM JAHR ANLAUFEN.  
EINE ÜBERSCHNEIDUNG MIT DER KREDITANSTALT FÜR WIEDERAUFBAU GIBT ES NICHT, DA DIESE SICH AUF DIE ELEKTRIFIZIERUNG UND BEWÄSSERUNG IN GWEMBE SÜD BESCHRÄNKT.

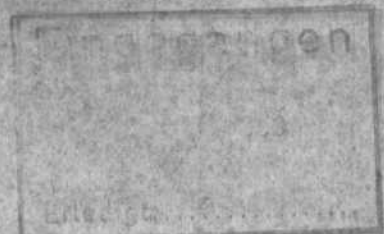
5) PERSONELLE AUSSTATTUNG DES PLANUNGSTEAMS (MAI/JUNI 85)

- A) LANDWIRT
- B) FISCHEREI EXPERTE
- C) INFRASTRUKTUR EXPERTE
- D) ETHNOLOGE/SOZIOLOGE

25.2.1985

KLAUS W. SCHAEFER

\*DES GTZ-PROGRAMMES



Gossner Service Team  
P.O.Box 4  
Sinazeze

12th July 1984

to the  
Honorable Chief Sinazongwe

Dear Sir,

It is my pleasure to inform you that 3 representatives of the Gossner Mission have arrived in Zambia for some official talks including the Chairman of the Board of Gouvernors of the Gossner Mission and Mr. Mische. They would appreciate to meet you at your palace. There are two possible dates for them to come to you: either on Friday, 13th (Tomorrow) at 14.30 hours or on Monday, 16th at 9.30 hours. Could you be so kind as to confirm their visit and tell us the most suitable date for you.

Awaiting your answer

Sincerely yours,

*W. van Vliet*  
(Team Secretary)

*Greetings  
Dear Sir,*

*Thank you for information  
I wish to inform you that I am  
free for the dates set 13th at 14.30  
and Monday the 16th at 9.30 hrs.  
Please be advised that they are  
all welcome to the dates mentioned  
Very well  
Chief Sinazongwe*





GSDP

Gwembe South Development Project,  
P.O. Box 3,  
SINAZEZE.

26th March, 1984

To: ✓

Gossner Mission  
Berlin - West Germany

Dear Sirs,

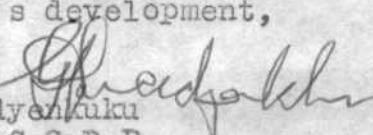
RE: ALLOCATION OF FUNDS K50,000 FROM  
EEC FOR SIATWIINDA EXTENSION

The Project staff of Gwembe South Development Project (GSDP) on their sitting of the staff meeting on the 8th March, 1984 have considered the subject above. After some time of serious consideration they have resolved that a request be made to Gossner Mission that the Mission Authority should ask the EEC in Brussels to re allocate the sum above to the existing Syatwiinda scheme from extension.

The need for this change is neccessary in order to buy new pipes for a new pipe line as the old one is giving problems in various places due to age. The new pipe line will also serve the extension as it will be putting water in the same reservoir from which the new extension shall be drawing its water supply.

Hoping that all goes well.

Yours in man's development,

  
G.K. Madyankuku  
SECRETARY FOR G.S.D.P.

cc The Siatwiinda farmers committee  
cc The Team Secretary  
cc The project file

GKM/msc

# GOSSNER SERVICE TEAM

P.O. Box 4,  
Sinazeze.

Liaison Office,  
P.O. Box 50162,  
Lusaka.

Your ref:

Our ref:

Date  
23/12/83

To  
Gossner Mission Berlin  
The IRDP Gwembe Valley Co-ordinator  
The GSDP Co-ordinator  
The Executive Committee of VSP  
The Board of Directors of GSB

Ladies and Gentlemen,

Re.: Buildings of the former Zongwe Co-op  
at Sinazeze and Buildings at Siabaswi

The outgoing Gossner Service Team herewith wants to give a final statement on the above named buildings. It is our intention to avoid confusion or lack of detailed information about this subject in future.

In 1980 the Gossner Service Team at that time under the leadership of Mr. Klaus Jähn purchased the buildings of the liquidated Zongwe Co-op at Sinazeze for the total amount of K 4 910.-

This included 15 buildings of different size and state. One building - No.11 on site plan attached- was first supposed to be included as well, but was later discovered to be the property of the Health Department (see information by SMA Mr. Simvula-Luli, dated 12/6/79, GST correspondence file for 1983, No. 37/83).

It must also be stated that the building next to No.16, which had been used as a blacksmith workshop is not part of the GST owned buildings. It is the private property of that blacksmith.

The resale of these buildings was started in 1981 when the Parents Teachers Association of Sinazeze GRZ School paid the first instalments for 4 houses. Since March 82 the PTA is the legitimate owner of the houses No.3, 4, 8, and 9, which were bought for a total amount of K 750.-

All the remaining buildings for sale were sold during this year 1983. The selling was definitely decided by the GST meeting on 3/3/82 (see minutes, topic 22/82). According to the then made decision houses for sale were to be offered as follows: No.1 to GSB; No. 2, 10, and 11 to Health Department; No. 5, 6, and 7 to VSP;

No. 13 to SPCMU; for donation: No. 12 (Sinazeze Hall) to VSP "under the condition that it can be used any time for community work"; No 16 to VSP "under the condition to be free for the use of the Credit Union if needs arise"; No. 14 and 15 also to VSP.

Six months later, in September 82 the ownership of these buildings was not yet settled. And the team meeting decided to write letters to GSB, VSP, and Health Department (see minutes of September meeting, topic 64/82) and thus to repeat the above named offers which were only made verbally by Mr. Jähn before. This buying resp. donation offer dated 12/10/82 (see GST correspondence file for 1982, No.103/82) was sent to VSP, GSB, and the Principal Medical Assistant Mr. Simvula-Luli including the request for a confirmation by the addressees until 30/11/82.

Since none of the addressees either showed any interest or gave any reply the whole matter was discussed again in the team meeting on 13/1/83. It was then decided that "the houses will be officially tendered now. The buyer who comes first and pays cash will get them" (see minutes, topic 10/83). GSB then turned up first and bought three houses -No.1, 5, and 6-. Other interested people did still not reply so that the remaining buildings were free for anyone to buy (see minutes of GST meeting on 3/2/83, topic 10/83).

Six months later, in July and August 83 VSP bought two houses -No. 7 and No. 10-. And in October 83 Mr. Simvula-Luli bought house No. 2 for his private use. The building No. 13 was donated to SPCMU still during the time of Mr. Jähn but a date could not be found.

Thus the remaining buildings these are No. 12 (Sinazeze Hall), No. 14 (former LINTCO office), No. 15 (former generator shed), and No. 16 (former maize mill shelter) are still the property of Gossner Service Team. Since the offer for donation also expired at least in January 83 anyone claiming for these buildings has to enter into negotiations again with GST. Any decision concerning these buildings should be made by the team as a whole.

We also want to state officially that the two buildings at Siabaswi which are now used as an office for the Syatwinda Credit Union and as a shop for the Maaze Consumers Co-op are owned by the Syatwinda Selfhelp Savings and Credit Union Ltd. (see minutes of GST meeting on 3/2/82, topic 9/82 and statement by GST treasurer, Mr. Hans Fuchs dated 1/3/82).

Please, find attached to this statement: a) a site plan of the buildings concerned, b) a list of ownership and financial statement.

