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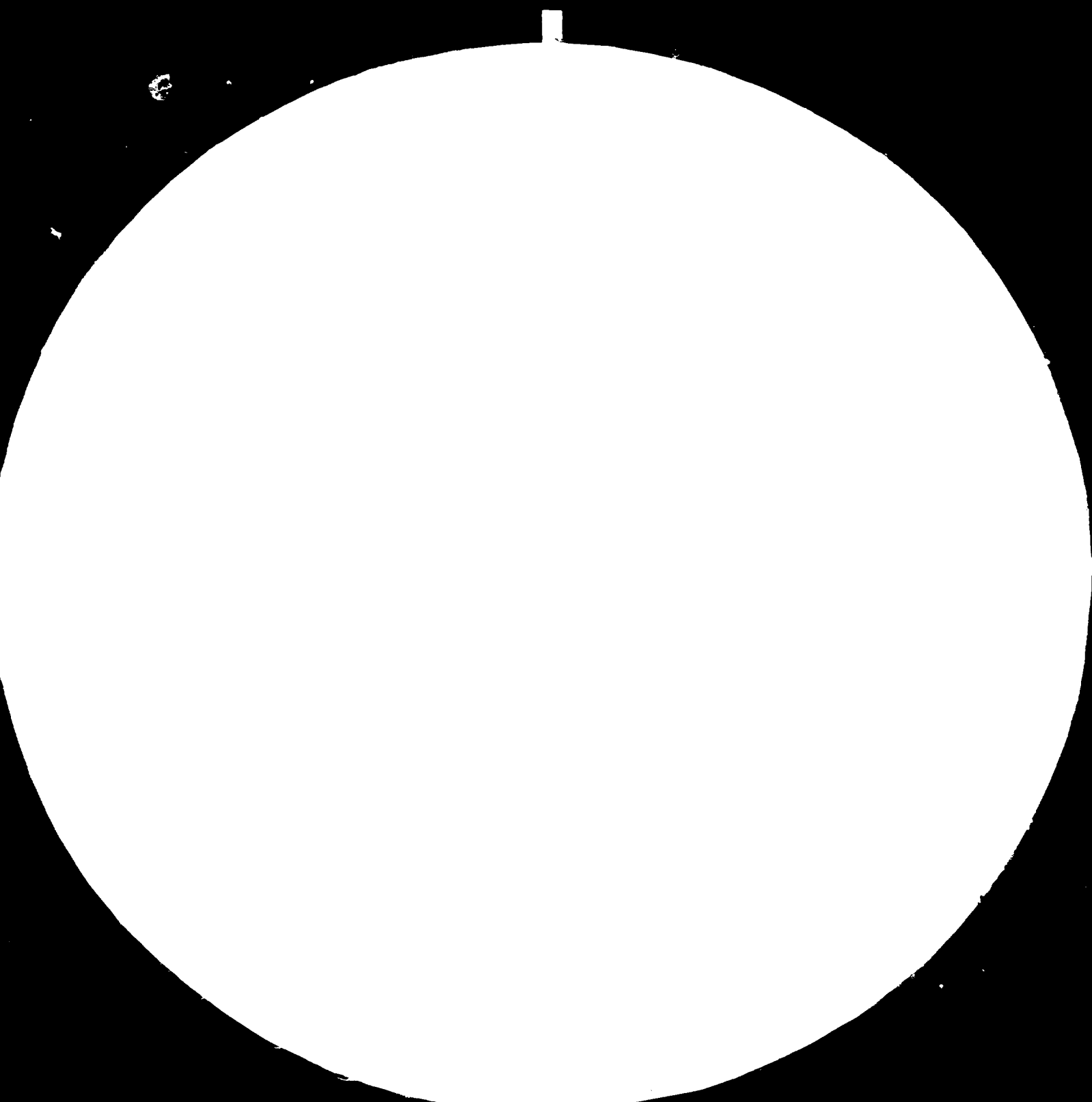
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Metformin hydrochloride tablets, 500 mg, are available in 100 and 200 tablets per bottle. The 100-tablet bottle is labeled with the number 100 and the 200-tablet bottle is labeled with the number 200.

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Comerint

12352

SECOND REPORT OF THE UNITED NATIONS
DEVELOPMENT PROGRAMME

Angola.

Comerint's project for the Petroleum Development Centre

(Stage II)

Ref. UNIDO contract no. 80/128
Project no. DP/ANG/79/009
Activity Code 10-20-32-1

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PREMISE

This report covers the first five months of 1981.

During this period, the team of UNIDO members at the Escola Central do Petroleo was almost completely changed, but in such a way that the continuity necessary was guaranteed.

