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UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION Distr. RESTRICTED

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ESTABLISHMENT OF A CLOTHING UNIT IN THE DEPARTMENT OF SUPPLIES TO ORGANIZE AND SUPPORT TECHNICALLY LOCAL MANUFACTURE OF SCHOOL AND OTHER UNIFORMS

US/BOT/87/097/11-01

BOTSWANA

Technical report: Fifth visit of the Chief Technical Adviser\*

Prepared for the Government of Botswana by the United Nations Industrial Development Organization

Based on the work of D. A. Hague, Chief Technical Adviser

Backstopping officer: J. P. Moll, Agro-based Industries Branch

\* Mention of firm names and commercial products does not imply the endorsement of the United Nations Industrial Development Organization (UNIDO). This document has not been edited.

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# ABBREVIATIONS

CTA	-	Chief Technical Adviser
TRM	-	Terminal Review Meeting
TR	-	Terminal Report
I.F.S.	-	Integrated Field Services
U.K.	-	United Kingdom
UNIDO	-	United Nations Industrial Development Organisation
UNDP	-	United Nations Development Programme
GIM	-	Garment Technologist/Management
<b>P &amp; P</b>	-	Purchasing and Procurement
M&R	-	Maintenance and Repair
Р	-	Pula
US\$	-	United States dollar

Exchange Rate:

During the period of the mission, 13 July to 2 September 1990, the following average exchange rate prevailed

US\$1 = P1.8240

## I. INTRODUCTION

The mission commenced on Friday 13 July 1990 and was scheduled to cover 8 man-weeks (59 days), to end on Sunday 9 September 1990. The mission was shortened to 7 weeks (52 days).

This was due to personal reasons, but as all the necessary tasks had been completed, nothing was lost.

The primary task of the mission was to complete all outstanding work in anticipation of the closing down of the project following the Terminal Review Meeting. As an extension to the project has been conditional granted, closing down was not necessary, but could have been accomplished if needed.

## II. TERMINAL REPORT

The Terminal Report was completed during the first few days of the mission, and circulated to all participants of the TRM.

Because so many documentary outputs have been produced during the life of the project, detailing all the activities the TR was kept short and covered the headings outlined in the CTA Manual.

Some recommendations were made regarding the future operation of the Clothing Unit, and also a recommendation for an investigation into the possible establishment of a Botswana - based textile industry to meet future demands for textiles.

Please refer to Terminal Report under symbol no. 10/R.172 dated 14 September 1990.

#### III. PROJECT PERSONNEL

The project is now almost fully staffed. A new member has joined the Unit since the last mission. Miss Mehta Ikaneng is working in the area of fabric procurement and testing, and has already been trained through some of the training courses.

It has been decided to recruit a person for the position of fabric warehouse supervision (title not yet decided). This person would be exclusively responsible for the storage and care of fabrics, being one area of the project which still requires some urgent attention.

# IV. TRAINING

Training courses have now become a regular feature in the work of the Clothing Unit. Most of the courses have run as planned. A very small number had to be cancelled due either to administrative difficulties or lack of support.

The administrative planning of the courses does need a little more control as occasionally certain necessary tasks have been overlooked.

The planned training activities finished on a high point with the running of a very successful Advanced Pattern Course. The participants came from the Clothing Unit staff, I.F.S. staff, and industry, and were specially selected from previous basic courses.

All performed admirably.

More courses of this type are planned into the project extension.

# V. OUTSTANDING FELLOWSHIP

The one remaining Fellowship of the original project has now commenced. Miss G Dichabeng has joined the Jacob Kramer College in Leeds, UK, for a ten month course in Garment Manufacturing. This Fellowship was delayed because of the lack of counterpart staff in the earlier stages of the project. Due to the fact that recently, Miss Dichabeng was promoted to the position of Uniform Coordinator, her absence at this time will be felt, but this should be an opportunity for others to accept new responsibilities.

#### VI. TRANSPORT

At last, the Unit has its own "dedicated" vehicle, a twin-cab Toyota pickup which is probably the best type of vehicle which could have been supplied.

Whilst the actual vehicle requires some maintenance and is in need of a full-time driver, already it has started to reduce the dependence on the UNIDO vehicle to ferry staff to factories. It is important, however, that the officers of the Unit keep the vehicle fully employed otherwise the case for having it will be destroyed.