Hoping that we have done our part to clarify this crucial subject we remain

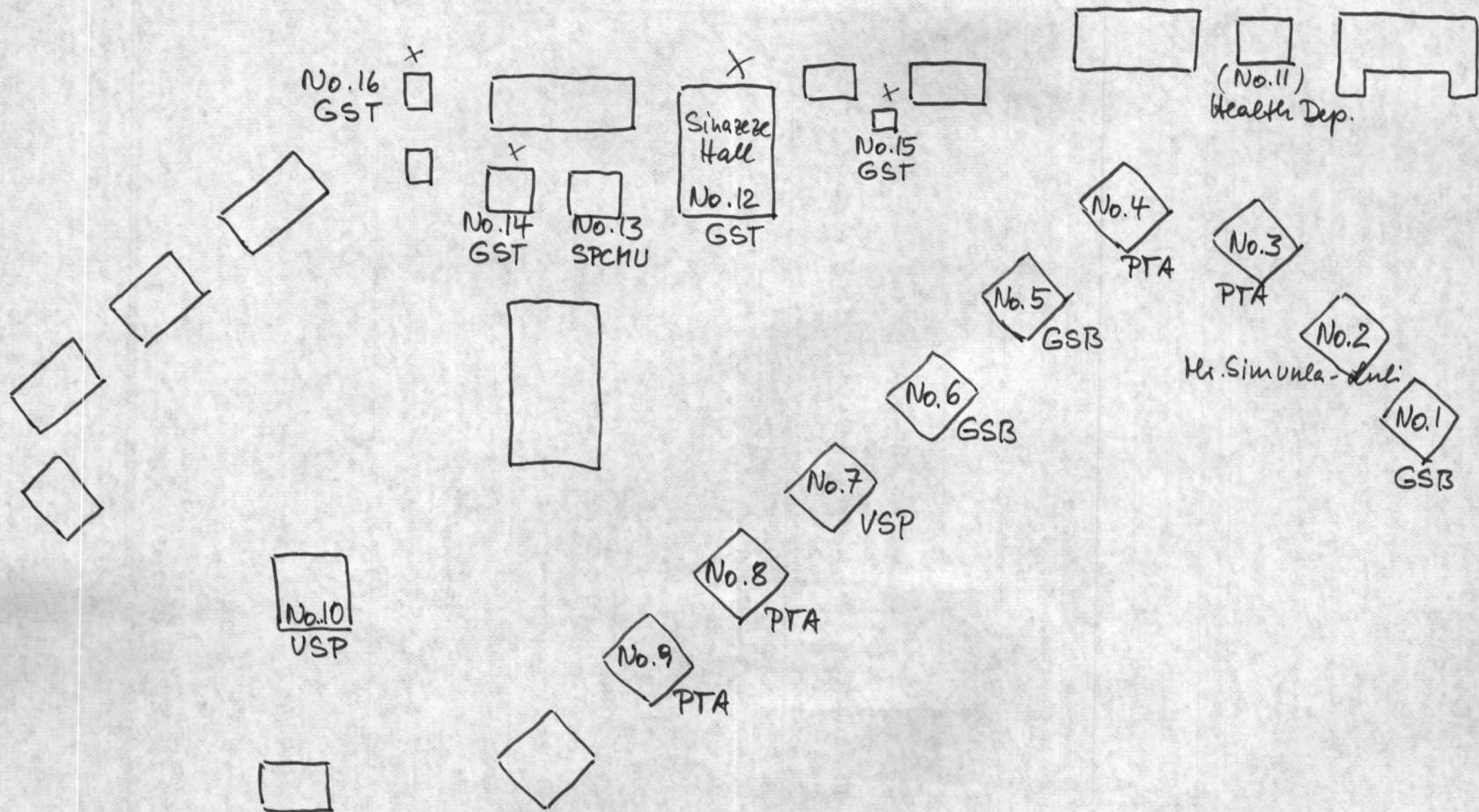
Sincerely yours

H. Sille

(on behalf of the outgoing GST)



23/12/83 Site Plan  
of former Zongwe Co-op



# Financial Statement

1980	Purchase of 15 buildings of former Zongwe Co-op	K <u>4 910.-</u>
1981/82	No.3 sold to PTA Sinazeze	200.-
	No.4 " " "	200.-
	No.8 " " "	200.-
	No.9 " " "	150.-
1983	No.1 sold to GSB	200.-
	No.5 " "	400.-
	No.6 " "	400.-
	No.7 Sold to VSP	400.-
	No.10 " "	100.-
	No.2 sold to Mr.Simvula-Luli	300.-
		<u>K 2 550.-</u>

No.13 donated to SPCMU  
two buildings at Siabaswi  
donated to Syatwinda Selfhelp  
Savings and Credit Union  
value K 700.-

Following buildings of former Zongwe Co-op are still  
the property of Gossner Service Team:

- No.12 Sinazeze Hall
- No.14 former LINTCO office
- No.15 former generator shed
- No.16 former maize mill shelter

Nkandabbwe, 23/12/1983

Gossner Mission  
Zambiaausschuß  
Handjerystraße 19/20  
1000 Berlin 41



Lusaka am 10. 12.83

Liebe Brüder!

Nach Rücksprache mit Sietske Krisifoe wollte ich rasch noch die für uns zur Zeit wichtigsten Punkte auflisten, die wir in Berlin besprechen sollten:

- 1)  
Projektantrag der IRDP Central Unit an die GM zwecks Übernahme des Kilometergeldes und der Bürokosten durch die GM.
- 2)  
Projektantrag des GSDP/IRDP zwecks Finanzierung eines Fahrzeug Pools durch die GM.
- 3)  
Projektantrag des GSDP/IRDP zwecks Übernahme der Kosten für ein Solar-Versuchsprogramm.
- 4)  
Bitte um Übernahme der vollen Gehälter für Ba Gray und Ba Nchite.
- 5)  
Anstellung von Maria Schäfer mit halbem Vertrag.
- 6)  
Anstellung von Sietske Krisifoe mit vollem Vertrag.
- 7)  
Vordringliche Personalanforderungen (1 Genossenschaftsfachmann,  
1 Tropenlandwirt)
- 8)  
Planmäßige Personalanforderungen
- 9)  
Zulassung von Gossner Zambia als Registered Society.

Mit freundlichen Grüßen

Ihr

Klaus Schäfer

P.S.: 10)  
Vorschlag für Neuordnung des Postverkehrs zwischen  
Berlin und Zambia



Hans Fuchs

Gossner Service Team

P.O.Box 11

Sinazee

Zambia



Gossner Mission

Handjery Str. 19-20

1000 Berlin 41 - Friedenau

Kanchindu, 3. Dec. 1983

Hallo Erhard!

Die EEC-Leute waren hier, hatten aber nur 3 Stunden Zeit und konnten sich nur das GSB-Auto, den Nkandabbwe-Damm und Boleya Malima-Pumpstation ansehen. Unterhalten konnten wir uns nur im Auto während der Fahrt. Sie haben sich also kein tolles Bild vom Projekt machen können.

Es waren auch nur, obwohl alle informiert waren, Peter und ich da. Kein Zambianer. Es war ein trauriges Bild.

In der Anlage schicke ich Dir:

1. Aufstellung über das bis heute eingegangene EEC-Geld und dessen Verwendung im Projekt.

Der Übertrag für 1984 weist für Syatwiinda noch K 10.275,38 aus. Dieses Geld ist hier. Die K 2.889,39 vom Workshop sind nicht mehr hier. Ake wird darüber berichten.

2. Aufstellung über die Verwendung der 1983-EEC-Gelder für Syatwiinda Extension, angelehnt an die Aufstellung für letztes Jahr.

3. Aufstellung über die Entwicklung des Projektes Syatwiinda Extension, die Entwicklung der Finanzierung und der daraus folgende wahrscheinlich notwendige Mehraufwand für die Ausführung des Projektes.

sch. Schicke bitte je 3 Kopien der 3 Aufstellungen zurück, eine für die Syatwiindafile, eine für die Treasurerfile und eine für die Teamfile. Danke.

es regnet!

Grüße an alle Gossiners!

A handwritten signature in cursive script, appearing to read "Hans Fuchs".

H A N S   F U C H S

GOSSNER SERVICE TEAM *h*

P.O.Box 11

Sinazeze

To

Gossner Service Team

P.O.Box 4

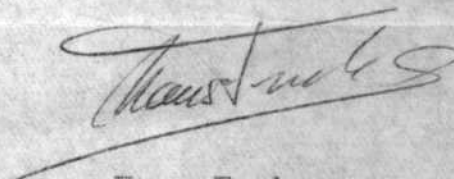
Sinazeze

Dear Team-Member!

Since ~~xx~~ there was no team-meeting in December 1983 I would like to inform you in this way about my coming resignation from the post of the treasurer of the Gossner Service Team on 31. December 1983.

Up to the team-meeting on 5. January 1984 I shall act as the treasurer. To the team-meeting I shall bring all the books for the handing over to my successor.