The first phase (1980) of the presence of the UNIDO members was characterized by activities aiming at opening the school, with particular emphasis on operation of the services and on training the non-teaching staff.

The phase which opens with 1981 has the purpose of improving the teaching activities, of taking care of relations with the industrial world, of introducing a dynamic method of operation and undertakings, and of consolidating what has already been done.

Despite the complexity and difficulty of the problems we encounter daily, our overall judgement is very positive as is confirmed by the almost general satisfaction of the oil companies as regards the trainees' preparation.

The following report gives data and observations about the work we are carrying out.

PERSONS INVOLVED IN THE 1981 COURSES FOR E.C.P. MANAGEMENT

JANUARY

Name	Job
1) Zanellotti Giuseppe	Team Leader
2) Rezzonico Roberto	Asst. Team Leader (from 15/1/81)
3) Cerabino Mario	School Instructor
4) Salsiccia Gino	School Instructor (from 15/1/81)
5) Castellana Elio	On-the-job Instructor
6) Ermosini Carlo	Mechanical Maintenance Coordinator
7) Saletti Roberti	Electrical Maintenance Coordinator
8) Maraffa Carlo	Printing Room Asst.

FEBRUARY

1) Zanellotti Giuseppe	Team Leader
2) Foi Enzo	Team Leader (from 9/2/81)
3) Rezzonico Roberto	Asst. Team Leader
4) Cerabino Mario	School Instructor
5) Salsiccia Gino	School Instructor
6) Castellana Elio	On-the-job Instructor
7) Ermosini Carlo	Mechanical Maintenance Coordinator
8) Saletti Roberto	Electrical Maintenance Coordinator
9) Maraffa Carlo	Printing Room Asst.

MARCH

- | | |
|------------------------|---|
| 1) Zanellotti Giuseppe | Team Leader (until 20/3/81) |
| 2) Foi Enzo | Team Leader |
| 3) Rezzonico Roberto | Asst. Team Leader |
| 4) Cerabino Mario | Instructor (until 20/3/81) |
| 5) Salsiccia Gino | Instructor |
| 6) Castellana Elio | On-the-job Instructor |
| 7) Ermosini Carlo | Mechanical Maintenance Coordinator
(until 20/3/81) |
| 8) Saletti Roberto | Electrical Maintenance Coordinator |
| 9) Maraffa Carlo | Printing Room Asst. (until 10/3/81) |

APRIL

- | | |
|----------------------|---|
| 1) Foi Enzo | Team Leader |
| 2) Rezzonico Roberto | Asst. Team Leader |
| 3) Salsiccia Gino | Instructor |
| 4) Castellana Elio | On-the-job Instructor |
| 5) Mussone Giulio | Instructor (from 15/4/81) |
| 6) Cambi Alfredo | Instructor (from 15/4/81) |
| 7) Saletti Roberto | Electrical Maintenance Coordinator |
| 8) Rinaldi Valerio | Civil Works and Hydraulic Coordinator
(from 15/4/81) |

MAY

- | | |
|----------------------|---------------------------------------|
| 1) Foi Enzo | Team Leader |
| 2) Rezzonico Roberto | Asst. Team Leader |
| 3) Salsiccia Gino | Instructor |
| 4) Castellana Elio | On-the-job Instructor |
| 5) Mussore Giulio | Instructor |
| 6) Cambi Alfredo | Instructor |
| 7) Saletti Roberto | Electrical Maintenance Coordinator |
| 8) Rinaldi Valerio | Civil Works and Hydraulic Coordinator |
| 9) Guiducci Roberto | Mechanical Maintenance Coordinator |

TEACHING ACTIVITIES

Courses held and being held

1. COURSE FOR LABORATORY OPERATORS

Begun in 1980, it finished on 19/3/81.

Trainees: 11

2. COURSE FOR INSTRUMENT TECHNICIANS

Begun on 12/1/81, it is still underway.

Trainees: 13.

3. COURSE FOR PRODUCTION OPERATORS

Begun on 22/1/81, it is still underway.

Trainees: 16.

4. COURSE FOR EXTERNAL OPERATORS

Begun on 9/2/81, it is still underway.

Trainees: 15.

5. COURSE FOR ELECTRICIANS

Begun on 13/4/81, it is still underway.

Trainees: 10.

6. ENGLISH LANGUAGE COURSE (TEXACO)

Begun on 18/2/81, it is still underway.

Trainees: 16.

Total number of trainees effectively present: 70 (63 Angolans, 6 from Mozambique, 1 from Cap Vert).

ON-THE-JOB TRAINING UNDERWAY

- Production operators

13 on-the-job trainees at Petrangol: 7 in Quenguela and 6 in Soyo.