## VII. DEMONSTRATION OF PROJECT ACTIVITIES

As a prelude to the Terminal Review Meeting, a Demonstration of Project Activities was given on the 28 August. It had been hoped that the project would be visited by a representative of the Swiss Embassy in Harare, but this proved not to be possible.

The Demonstration was attended by senior persons of all Government client departments, representative of UNDP and UNIDO and by representatives of the industry. Approximately 100 guests were invited.

The theme of the Demonstration was as for previous demonstrations but this time all the work was carried out by local counterparts without assistance from the two experts on mission. The staff of the Unit conducted themselves extremely well and demonstrated their capabilities and knowledge to a very enquiring and perceptive audience.

#### VIII. EXTENSION TO THE PROJECT (US/BOT/90/106)

Only just before the TRM, news was received indicating that the Swiss government had conditionally approved an extension to the project. (See Appendix 5).

The conditions were that spending within 1990 should be restricted to the available \$70,000 and that certain key questions were answered. These questions were addressed with the backstopping officer, who incorporated the answers into a revised Project Proposal where possible, and also into the covering letter.

The extension Budget was revised to give less than \$70,000 of expenditure in 1990. Expert missions were rescheduled where necessary and a list of these appears at Appendix 4. Outline Work Plans for the Extension missions are attached at Appendix 2.

#### IX. TERMINAL REVIEW MEETING

The T.R.M. was held on Wednesday 29 August 1990 in the Conference Room of the Department of Supply. It had been postponed from the 22nd to try to fit in with the Swiss Representative. In the absence of Mr Matambo, the meeting was chaired by Mr Mokgosona, Director of Supply. The Project Performance Evaluation Report was discussed and agreed, and Mr Eraneva reported to the meeting on the approval by the Swiss Government of the project extension.

The questions asked by the Swiss were discussed and the meeting requested that Mr Eraneva and the C.T.A. should frame the replies.

The meeting Agenda is at Appendix 7.

## X. EMPLOYMENT GENERATION MISSION

Shortly after the commencement of my mission, I was requested by the Resident Representative, to assist a UNIDO Mission looking into the prospects for Employment Generation. The objective of the mission being to produce a report to assist the government and the UNDP to prepare the next country programme.

My part in the mission was supposed to be giving "local knowledge" as required. Unfortunately some members of the mission did not arrive, and I was expected to contribute a major part of the report, and remain with the mission throughout its duration.

The work for both activities was completed satisfactorily and on time but only at the expense of personal time - i.e. working from 7.15 am to 10.00 pm every day of the week: and with the support of Mr Whitehouse.

## XI. CONCLUSION

The project as planned has reached a satisfactory conclusion with the exception that the staff are lacking in confidence. This is undoubtedly due to the fact that the counterparts were not available in the early stages. However, with another year, and the opportunity to train in more knowledge and practice capabilities with expatriate advice, the Unit should continue to thrive and serve the industry.

#### LIST OF PERSONS MET

#### UNDP

Dr F Tissot	Resident Representative
Mrs D B D'Almeida	Deputy Resident Representative
Mr P Sweeney	Assistant Resident Representative
Mr L O Vieyra	Programme Officer

#### UNIDO

Mr A Eraneva	Inter-Regional Adviser
Dr E Taylor	Country Director
Mr M Kunguru	Employment Generation Mission
Mr Salemeab	tu <b>77</b> tu
Mrs Pokane	Area Programme Officer

## ITC

Louise O'Regan

Senior Trade Promotion Officer

Permanent Secretary

Director of Supplies

Uniform Coordinator

Deputy Permanent Secretary

Deputy Director of Supplies

Assistant Director of Supplies, Uniform Coordination

Assistant Uniform Coordinator

Secretary for Financial Affairs

Head Employment & Manpower Unit

Assistant Director of Supplies, Purchasing

#### MINISTRY OF FINANCE & DEVELOPMENT PLANNING

Mr B Gaolathe Mr K Matambo Mr P M Mokgasana Mr M G Bakwena Mr P Molefe Miss C Mwasi

Miss G Dichabeng Mrs F Molobi Mr J Stoneham Mr T Nyamadzabo

BANK OF BOTSWANA

Dr D Hudson

Deputy Governor

#### MINISTRY OF COMMERCE & INDUSTRY

Mr M Makone	Permanent Secretary
Mr G Motsemme	Director of Industrial Affairs
Mr V Selato	Deputy Director
Mr D Tsheko	Asst Director
Mr T Gower	Director of Commerce & Consumer Affairs
Mr G Kayira	Asst Director
Mrs D Tibone	Director of Trade & Industrial Promotion
Mrs D Hla Hla Aye	Chief Technical Officer (Garment)
Dr A S Charway	Senior Architect (Construction)