Kanchindu, 9. December 1983



Hans Fuchs

cc Manfred und Monika Sitte

cc Peter Wendt und Eva Engelhardt

cc Jan van Vliet und Waltraut Stroh van Vliet

cc Klaus und Maria Schäfer

cc Gossner Mission Berlin

cc Gossner Service Team - Team-file



## GOSSNER MISSION

Mr. Gray Madyenkuku  
P.O. Box 4  
Sinazeze via Choma  
Zambia

1 Berlin 41 (Friedenau)  
Handjerystraße 19-20  
Fernsprecher: (030) · 85 10 21  
Postscheckkonto: Berlin West 520 50 · 100  
Bankkonto: Berliner Bank, BLZ 100 200 00  
Kto.-Nr. 0407480700

October 12, 1983

Ref: Your letter of September 13, 1983

Dear Ba Gray,

Herewith I want to confirm your above mentioned letter which arrived just before the Zambia-Ausschuß convened to discuss the situation within the Team. It has been brought to the members' attention. The members of the Kuratorium will be informed properly as well.

Mr. Mehlig, the chairman of the Zambia-Ausschuß, will visit Gwembe South at the end of October 1983. He is authorized by the Kuratorium to discuss all matters concerning the conflict within the Team and the future perspective of the Project with all people who are involved.

Unfortunately our time was too short to wage all aspects being mentioned in your letter as carefully as the subject demands. The Executive Committee and the Zambia-Ausschuß will come together again in the middle of December on the same subject. Mr. Ake Spreng and Mr. Klaus Schäfer are asked to report to the members of both Committees. Afterwards we hope to be able to make our own position clearer.

In general the members of the Zambia-Ausschuß and the Kuratorium share your deep concern about the awful situation within the Team which paralyses any constructive work and cooperation. We are much disturbed that the appointment of Klaus Schäfer did not lead the Project to overcome the bottlenecks in regard to strategy and coordination which had been our intention because everybody had suffered from those deadlocks in the past. Now we are facing just the opposite, almost a total silence exists which does not allow even the slightest steps of passing informations to each other. What is the reason?

Although I am not authorized to speak in the name of our Committee allow me to explain to you how I feel about the whole matter. We know each other since 1979. We have always been very frank and open in exchanging our concerns and views. I pass high respect to your wisdom, authority and experience like a son over against his father. And you may remember that I had suffered a lot from many misunderstandings and sometimes resentments between you and the Team-members in the past. I have often tried to clarify certain points, not always with success, to be self-critical. Therefore I am personally struck by your letter and the way you have put your words. I agree with your judgement that it was a grave mistake even a lack of courage on the side of the signatories of the letter of protest that they did not include the other Staff-members and did not inform Klaus Schäfer properly. I am not going to justify it. Looking at the whole subject there is, however, more at stake: a severe and deep split within the Team. As far as I see the situation there are two decisive points which I would like to bring to your kind attention:

- a) the way of communication and cooperation
- b) the strategy and concept of the work of the Project

to a) You will remember that since years we have complained about the short-comings of coordination and planning. The decision of the present Team in 1981 to



drop the Team-leader against the will of the other Staff-members has increased the confusing and exacerbated the problems. We have heard your complains and then decided to send someone to become the planner and coordinator as well as the representative of Gossner Mission which actually meant the representative of the Team. We appointed Klaus Schäfer for this tough position hoping that he would be able to lead the Project out of the deadlocks into the stream-light of a constructive and comprehensive dialogue and work. Last year after long discussion in the Ministry we came to the conclusion that Klaus Schäfer first should become the coordinator of the Project. One of his major tasks was considered to embody the Project into the structure of the District Council and to put the various activities of the Project together.

Unfortunately the pending leadership-matter of the Project was not solved until the arrival of Klaus Schäfer.

The new Agreement between the Zambian Government and Gossner Mission includes the option that the GSDP is no longer alive but to be dissolved into the new IRDP-Gwembe. The decision making level is to pass to the District and the responsibility being carried out by the District Steering Committee. The other option could be that the GSDP as part of IRDP Gwembe is still an independent Project with its own administration under the authority and responsibility of the District Steering Committee.

We have always been in favour of the second option. Klaus Schäfer seems to implement the first option which indeed will dissolve the GSDP very soon with all its consequences. From the very beginning Klaus Schäfer refused to work within the GSDP arguing that he is appointed for the District als District Planner and Coordinator. Formally he seems to have the right on his side because the Project has its leadership and administrator. But you are well aware of the problem which we thought to solve or minimize with Klaus Schäfer. The Team argues - and I agree with it - Klaus Schäfer is Team-member and Staff-member and has to carry out the coordination from the basis-level up to the District level and down. That entails first discussions on the basis rather than on the top. Unfortunately Klaus Schäfer refuses to communicate and discuss over the Project work first. He has made it very clear to use his own words that he does not want "to meet conflicts". So he is doing his own planning. If that is the will of the District Council we need to reflect on it because it contains a lot of consequences. We have appointed Klaus Schäfer to be the team-speaker. How can it function if the bearer of this position does not want to communicate with the rest of the Team? If I am coined by a one-sided view and if I am overemphasizing this, please, correct me. If there are complains about activities of our officers who should be the person to be addressed? If real coordination does not happen who is the person to promote it?

This total lack of communication is confusing us completely because we have thought that by appointing an experienced person communication will be promoted.

In May I have proposed to the Team and to some officers in the Ministry, Lusaka, that an order of procedure should be worked out which defines the role, function and responsibility of each Staff-and Team-member including the coordinator in relationship among themselves and to the Steering Committee. To me that appears still urgent. But everybody expects from us that we do it but how can we do it? Arn't we to far away from the place of action?

b) I agree with you that the shortage of money has become a real constraint for the work of the Project and for any further planning. But am I allowed to ask you whether money is the only answer to the development requirements?

In May I could observe that many farmers went out to the shores of the lake to practice their old and traditional Silili. As far as I know Peter Wendt and Hans Fuchs have tried to support the farmers in their efforts. The farmers have done it on their own. Isn't that the realisation of self-help and self-reliance? Not a single word has been spent on this astonishing fact in all the papers on planning which I have received during the last months. Why not? Is Silili not development? Is it not worthwhile to be mentioned and taken into serious consideration for further strategies whether it might be possible to advise farmers on the move of the lake, the up and down of the water that might enable them to continue with Silili? - This is only an example which may reveal that a change in strategy is taking place.

I know money is necessary but it can become a temptation and can make us blind for potentials which are lying at our door.

Is it really true that money has come only with the arrival of Klaus Schäfer? Have we nothing done beforehand? What is with the money from protestant donor agencies, from the EEC, from Gossner Mission? And every time we have discussed it at length within the team and within the Staff where we go to apply for money for what purpose. Even the financial aid for the hunger relief programme has been discussed within the Team before I went to Bread for the World asking them for immediate help. And we received DM 25.000,-- for transport (buying of Diesel for maize transport), seeds and water supply (wheels). Later we received and have transferred already about DM 10.000,-- for the same purpose from individual donors. Why are these sums not mentioned to the Steering Committee? Why is it ignored that we want to support three programmes, why only the seeds programme being mentioned? I know that Klaus Schäfer was almost exclusively for the seeds-programme which I am not going to question because I feel it very important. But is it fair to follow only his own personal views and ideas? Why? Is that the idea of planning and cooperation? Who is open minded and who not?

In the past we have indeed been much concerned with money and have tried hard to get it. Quite often we succeeded. But prior to any application we have sat together and discussed the real need. Now it looks as if only one person is capable to identify the financial need and to get the money. Do you think that is the proper way and corresponds with the truth? Since May I have had a lot of sleepless nights asking myself again and again what went wrong and why.

One crucial point came to my mind that all of our people have to talk with each other. But can you command it if the will is missing?

We are together obliged to meet the suffering and needs of the Tonga people. That is what God has asked us for. And we pray for his spirit and guidance that we all find together and listen to each other and try within our emotional and natural limits to carry out this task. We want to help to build viable local structures which are adequate for the people and which will enable them to become self-sufficient. That was our goal and that is still our purpose.

I wished we could sit together and exchange our thinking and worries directly. But I would like to ask you and all other Zambian staff-members to help us with your independent judgement to overcome the present situation and to speak out frankly to our people what you feel they should do and how they fit best into your community.