- Outside operators

12 on-the-job trainees: 11 at Petrangol in Luanda and 1 at Cabinda Gulf.

- Electricians

11 on-the-job trainees: 5 at Sonangol in Luanda, 3 at the Petrangol Refinery in Luanda, 2 at Cabinda Gulf; 1 at the E.C.P.

- Laboratory operators

11 on-the-job trainees: 8 at Petrangol in Luanda, 1 at Mobil-Oil in Luanda, 2 at Cabinda Gulf.

Total of on-the-job trainees: 47.

Total of trainees in the school and on-the-job: 117.

OTHER TRAINING ACTIVITIES

- Activities with the monitors

1. A teaching and methodology course attended by the Angolan monitors began in March and is still being held.

The course, which consists of two weekly encounters of two hours, aims at providing greater details about the subjects dealt with in the course held in Italy and checking them in the light of a year of practical experience.

2. An introductory course to micro-computers attended by 5 Angolan monitors began in March and is still underway. It is held 4 hours a week.

The purpose of the course is to give initial training and information about informatics, on the uses of micro-computers in teaching and process controls.

- Activities with the E.C.P. staff

The following staff are presently being trained:

- 3 Electrical Maintenance Operators
- 3 civil works and hydraulics maintenance operators
- 3 mechanical maintenance operators.

Training is by personal instruction and aims at providing the capability to repair failures and teaching the preventive maintenance procedures.

OTHER ACTIVITIES

- Periodic meetings with the Management, monitors, trainees.
Purpose: a periodic check of the progress of the teaching activities; to overcome the gap which still partially exists between the various components of the school community.
- Re-organization of the Administration, of the library, of the warehouse management.
- The internal Regulation of the School (sent by Minpet) was revised.
- The statute of the School was revised.
- Within the context of making the School independent, direct contacts were made with the oil companies in order to:
 - check that the training given in the ECP corresponds to the needs of the companies
 - check future training requirements.
- Mr. Cambi is preparing a detailed work analysis of the Luanda refinery so as to prepare the specific teaching material.

PROBLEMS

- The transport situation is worrying as at the present time the school has only one off-road vehicle and which is in a terrible state.

- The high staff mobility.

In the first four months of 1981, the following staff left the school: 1 nurse, 1 librarian, 1 driver, 2 office workers, 1 warehouseman, 1 economist, 2 workers.

The main reason for this mobility lies in the fact that Minpet, and, as a result, the School, do not apply the Angolan Wage Law which foresees salaries higher than those actually paid.

- The continuous change in interlocutors at Minpet.
- The lack of middle cadres (administrators, etc.), resulting in an excessive concentration of functions for the management.
- The somewhat unbusinesslike training of the management does not yet permit scientific management of the school. While on the subject, an attempt is still being made to change an incorrect conception of the work of the UNIDO members who are frequently treated as substitutes or, even worse, dependents.
- The lack of a School-Territory relationship has a negative effect on how it operates.
- The main problem is still the possibility of finding lodgings for the on-the-job trainees. Minpet has plenged itself various times to solve the problem but there have been no appreciable results to date.
- The problem of recruiting local teachers for the 2nd phase courses still remains. Minpet's selections have had a fairly negative result (only 3 persons selected), and it is considered advisable for the School itself to hold the selections. In any case, the most realistic solution seems to be that of beginning the new courses with Italian personnel.

- Although "higher than average", the technical preparation level of the Angolan instructors is still not satisfactory. We, therefore, consider it useful to continue with the technical and professional updating.

PROSPECTS

A) The basic problem seems to be that of improving the managerial and operative quality of the School. The purpose of this improvement is a more scientific running of the structures and services and to make the School assume promotional functions in the teaching, scientific and cultural fields.

Within this context, the following are being programmed:

- A course of administration and of management
- A search for and subsequent training of middle cadres for administrative and general services' positions
- Seminars and short courses
- The publication of a monthly information bulletin
- Certain teaching experimentation projects.

B) The directives of Minpet are for the School to become an independent body. With this in mind, direct contacts have already been made with oil companies for programming future courses and checking the contents of the present ones.

C) It is most likely that, within a short time, demand in the oil sector for certain professional qualifications presently being taught in the School will reach saturation point. This means that it is already necessary to study a partial reconversion of certain laboratories so that they can meet the training demands in other sectors of Angolan industry.

D) As regards teaching activities, it has already been agreed with the oil companies that the course for Refinery Technicians can begin around September.

Beginning of the courses connected to completion of the 2nd construction phase is envisaged in the early days of October.

E) The problem of food supply to the School can be partially resolved by setting up a farm capable of supplying many items not available on the market.

The Team Leader

(Enzo For)