#### CENTRAL STATISTICS OFFICE

Mr (	G Charumbira	Director
Mr I	E Odinle	National Accounts Officer

- 6 -

## US AID

Mar R Ba	aum	Project Director
Dr R A	mstrong	SADCC Liaison Officer
Mr P B	rahmbhatt	Engineer

#### RURAL INDUSTRIES PROMOTION

Mr D Inger	Managing Director
Mr K Morei	General Manager

## DEPARTMENT OF SUPPLIES

Mr P Mokgosana	Director
Mr M Bakwena	Asst Director
Mr D Hague	Chief Technical Adviser
Mr C Whitehouse	Textile Consultant
Ms C Mwasi	Asst Director (Uniforms)

#### BOTSWANA DEVELOPMENT BANK

Mr M Molefane

Managing Director

#### BOTSWANA CONFEDERATION OF COMMERCE, INDUSTRY & MANPOWER

Mr M Mbaakanyi

Director

BOTSWANA CHAMBER OF COMMERCE & INDUSTRY

Mr R Sikwane

President

## EGGS PACKAGING LIMITED

Mr M Rapoo

Managing Director

MINISTRY OF AGRICULTURE

Mr K Sigwele

Chief Agricultural Economist

BOTSWANA TECHNOLOGY CENTRE

Mr G Harryson Mr S Jump Industrial Adviser Electrical Engineer

SOLAR POWER SUNKIST LIMITED

Mr Hossein

Manager

# - 7 - MINISTRY OF LABOUR AND HOME AFFAIRS

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Mr T Lebang	Commissioner of Labour
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TSWELELO LIMITED	
Mr M Mahloane	General Manager
Mr L Busher	Corporate Development Manager
PILANE LEATHER	
Mr R Sonje	Managing Director
PILANE FOOTWEAR	
Mr R Sonje	Managing Director
NATIONAL DEVELOPMENT BANK	
Mr B Thothe	Asst General Manager
SODA ASH BOTS PTY	
Mr G Garebamono	HRD Manager
TEK MANUFACTURERS LTD	
Mr John Case	Director

-

#### SANITAS BOTS PTY Dr G Nilsson

Managing Director

BARCLAYS BANK Mr D Moshienyane

Manager, Small Business Unit

MINISTRY OF MINERAL RESOURCES & WATER AFFAIRSMr B MaroleDeputy Permanent SecretaryDr T KauselPrincipal Planning Officer

BOTSWANACRAFT MARKETING CO (PTY) Mr E T Moran

General manager

BOTSWANA POWER CORPORATION Mr C O'Duinn Mr S H Torblans

Chief Executive Financial Manager

WATER UTILITIES CORPORATION Mr J Dayton

Manager, Development

#### D.A.HAGUE

oth MISSION - 3 WEEKS

- 1. Run 1 IMPROVING PRODUCTIVITY COURSE
- 2. Run 1 SUPERVISORS COURSE
- 3. Check all equipment instail new equipment as necessary.
- 4. Complete Project Administration, fix date for mid-term TPR meeting.

7th MISSION - 4 WEEKS

- 1. Run i IMPROVING PRODUCTIVITY COURSE
- 2. Run I SUPERVISORS COURSE
- 3. Continue equipment check and installation commence handover documentation.
- 4. Check warehousing.
- 5. Project Administration Mid-term TPR Meeting.

sth MISSION - 4 WEEKS

1. Project Administration:

Terminal Report Terminal Review Meeting Complete handover of equipment Close down all systems - Bank and Insurance All files to UNDP for storage or disposal.

#### 2nd MISSION - o WEEKS

1. Develop the following courses:

Overlock

5 Thread

**Blindstitch** 

Chainstitch

Buttonsew

Each course to be 4 or 5 days duration.

- 2. Run two =1 courses
- 3. Run two =2 courses
- 4. Continue upgrading of counterparts
- 5. Prepare list of catalogues and reference books
- 6. Lay the foundations i.e. the procedures for carrying out effective factory maintenance and advisory visits.
- Make remake videos on training sessions.
- N.B. These last two items to be done in consultation with Colin Whitehouse.

**3rd MISSION - 6 WEEKS** 

- 1. Run courses =i and =2 at Francistown
- 2. Run courses #1 and #2 in Gaborone
- 3. Supervise Factory repair and maintenance visits and procedures.