As a friend,

yours

*With great regard*  
*Erhard Mische*

Erhard Mische



1

CHWEMBE SOUTH DEVELOPMENT PROJECT,  
P.O. BOX 3,  
SINAZEZE.

5th October, 1983

AGENDA FOR THE STAFF MEETING TO TAKE PLACE ON THE  
6TH OCTOBER, 1983

- Item 1- Chairman's opening remarks and apologies;
- Item 2 -Confirmation of last minutes (if any)
- Item 3- Matters arising from the previous minutes;
- Item 4- Reports on V.S.P. Emergency Programmes;
- (a) Seed programme
  - (b) Transport of maize (Ba Gray)
  - (c) Boat for Kafwambila
- Item 5- Reports on I.R.D.P. activities (Mr.Schaefer)
- (a) KPW -consultants
  - (b) I.R.D.P. Co-ordinators meeting
  - (c) Staff requirements 1985/1986/1987
  - (d) Budget 1984
  - (e) Future funding of project
  - (f) Solar pump trials
- Item 6- Verbal reports from programme officers;
- Item 7-Any other business;

a.....

b.....

c.....

d.....

e.....

f.....

G.K. Madvenkuku  
SECRETARY



GM  
Department of Technical Education  
and Vocational Training

attention Mr. E.L. Phiri AD/PDD chairman

P/B RW 16  
Lusaka

Re.: metal fab course for Andreas N. Chikopa - sponsored-

Nkandabbwe, 16th September 83

Dear Mr. E.L. Phiri,

referring to our discussion on the 12th September 83 in your office. In presence of Miss C. Musenge - placement officer, Mrs. Krisifoe - Liaison officer Gossner Mission, and myself A. Spreng - supervising officer for workshop activities in the Gwembe South Development Project (GSDP) Sinazeze.

I explained the situation of the above mentioned applicant Mr. A.N. Chikopa. Since the beginning of the year 1983 sponsorship is granted through the Gossner Mission Berlin, only that your department had lost these papers.

I understood that if sponsorship is already granted, the applicant will have a bigger chance to participate in your training programme.

Unfortunately his sponsorship might have been not clear to your office, or the information delayed.

We agreed that a new application will be sent, so that Mr. Chikopa will be taken into the January intake.

Enclosed I send you the required information and copies of Mr. Chikopa's certificates.

Mr. Chikopa will sit the interview on the 28th September in Lusaka.

Hoping that with this application things will get progress and asking you kindly to follow our conversational agreement.

- 2 -

Due to my expireing contract and the necessity of continuity in development work and training of human resources, I hope that we conclude before the end of November.

your's in the National development

*Spm.*

Ake Spreng

GSDP-workshop-officer

cc. Mrs. Krisifoo \* Liaison Office Lusaka  
cc. Gossner Mission Berlin

Nkandabbwo, 16 th Sept. 83

Department of Technical Education  
and Vocational Training

attention Mr. E.L. Phiri AD/PED chairman

P/B RW 16  
Lusaka

Re: metal fabrication course (craft) Andreas E. Chikopa

Dear Sir,

I have the pleasure to let you know that one of our Gwembe South Development Project workers got a two years training sponsored at Nortec Ndola.

The Ecumenical Scholarship Programme (ESP) through the Gossner Service Team Sinasene is sponsoring Mr. A.E. Chikopa for the period of two years.

The applicant Mr. Andreas E. Chikopa is employed since February 1975 by the GSDP. He got a training at our workshop in general metal work but qualified at Livingstone trade institute up to grade 5 in welding. He did this in five years without failing once.

Since September 1977 he is an appointed workshop foreman in the workshop and is responsible for seven workmen and two drivers. With this appointment he became as well a staff member of the GSDP staff and participated actively in the project work. In fact he is one of the project staff who started the workshop and is the continuity factor in that project division. The GSDP staff is the deciding body for the development activities of the project.

We the Gossner Service Team, in agreement with the GSDP staff felt, that a further training will enable Mr. Chikopa to carry out the workshop independent without expatriate supervision.

Mr. Chikopa is a secondary school Form 5 leaver, and left Chikankata School in 1974 ( see endorsed copy)



- 2 -

We will be gratefull if you could help us to get Mr. Chikopa trained, because with him we try to start as well a training-sponsorship-programme for project employees who completed Grade 5.

We, the connecting organisation to the sponsor in Germany are interested to show that incountry training with Hertec is a practical and preferable way of sponsored training to Gambians.

I remain your's for the National development

*Spr.*  
Ako Spreng

cc. Mrs. Krisifoe, Liaison officer of Gossner Mission Lusaka  
cc. Mr. Mulenga  
cc. Gossner Mission Berlin

GM

Department of Technical Education  
and Vocational Training  
P/O HW 16  
LUSAKA

Re: metal fab course interview on the 23th september 1983

Nkandabwe, 16th sept.83

Dear Sir,

this is to certify that Mr. Andreas N. Chikopa is sent by his employer to sit the interview for the metal fab course. Through the Gossner Service Team a sponsorship of two years is already granted.

In addition a verbal agreement with Mr. B.L. Phiri AD/P2B took place at the 12th september in his office on above mentioned applicant.

I hope, that you are in the position to give our applicant some helpfull advices to enable him to utilize his granted sponsorship.

your's

*Sym.*  
Ako Sprong

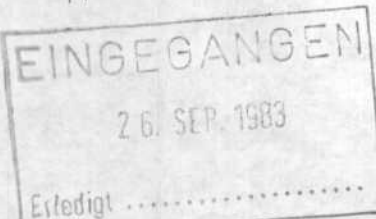
supervising officer for workshop  
activities in the  
Gwembe South Development Project  
secretary of the Gossner Service Team

cc. Mrs. Krisifoo, Liaison office Gossner Mission Lusaka  
cc. Mr. Katenga  
cc. Gossner Mission Berlin

G O S S N E R M I S S I O N

Handjerystraße 19

1000 B E R L I N 41



To the attention of the  
Kuratorium and the  
Zambiaausschuß

13<sup>th</sup> September, 1983

Dear Sirs,

This is a follow up of a letter written to you, by the team members of the above project, dated 27/8/83.

I personally fail to understand why these people fail to compromise over their differences without involving the top people like you. Furthermore the letter covers the project when in fact we Zambians were not at this meeting when they decided to write a letter to the Kuratorium. Up to now none of those signatories on the letter had been brave enough to see any of the project-staff or Mr. Schaefer, who brought this information to me and some other project-staf members. I personally feel it fit, that I should drop you these few lines to bring your attention that the aligations against Mr. Schaefer are not valid.

Point 1, on the letter from the team members

- a) I believe that if the aligation is against their team membership affairs this is up to the team to sort out.
- b) I refuse that Mr. Schaefer has done any injury to the GSDP.  
No, not even in the slightest.
- c) If there was a complaint covering the staff, the team members should have included the Blacks at their meeting where they decided to write you a letter. But because they knew no Black project worker would agree with them, they left us out of that meeting. So for sure their difference is of team nature not of GSDP.

I am sure that the Zambian staff is behind Mr. Schaefer.

Point 2

- a) The qualities of Mr. Schaefer cannot be questioned, he is the type of planner we want. The team members are always against any open minded person, they like to talk endlessly. This does not help us Zambians. We want people who talk and act within time. So what Mr. Schaefer did on this point is in order. What we all wanted is money to help the people. Money has come. What more are the team members quarreling for? The seed is being bought and we shall soon distribute it to the farmers. So why should the team members be worried about it? I see no point.

- b) Emotions in the staff meetings have been there long before the coming of Mr. Schaefer. I am sure, that Mr. Mische knows of this.

Point 3

- a) All policies are gone through the Steering Committee of the GSDP/IRDP which has replaced the sl umbering (GSDC) Gwembe South Development Committee. From there it goes to the District Council. So, where is the abnormality?
- b) The Mazabuka Meeting

Is it not shameful that even people who went to Mazabuka for this meeting can now sign a plea against it? Whom are they accusing when they were part and parcel of the discussion, which took place in



Mazabuka? One of the signatories gave his transport to take the group of the staff to this meeting.

Here, Sir, is where I say your people here are not sure of what should be done for the Gwembe people, because they oppose their own participation. After that they came to the project and announced these figures to the project staff meeting. Not a single one of them proposed to change the figures on the midst of the Black staff members. But when they were by themselves, they resolved to send this to you as a gamble. Is there sense in it?