Intermediate course =1, dealing with Intermediate course #2, dealing with:

Bartack

Buttenhole (101 & S2)

Feed-off-the-arra.

## Jrd MISSION - 4 WEEKS

- i. Review warehouse procedures, storage, quantities and types of fabric, and prepare detailed (not long) report covering problems, constraints, solutions and recommendations (including costs where appropriate).
- 2. Check that present fabric testing procedures are:
  - a. being operated properly.
  - b. fulfilling expectations.
- 3. Modify procedures as required.
- 4. Carry out any additional training with laboratory staff.
- 5. Advise on fabric procurement procedures as necessary.
- 6. Plan layout of laboratory in anticipation of arrival of new equipment.

#### 4th MISSION - 4 WEEKS

- 1. Continue checking and advising on warehousing.
- 2. Ensure laboratory staff trained on all equipment.
- 3. Ensure all testing procedures are established.
- 4. Complete installation of new equipment.

#### C. WHITEHOUSE

5th MISSION - - WEEKS

- 1. Run I Basic Pattern Course (Gaborone)
- 2. Run 1 Production Planning Course
- 3. Prepare Basic Work Study Course
- 4. Continue developing factory livison visits.

6th MISSION - 8 WEEKS

- L. Run 2 Basic Work Study Courses
- 2. Run 1 Basic Fattern Course (Francistown).
- 3. Run ! Quality Control Course
- 4. Run 1 Production Planning Course

Th MISSION - 9 WEEKS

- 1. Supervise the running of 1 Advanced Pattern Course
- 2. Supervise the running of 2 Basic Work Study Courses.
- 3. Supervise the running of 1 Quality Control Courses
- 4. Supervise the running of 1 Production Planning.

8th MISSION - 8 WEEKS

- 1. Supervise the running of 1 each of:-
  - Advanced Pattern Courses
  - Basic Work Study Course
  - Quality Control Course
  - Production Planning Course

# APPENDIX 2 (cont'd)

In addition, as time allows, during each of the missions, start to develop the appropriate skills in suitably equipped companies, in the making of jackets, with the objective of being able to offer. samples to those client departments requiring unlined jackets.

Eventually this objective should be extended to the manufacture within Botswana, of lined jackets.

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# EXPERT MISSIONS 1990/91

11.01	D A Hague	C.T.A.	19 November - 8 December 1990 25 February - 24 March 1991 12 August - 8 September 1991
11.02	S J Hollingworth	M&R	14 January - 23 February 1991 20 May - 30 June 1991
11.03	C Whitehouse	GIM	1 October - 18 November 1990 7 January - 3 March 1991 25 March - 26 May 1991 24 June - 18 August 1991
11.04	M O'Shea	P & P	22 October - 17 November 1990 27 May - 23 June 1991

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APPENDIX 5

DEH FACHDIENST INDUSTRIE. BERUFSBILDUNG UND URBANISIERUNG DDA SERVICE INDUSTRIE. FORMATION PROFESSIONNELLE ET DEVELOPPEMENT URBAN: SDC INDUSTRY, VOCATIONAL EDUCATION AND URBAN DEVELOPMENT SERVICE CSD SERVICIO INDUSTRIA, FORMACION PROFESSIONAL Y DESARROLLO URBANO

REF: t.811-4/KP

Bern, 10.8.90

AN: Schweiz. Mission Wien cc: Schweiz. Botschaft Harare M. Tissot, UNDP, Gabarone HAR/SCH, KP

VON: P. Künzi

RE: Botswana "Clothing Unit" US/BOT/90/106; Brief UNIDO an Mission vom 2.7.90

Beiliegend senden wir Ihnen unseren Kommentar zum Gesuch der UNIDO, das obenerwähnte Projekt weiterzufinanzieren.

Wir bitten Sie zu veranlassen, dass dieser Kommentar Herrn Eraneva zugestellt wird bevor er für die Tripartite Review Mission (UNIDO/UNDP/Botswana) am 26.8.90 nach Gabarone fliegt.

Wir - und auch unsere Botschaft in Harare - sind nicht in der Lage, jemanden an die Review Mission zu delegieren. Deshalb der ausführliche beiliegende Kommentar.