Point 4

That Mr. Mbale and Gray do jobs that Mr. Schaefer requests them to do, with whom do you think Mr. Schaefer can do work if not with the project staff? (Is he to have a different set up, to employ a group of people to work with him?)

Point 5

If Mr. Schaefer is to be excluded in the ongoing projects will it be wise for him to plan for new activities, while the old ones are falling in pieces. Will that make sense?

Mr. Schaefer, Ba Mbale and Ba Madyenkuku took active part in trying to get help from Maamba Mine after the advise of the Steering Committee to try and get the situation put back to normal at Syatwinda, even though Mr. Fuchs was not there.

Mr. Mutinta who works with Mr. Fuchs was in the Steering Committee together with a number of Farmers who expressed need to have water on the plots and went on to say, that they were neglected by the management of GSDP to the Steering Committee.

So you can imagine, how could we keep quiet and wait for our friend, who was on leave, when a go-ahead to look for help was given by the Steering Committee?

What puzzles me more is that the Gossner Mission together with the present team-members looked for a planner and Mr. Schaefer was mentioned and accepted. But now he becomes the target of problems from the same men, who looked for him. Why was it not possible to set a job description to suit the team members in the project?

However - will you be in Gwembe to please the team members or to rescue the Gwembe people from their present problems?

I have been in the project since 1970.

I am always following up the deeds of the team members.  
I have found out that they do not want creative minded people.  
Ba Frank suffered the same. Now it is Ba Klaus.

I am now saying to you Sirs, that you never tamper anything against Ba Schaefer. Give him the chance to plan and we shall work with him. Moreo ver, most of these friends who are now against Mr. Schaefer will soon or later be leaving the project - next year 1984.  
I have all the hope that our Heavenly Father the Almighty will help you to look into this problem put in front of you with great care and arrive at a decision in favour of the people of Gwembe.

May God our father be with us all, now and evermore.

Yours in the Development of man.

  
G.K. Madyenkuku  
GSDP Project Secretary

cc.: The Team Secretary  
Box 4, Sinazeze  
GSDP file  
Box 3 Sinazeze

SM.  
Gossner Service Team  
P.O. Box 4,  
Sinazeze Via Choma.

To all Gossners

Nkandabowe / Lusaka

Memo for the use of the Liaison car.

I feel it my responsibility to make some proposals how to use the new liaison car best. Off course, technecally. You all know that the car has a diesel powered engine. That means that there are certain regulation to follow.

first. ) You are not driving a racing car, and to remember this does not only mean the "Fullspeed", it means even more the acceleration at any time. Do it slowly!

second. ) a diesel engine smokes, but this is not a good sign, it is always seen when the engine is heavey working. As you might know from yourself, heavy working does not harm once but if you do it always it cuts off your livetime.

third. ) a diesel engine gets always hotter then a petrol one, but the gaskets are the same; so, please avoid overheating.

forth. ) do never drive "fullspeed", you might live longer and the engine as well.

fifth.) it is a car were you have to have a bit more time to spend on, as you can see already when you start, please wait that the engine is ready for starting, it will pay you back in the longrun.

To give a ruling;

first gear up to 20 km/h  
second gear up to 40km/h  
third gear up to 60km/h  
forth gear up 80km/h  
fifth gear over 80km/h  
the car should not be driven over 120 km/h

This memo is meant for everyone who is using this car and also for me to make sure that everyone knows (also the mission) that I had given recommendation to everyone.



QUARTERLY REPORT OF THE WORK WITH COOPERATIVES IN THE  
SOUTHERN CHAMBE VALLEY FOR JULY/AUGUST/SEPTEMBER 1983

1. Lyatwiinda Selfhelp Savings and Credit Union (Reg.No. 1632)

There is progress in the increasing of the membership as well as in the share capital. The membership is at 225 by now and the share capital is at 14 000 K. The new member of the loans committee has been introduced to the writing of a loans committee report. I checked the books and some mistakes were corrected. The Board of Directors meetings are getting more and more effective. The minutes are prepared in time and the agenda is put up properly and followed strictly.

2. Maamba Collieries Savings and Credit Union (Reg.No. 1734)

The monthly contributions to savings plus the loan repayments are amounting to 24 000 K now. The membership is at 600. The problem of an office is not yet solved. As the treasurer and I are not allowed to work within his office any more and as there is no other place where we could work we had to stop writing and correcting the books. The Board of Directors is discussing about some sort of business to be done by credit union members like chicken raising, a consumers' cooperative or taking over the "Club", a restaurant and bar in Maamba. They also discuss the problem of an employed bookkeeper or manager.

3. Nkandabbwe Credit Union -study group-

After contacting PNO (Power Nuclear Company) and having a short meeting with some of the employees I got the feeling that there is a big interest in a credit union, also from the management side of PNO. The chairman and treasurer tried to open an account at a bank in Shona but were sent back in order to bring the By-Laws of the society as well as the minutes in which the decision to open a bank account is written. As the old Board of Directors is not working properly we decided to elect a new one, which still has to be done.

4. Sinazeze Credit Union -study group-

As there were some quarrels between the treasurer and other Board members concerning the duties and powers of the different officers we made a Board meeting about the duties of the board and the committees. It was decided to renovate the building at Sinazeze that is offered as an office for the credit union.

5. Maaze Consumers' Cooperative Society -study group-

After a confused man had taken money and mealie-meal from the shop several times and the salesman could not do anything against him we involved Maamba police. Now he has stopped to come. But it looks like he is trying to enter the shop again bit by bit. The post-calculation of the business showed us a lower profit than expected. This is due to the thefts being made as well as to damages by rats. 16 loads of mealie-meal have been made from September 1982 to September 1983. Besides this the MCC is selling salt, biscuits, kapenta, washing liquid, pens, exercise books and citenges.



The VW double-cabin pick up is in Tanchindu now. The manager of the society will drive the car and has done some exercises already. As he does a good driving I am confident that he will make the driver's licence soon. The car will be leased by the Gossner Service Team to the FCO. The internal conditions of how to use the car still have to be put up by the Board of Directors.

#### 6. Miscellaneous

I did not attend to Luuka, Kinamulima and Bulam Credit Unions during this period.

As my contract terminates in March 1984 I shall furthermore concentrate on the 5 above mentioned societies.

After my leave (7.8. - 11.9.) I was told that also this year no money will be released by the GAZ for the cooperative extension work.

(Ingrid Fuchs,  
GMP Officer)

Gwembe South Development Project

Ake Spreng

Erhard Mische  
Gossner Mission  
Handjerystraße 19-21



Dear Erhard,

this is to let you know that I will be on leave from the beginning of July (the 6th) to the end of July (31 st) that would count up to 26 days. The remaining days I will try to take in September.

With this letter you will find a report of a seminar , I participated in. In the beginning of June we had a seminar at our station which was held by Mr. Benoit and Mr. Warren from the Planning Unit. The first day we had only some lectures on general planning, but on the second day the 'hotcake' was touched. I sadly have to inform you, that the 'cake is still hot' but it is not 'daily cooked'. So, I'll say that the Ministry is getting confused now - and as well one critical remark to your adress: they had expected more clarification from your side. Anyway, I think we are all in a difficult situation but we -in the Team, as the old members- have the head still over water. because we said not, or even warned to join IRDP.

I read in the 'Spiegel' that the Gossner Mission house was "cleaned" by the police. It is like a parable to our situation here; you prepare things seriously and you have a lot of thoughts to think and then everything is over in just one night. Yes like him? no I don't think, that we could compare Lummer with Schäfer, no we should not do that like it is not to be compared to the "Stern" - but it seems that everywhere the right wings are coming out of the cages.

I am looking forward to a holiday in Zambia and still think the Tongas will overcome us all.

*Ake Spreng*

( Please select the official informations and separate them -  
I have the feeling, that it is a private letter in english.)

*I hoffe, das die Gossner Mission nun  
nicht recht kommt !!!*



Gwembe South Development Project,

P.O. Box 3,  
Sinazeze Via Choma.

Ake Spreng

To the  
Gwembe South Development Staff "internal information"

I have the pleasure to give a brief report on the "First Regional and National Appropriate Technological Seminar and Workshop" which was held in Lusaka from the 20th June to the 24th June at the Mulungushi Hall.

I was invited by one of the organisers Dr.W.T. Weerakoon, he is the Manager of the "Technologie Development and Advisory Unit" at the Universtiy and one of the man who were involved when Hans-Martin Fischer designed the Turbine at Nkandabwe. The seminar was meant to get a platform where policy makers, Bankers, Researchers and Entrepreneurs can discuss their bottlenecks and shortcomings and find appropriate solutions. The seminar itself got some importance through the opening by His Excellency Dr.K.Kaunda and he himself emphasised on the necessity of new Technologies which are appropriate in the way, to make Zambia more independent.

"This seminar is the first of a planned series to held in Africa in order to accelerate and propagate the acceptance and use of Appropriate Technology as a powerful tool towards Technological Self-reliance. The principal aims and objectives of the first seminar are:-

- To discuss problems involved in Technology Development and Culture.
- To review successful Appropriate Technology activities carried out by institution and individuals in the Region.
- To provide a forum for the Researchers, Bankers, Technologists, Policy Makers and Small Scale Entrepreneurs to exchange knowledge and ideas in order to arrive at a Regional Technology Policy go support the Preferential Trade Agreement (PTA).
- To organize and display the succesful Appropriate Technology implements developed in the Region.

Before the seminar closed, we had the possiblity to discuss our findings.

The resolution ( ) which was released for discussing is the following one:-

Summary from earlier lectures, ..... of there recommendations.



1400 hours Friday 24 June '83

Plenary Session

Summary from earlier lectures, discussions, workshop groups, and Round-Table discussion, compiled by the various group chairmen and Rapporteurs.

1. Principal Aims and objectives of this First Regional and National Appropriate Technology Seminar and Workshop were recalled as:
  - (a) To discuss problems involved in Technology Development and Culture
  - (b) To review successful Appropriate Technology activities carried out by institutions and individuals in the region
  - (c) To provide a forum for the Researchers, Bankers, Technologists, Policy Makers, and Small-scale Entrepreneurs to exchange knowledge and ideas in order to arrive at a Regional Technology Policy to support the preferential Trades Agreement (PTA)
  - (d) To organise and display the successful appropriate technology implements developed in the Region
  
2. The Main Recommendations emerged from many sources, with often duplications, for convenience they are listed under the following three headings, but they must not be considered as rigorous divisions for there is often overlap.
  - (a) Technology and Social Problems
    - (i) There is a need to draw up land tenure schemes which allow people to settle without constraints as long as some form of planning is effected.
    - (ii) There is need to decentralise road networks to avoid overpopulation in some areas
    - (iii) Small processing plants should be set up as far as possible in the places of raw material production to avoid population migration. For example, agro-industry should normally be established in the locations of agricultural production.
    - (iv) There is need to break traditional attitudes towards technological advance in relation to women
    - (v) Technological change should consider pollution of the environment and strive to keep this at minimum levels.
  
  - (b) Small Enterprise Developments
    - (i) These should provide more opportunities of employment and the use of local raw materials, set up in a national frame work.
    - (ii) Target groups should be identified in rural areas, and should be involved in all aspects of planning and development. High stimulus is obtained by letting the various groups be involved in selecting priorities, and selecting the type of technology
    - (iii) Identification of areas for the development of small-scale industries should be done with great care

- (iv) Local associations of entrepreneurs should be established
  - (v) The various constraints of lack of skills, raw materials, and finance should be recognized and appropriate steps taken. For example, suitable training courses in various skills should be structured so that many people can attend; a raw material depot should be available (especially for any imported materials); banks should be geared up to help the small-scale sector with working capital, loans, and sympathetic interest rates.
  - (vi) There should be a dispersal of small industries
  - (vii) Where possible, large-scale units should arrange to receive inputs from various small-scale units
  - (viii) The quality of products should be established by reference to appropriate national standards.
  - (ix) The governments may assist in giving any necessary encouragement to developing industries, especially whilst new industries, are being established
  - (x) Marketing strategy is vital. There must be good links between entrepreneurs and central bodies such as SIDO and VIS.
- (c) Technological innovations and Diffusion
- (i) Sharing of information on Appropriate Technology activities should refer to the past, present and the future plans. This should certainly be done at a national level through the collection of information and the issuing of summaries say annually, together with more frequent journals or newsletters. The National Appropriate Technology Committee could well do this. An information centre would be a valuable national asset.  
In addition, this sharing of information should develop into a wider system embracing the whole region.
  - (ii) Coordination of Activities. There should be a deliberate coordination of activities in government, non-government, and industrial organisations when planning and performing research and development. Private industry should be encouraged to contribute, either by their own "in house" programmes or by contributing to the activities of national bodies. There is a general shortage of man-power, facilities and materials, so unnecessary duplication must be avoided and projects chosen with much care. There must be close contact between planners and field workers. Coordination should be extended to other countries in similar positions, for much can be learned from each other in the region.
  - (iii) Involvement of the user. A close relationship should exist throughout the project between the USER and those involved in the development. This relationship should exist right from the needs assessment through the testing to mass production. This should ensure that the priorities are correctly identified, and the end product is acceptable to the end user.



- (iv) Screening Body. Each country should have a body backed up by government which is responsible for screening applications for importing technology and products. When permission to import is granted, it shall be ensured whenever possible that there is also a transfer of basic knowledge. This body would also be well placed to influence the selection and funding of research and development programmes.
- (v) Engineering infrastructure. A strong engineering infrastructure, involving persons with various skills, supply of materials adequate foundries and workshop, must be developed to provide the necessary manufacturing needs.
- (vi) Training schemes are needed not only for the manufacturing organisations, but also for the USERS of the end products. Effective extension work is vital. Mobile training units, evening lectures and other arrangements should be made available to fit the needs of the entrepreneur with the minimum interference to his normal work.
- (vii) Maintenance Routine maintenance, minor repairs, and major repairs, must be catered for right from the start. A supply of spareparts must be easily available.
- (viii) Publicity and Education. The promotion of locally made products is necessary. There is sometimes a prejudice against change, but publicity, education and appropriate quality will hasten the establishment of products made within the country. On occasion, measures may be taken to restrict import and control prices (upwards or downwards, of imported and local products) to ensure the proper growth of new industries.

3. Concluding Remarks: It is considered that the original aims and objectives have been mainly covered within the time available. It is essential for follow-up work to be implemented. Future seminars and Workshops could and should be held annually.

International national organisations should be invited to help financially in the implementation of these recommendations.



July 29, 1983

Mr.  
Gry Malyenkuku  
P.O. Box 4  
Sinazeze  
Zambia

Dear Ba Gray,

I would like to send to you and your family our warmest greetings assuring you that we are thinking every day of the suffering of your people in the Valley. Hoping that the first relief-actions which have been taken will already work and ease a little bit the terrible situation. You may be sure that we are prepared to continue our efforts if additional steps are necessary.

Two weeks ago I have come together with Bernd Krause in East-Berlin. That reminded me of my promise to send to you the address of him and Rev. Domke:

Rev. Bern Krause  
Gossner Mission-DDR  
Baaderseestr. 8  
DDR 118 Berlin  
German Democratic Republic

Rev. Peter Donke  
Wilhelm -Pieck Str. 2  
1832 Premnitz

You might be interested to know that Bernd Krause together with E. Schülzgen is going to visit Zambia around the middle of August for 4 weeks. Both are invited by the Christian Council of Zambia. They have expressed their desire to come to the Valley and meet with again and to learn the work of the Project. We shall inform Mrs. S. Krisifoe about the exact arrival as soon as we know their flight-No and the schedule of the plane. So I am sure that you will hear from the Team when both will travel to your place.

Beside our normal work I am becoming more and more involved in the problems of those who apply for Asylum in Berlin(West). Most of them are in a very hopeless position without any chance to be accepted and acknowledged by our authorities and our people. Their living conditions are very poor and they are facing almost every day constraints and even hostility by our own citizens. For us this work has become quite frustrating. You will remember the refugee from Malawi who has accompanied you in East-Berlin. He lives nowadays in our city waiting for the result of his case.

Best greetings from my parents and my family, from the Kriebel-family and from my colleague Bärbel Batescko-Schwedler

May God's love rest on you and your family  
in His name  
yours

*Handwritten signature*

GM

Gwembe South Development Project,  
P.O. Box 3,  
Sinazeze.

19/7/83

Record of the Water Committee which sat on 8/7/83.

Present: Mr.P.Wendt - chairman  
Mr.G.K.Madyenkuki-recorder  
Mr.S.Mbale, programme officer  
Mr. M.Sitte-member

Invited: Ba E.Engelhardt  
Ba V.Syankondo

Absent: Mr.A.Spreng on leave  
Mr. W.Ncite-Syatwiinda

Points for discussion

(1) Finances

It was said that there was some money from G.Mission to be used on water development and female extension.

This is as follows: K 3,640.00 from GM on water  
                                    2,000.00 on female extension  
Total= K 5,640.00

It is said that all this money is to be used on village water supply. It is to be banked by VSP and be controlled by the same. When it is wanted to be used by the programme of water the officer Mr.Mbale plus one other committee member should apply for the amount wanted to the VSP Coordinator.

The amount for female extension is to be used on the water programme. Apart from buying material and salaries, this money shall be used to pay allowances to the workers and a salary to Mr.Simawachi. The allowances on night shall be paid in the form of commuted allowance at K30.00 per month per person, so intilled, this includes Mr. Mbale.

Point 2 - Construction of well rings.

Mr. Sitte reported that he has collected 5 rings from Choma plus 2 more sets normal size collected from the District Council. Mr. Kapapi will be contacted to advice on proper type of sand for the work, and the work will start this week. It was reported that the winch will be bought when Mr.Sitte goes to Lusaka, but this will be property of G.S.B.

Point 3-Dating of the work

List-the list was checked a few corrections were made the point for a borehole at Mr.Syankusule was corrected as a well therefore put on the list of well. Mr. Syafwepa's borehole put on No. 3.



.2.

Ba Mbale proposed that we ask VSP to continue to pay Mr. Simawachi because Mr. Syabunkulu is not steady yet after his injury. This was accepted Mr. Madyenkuku to take up the matter with VSP (this shall be for only 3 more months).

Meeting ended at 16.25h.

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CHAIRMAN

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SECRETARY



PRIMARY HEALTH CARE

PRESENT

: HEADEN SIMANYALE AND SIMULYAMANA COMMUNITY ON 22/6/83

AGENDA

1. VILLAGE HEALTH COMMITTEE
2. COMMUNITY HEALTH WORKERS / TRADITIONAL BIRTH ATTENDANTS.
3. IMMUNISATIONS.
4. WELLS.
5. DRAMA ON SAFE DRINKING WATER.

THE MEETING WAS OPENED AT 10.00 HRS AND BEGUN BY THE INTRODUCTION OF THE TEAM BY MR BOMBA SIANYEUKA (PHC CO. COORDINATOR/H.E.) AND CONSISTS OF THE FOLLOWING MEMBERS.

- 1) MR. BOMBA SIANYEUKA - R.M.A. / P.H.C. CO-ORDINATOR / H.E. DIRECTOR
- 2) GEORGE SIBESO - H.A. / SECRETARY.
- 3) EVA ENGELHARDT-FEMALE EXTENSION OFFICER G.D.S.P. (SINAZEZE).
- 4) MRS ESTHER SIAMUWA - F.H.A. / MIDWIFE
- 5) MISS MARY NG'ANDU - COMM DEVELOP ASSIST
- 6) MISS CHRISTINE MUFWIMPINZI - MEMBER
- 7) MISS DOREEN SIAKAKAYE - MEMBER
- 8) MR DAVISON SIANYALA - MEMBER
- 9) MR ALLISON SIANYALA - C.H.W.

VILLAGE HEALTH COMMITTEE

MR Bomba Sianyeuka emphasized the necessity of forming village Health Committee whose prime duty would be (a) to maintain the highest possible standards of general cleanliness in the village.

(b) to maintain the highest possible standards of sanitary conditions by (i) building pit latrines.

(ii) Cut grass and bush around villages.

(iii) Ensure the use of rubbish pits.

(iv) Stress the importance of clean drinking water.

(v) Ensure that all children attend the children's clinics.

(c) to ensure that the village people make the fullest use of medical facilities available.

(d) prevent the spread of infectious disease; and efforts to wipe out

RESOLUTION:- The idea was accepted by the villagers and Mr Allison Simanyale (C.H.W.) is to make a follow up to check on their formation.

2(a) COMMUNITY HEALTH WORKERS. (C.H.W.S.)

The community should select a man aged around 25 years who has to undergo a 6 weeks initial training in Sinazongwe. The selected person will have to work voluntarily but the community can arrange some meagre donations in form of money to pay the C.H.W. as a token of appreciation the health contribution he will undertake.

The criteria for the selection is as follows. (a) able to read and write the local language including understanding english which will be used during lessons.

(b) should be well established in the community.

(c) must be trusted and have confidence of the people.

At the end of training the N.H.W. will be issued with some drugs for minor treatment and a store room for his drugs will be made by the community on self help basis. Mr Bomba ianyuka reminded the people that they should utilise this opportunity as they have been complaining over distant health centres.

RESOLUTION.: - Choosing of a community health worker will be done and the name submitted to the health centre in the earliest possible time payment of the C.H.W. will be negotiated over pending their discussion.

#### TRADITIONAL BIRTH ATTENDANTS (T.B.A.S)

The criteria for T.B.A.'S is similar to that of C.H.W. and at the end of training she will be expected to give advice, recommendation and abnormalities experienced in some deliveries .

RESOLUTION.- the idea was accepted and choosing will be done and name submitted to the center.

#### 3) IMMUNISATIONS.

It is the duty of the selected VILLAGE HEALTH COMMITTEE to ensure that children are sent to the childrens clinic and make fullest use of medical facilities available.

Vaccines currently in use are (I) B.C.G. against TUBERCULOSIS.  
(ii) D.P.T. against Diphtheria Pertusis (whooping cough). and Tetanus  
(iii) MEASLES  
(iv) POLIOMYELITIS  
(v) TETANUS TOXOID

#### 4) WELLS PROGRAMME

This is a combined programme spearheaded by Eva Engelhardt of GOSSNER MISSION who also provides transport at her expense. To facilitate the programme a KANCHINDU WATER COMMITTEE was formed and consists of the following

- 1) GEORGE SIBISO - H.A./COMMITTEE SECRETARY
- 2) MRS ESTHER SIAMAYUWA - F.M.S. WIFE
- 3) MISS MARY NG'ANDU - COMM DEV ASSIST
- 4) MR ALLISON SIMANYALA -C.H.W.
- 5) MR DAVISON SIANAIBA - MEMBER
- 6) CHRISTINE MUFWIMPINZI - MEMBER
- 7) DOREEN SIAKAKAYE - MEMBER



AGENDAS.

- 1) HISTORY OF OLD WELLS
- 2) DIGGING OF WELLS
- 3) IMPROVEMENT OF EXISTING RIVER WELLS
- 4) DRAMA ON SAFE DRINKING WATER

OLD WELLS: This was done by Mary Ng'andu and the collected information as follows;

- there are six old wells which collapsed since 1966 and only one in the school area is reported working.
- old wells are not in use as they are badly destroyed.
- water is a major problem and the water level is far
- while they prepare for digging they request maintenance
- to be done to two wells. which also have missing items in
- form of buckets and chain.
- Sitting of 3 new wells was already done by Mr Kapaipi and only pending labour.
- Problems presently encountered are that they are still making bricks for the school thus the expected delay in attending to the other programme (wells).
- women are unco- operative.

DIGGING OF WELLS: Mr Bomba Sianyeuka was the speaker and narrated well the procedures of digging well.

Digging has to be done by the community using their own tools while the technical part will be done by G.S.D.P. Applications for cement rings should be lodged through KANCHINDU WATER COMMITTEE ONLY when the water level has been reached. The cement rings and the technical part is supplied free of charge provided the people are prepared to do the digging. The district council will provide a windlass, bucket and chain. Cleaning of wells is also done by the District Council.

IMPROVEMENT OF EXISTING RIVER WELLS: This was done by Mr. Davison Sianyeuka who informed the community that to enable them drink clean safe water they was need to protect their river wells by putting thorns around to prevent animal contamination. Buckets can be inserted in the dug river wells and a form of cover improvised.

DRAMA ON SAFE DRINKING WATER: was done by Mr. Bomba Sianyeuka (P.H.C. Co-ORDINATOR/HE EDUCATION) on the unhygienic ways of drawing water to the admiration of the spectators who foresaw the need of safe drinking water in practice. The meeting was closed at 12.15 HRS.

WATER COMMITTEE  
G. SIBESO/ SECRETARY:-KANCHINDU



eu

I      WATER COMMITTEE MEETING HELD ON 17.06.83 AT  
SINAZONGWE RURAL HEALTH CENTRE.

Present: Mr. Allison Sianyala- C.H.W.  
Mr. Davison Sianziba - member  
Miss E. Englehardt- female extension officer (SOP)  
Miss Doreen Siakakaye-member  
Miss Christine Mufwimpizi-member  
Miss Mary Ngandu- Comm. Dev.  
Mrs. Esther Siamayuwa- F.M.A./midwife  
Mr. Bomba Sianyeuka- R.M.A./PHC coordinator/HE  
Mr. George Sibesc - H.A. (committee secretary)

The meeting was opened at 10.00hrs by Eva Englehardt (a female extension officer) spear heading the committee. She emphasized that the objectives of the committee was to teach the community in making wells. This was to be done on voluntary basis.

The community has to provide labour using their own tools and only when they have reached the water level should they apply for cement rings through the water committee. Choosing of a site has been left in the expert hands of Mr. Kapaipi based in Sinazongwe, because of distance Mr. Kapaipi will only be called when they are more than three areas to be surveyed.

The following are the suggested water committee talks:-

1. OLD WELLS: this was agreed to be done by Miss. Mary N'gandu and her appointed deputy is Miss. Christina Mufwimpizi. objectives-they should ask on the history of old wells
  - (a) whether they are clean or enough
  - (b) whether they are any missing items i.e. buckets, chain and windlass
  - (c) whether old wells are in use and why they are not in use,
  - (d) if they are abandoned because of distance would they use them if they are cleaned; they should be informed that cleaning is done by the district council.
  - (e) they should be taught that abandoned wells can be used for gardens and while drawing it will even improve.
2. DIGGING OF WELLS: this was agreed to be by Mr. Bomba Syianyeuka and his appointed deputy is Mrs. Ester Siamayuwa. objectives:
  - (a) explain that digging should be done voluntary by the community using their own tools,
  - (b) inform them that siting of wells will be done by Mr. Kapaipi currently based in Sinazongwe,
  - (c) inform them that it is only after reaching the water level that they can lodge their application to the water committee for cement rings which will be supplied free. Technical advise will come from Samsen Mbale.

3. IMPROVEMENT OF EXISTING RIVER WELLS: this was agreed to be done by Mr. Davison Sianziba and his deputy is Mr. Allison Simanyala.

objectives: (a) improvement by means of protecting river wells using thorns to prevent animals disturbing and contaminating them.  
(b) old buckets can be used on dug wells and covers provided,

4. OTHER MATTERS: All deliberations and questions raised by the community have to be done by Mr. George Sibeso who should forward them to Miss. Engelhardt to study.

AREAS TO BE COVERED ARE AS FOLLOWS:

- |                                   |   |         |
|-----------------------------------|---|---------|
| 1. Sinankumbi village             | = | 22.6.83 |
| 2. Sulwegonde village             | = | 20.7.83 |
| 3. Sinakoba "                     | = | 27.7.83 |
| 4. Chikoyo to Sikuteka-           | = | 3.8.83  |
| 5. Nzambale and Mweemba v.        | = | 10.8.83 |
| 6. Siabaswi, Kanyemba, Ndcclo     | = | 17.8.83 |
| 7. Mugonko, Siapolc, Simankawa v. | = |         |
| 8. Muchekwa village               | = |         |
| 9. Chimonselo village             | = |         |
| 10. Muuka & Matambo village       | = |         |

DRAMA- A drama on the bad habits of drawing water should be arranged to arouse interest of the villagers.

The meeting was closed at 11.30 hrs.



88/183

Gnembe South Development Project

P.O BOX 3

SINAZEZE

22<sup>nd</sup> JUNE 1983.

The Gossner Service Team

P.O BOX 4

SINAZEZE

Dear Sirs/Madams,

APPLICATION FOR A LOAN TO PURCHASE A MOTORBIKE

I am hereby applying for a LOAN of K1,500 to purchase a motor-bike (preferably SUZUKI-MODEL) including basic spare parts and a safety helmet.

I grant the repayment of loan on the following procedure:

- (i) deduction of K50 from my monthly salary (from my bank account with STANDARD BANK CHOMA).
- (ii) One-half ( $\frac{1}{2}$ ) of my kilometre claims, payable by the Gossner Mission, on duty.

On duty is referred to travelling on work:-

- site seeing/choosing
- attending meetings (anywhere throughout Zambia)
- inspection of on-going projects
- consultation
- follow-ups
- camping on site
- and any other related works

I would be obliged if my application meet your Considerations.

Yours faithfully,  
Mbale

SAMSON MBALE



QUARTERLY REPORT OF THE WORK WITH COOPERATIVES IN THE  
SOUTHERN GUENDE VALLEY FOR APRIL/MAY/JUNE 1983

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1. Syatwiinda Selfhelp Savings and Credit Union (Reg. No. 1632)

The membership is slowly increasing by average 3 members per month.

The loan stop orders are working so that the delinquency problem concerning old loans is getting smaller.

The auditor of the Department for Cooperatives audited the books and submitted his report so that on 4<sup>th</sup> June the AGM could be held. The attendance to the AGMs is still a problem: not even half of the members are coming. Elections took place as the offices of the chairman, the Vice-treasurer and the chairman of the loans committee had become vacant. Due to wrong information a new treasurer was also elected although there was no need to do so because the manager is doing the whole bookkeeping now.

The delegate to the Regional Council Meeting is Mr. J. L. Obuka.

2. Maamba Collieries Savings and Credit Union (Reg. No. 1784)

The problem of passbooks is solved. All of the about 350 members have got a passbook now.

Monthly contributions to savings and loan repayments are amounting to 17 000 K.

We are still working on the books but hope to finish in July. The writing and at the same time auditing of the books of acc./ledgercards/passbooks takes such a long time as the Board of Directors is not very active in taking over their share of work. They are always withdrawing quickly and leave the job to the treasurer and me. The treasurer even faces difficulties with the management as he is spending some of his working time on writing the books of acc. as well as the monthly deduction sheets.

3. Nkandabbwe Credit Union -study group-

On the meeting which I called in to talk about the future of this credit Union only one third of the total membership was present. But those were very much insisting on going on with

their society and even were very much convinced that it will improve now. The opening of a bank account seemed to be the key factor for the progress of this society. So it was arranged for opening a bank account with Zambia National Commercial Bank ("people's bank").

The Delegate to the Regional Council is Mr. P. Mangunje.

4. Linazeze Credit Union -study group-

The Board of Directors is elected. The money of the society will be put into an account with the ZNCB. The meeting with the Chief and the Ward Chairman had to be dropped again. The Delegate to the Regional Council is Mr. Lingomba.

5. Palima Savings Society -study group-

The Board members are still deciding where to put the money and whom to elect as a delegate to the Regional Council. The meeting with Chief and Ward Chairman had to be dropped here as well.

6. Buleya Savings and Credit Union -study group-

We arranged for opening an account with the ZNCB. The meeting with Chief and Ward Chairman was dropped also here.

7. Muuka Savings and Credit Union -study group-

There is no note from them up to now.

8. Maaze Consumers' Cooperative Society -study group-

The trading license is in. The MCC is looking for suppliers now (wholesale) including maybe the ZATC Choma.

A problem has come up as a mentally confused man interferes in the business, taking money and mealie-meal, saying that he is the owner of the shop. As his relatives and the Chief are not able to solve this problem, the police has to be called in.

9. Miscellaneous

I contacted the Officers i/c at Lusumpuko House in Choma and the ministry in Lusaka in order to know whether I shall get the money that was budgeted for the cooperative extension work for this year. It looks like the money will come in August.

Some of the societies are still not well looked after as I have mostly been busy with Namumba Credit Union and the Maaze Consumers' Cooperative.

(Ingrid Fuchs,  
GOM Officer)

*Confirmed on staff meeting of GSDP on 4th August 1983*