Beilage

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DEHFACHD'ENST INDUSTRIE, BERUFSBILDUNG UND URBANISIERUNGDDASERVICE INDUSTRIE, FORMATION PROFESSIONNELLE ET DEVELOPPEMENT URBAINSDCINDUSTRY, VOCATIONAL EDUCATION AND URBAN DEVELOPMENT SERVICECSDSERVICIO INDUSTRIA, FORMACION PROFESSIONAL Y DESARROLLO URBANO

#### t.811-4-KP

Bern, 10 August 1990

Botswanan: UNIDO-IDF-Project "Clothing Unit; Project Proposal US/BOT/90/106 of 15 May 1990 for a 2nd phase (US\$ 335'900)+/3%

#### 1. General Comment

SDCis satisfied that the project is considered a success by the parties involved.

We are willing to continue financing of a second phase under the following conditions:

- a) For financial management reasons we can only make firm committments up to an amount of US\$ 70'000 for this project within the existing SDC-IDF-Credit line. A new credit line can only be opened in the beginning of 1991. In our agreement with UNIDO we will therefore specify that our committment for the amount exceeding US\$ 70'000 will be subject to approval by the Swiss Government of the next IDF-credit line to be opened in 1991;
- b) The following issues will be answered in a satisfactory way by the upcoming tripartite mission.

## 2. Issues/Questions with regard to the Project Document

**Para 3 Background and Justification:** Generally, the results of the first phase should be elaborated with regard to the original project objectives, e.g.:

- little or nothing is said about the effect of the project on the enterpreneurs:
  - have their incomes increased?
  - have (some of) the obstacles mentionned in para 2 "Special considerations" been removed or reduced?
- is there a feed-back from the enterpreneurs on the impact, efficiency and (cost) effectiveness of the training, e.g.:

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- how many people were trained? Does UNIDO consider the ratio of project cost vs people trained acceptable?
  were participants motivated or more or less obliged to
- participate in the training (organized by their main customer); do they have to pay for the training?

- the pace of implementing the project "has strained the capacity of the recipients..". Why then again only a 12 month project period with so many consultants being flown in? Would it not be appropriate to stretch this input over a period of 24 months?

- has the Government provided all the inputs it was supposed to in the first phase?

Para 5 Project Activities: Is the (rather expensive) fellowship approach effective from the multiplication point of view? Or are there better forms to directly train the enterpreneurs? Should the Government not at least make sure that people who get such training abroad return to their post and remain there for a certain period of time<sup>-</sup>

Para 6B UNIDO Inputs: Total expert cost is US\$ 186'300. Specify travelling costs. Schedule of visits seems too tight (see above).

Study Tour (US\$ 17'000): Would the staff of the Clothing Unit participate or staff of other Units within the Department? By whom are they selected? What was the yearly total amount of cloth being purchased by the Dept in the last 5 years? What were the countries of origin by order of importance?

Peter Künzi

# DEMONSTRATION OF PROJECT ACTIVITIES

Venue: Uniform Coordination Unit Wing Gaborone West Depot Department of Supply			
Date:	28 August	: 19	90
Time: Activity			
1.50 p.	m.	-	Arrival of invited guests
2.00 p.	<b>m.</b>	-	Welcome address by Miss C Mwasi- Assistant Director-Uniform Master of Ceremony.
2.05 p.m		-	Opening speech by Mr P M Mokgosana- Director of Supply
2.15 p.1	<b>M.</b>	-	Speech by Mr Kenneth Matambo/Mr G J Stoneham Directors of Economic Affairs/ Financial Affairs respectively.
2.20 p.1	<b>A</b> .	-	Remarks by the Backstopping Officer - UNIDO
2.25 p.1	<b>M.</b>	-	Speech by Dr F Tissot-Resident Rep- resentative - UNIDO (Also on behalf of the Swiss Government)
2.55 p.1	n.	-	A brief on the project activities by Mr D Hague - Chief Technical Adviser - UNIDO.
3.00 p.1	m.	-	Visit to various project activities and demonstration
3.15 p.	m.	-	Refreshments

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DEVELOPMENT



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PROGRAMME

Office of the Resident Representative and Resident Co-ordinator of the UN System's Operational Activities for Development in Botswana

BOT/87/097 UNIDO

Post Office Box 54 - Gaborone Republic of Botswana

Reference....

Cables: UNDEVPRO, Gaborane TELEX 2412 BD TELEPHONE NUMBERS 352121/2/3/4/5 .

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20 July 1990

Dear Mr Matambo,

# BOT/87/097: Establishment of a Clothing Unit

In order to assess the performance of the project to date, as well as to determine its future direction, we would like to suggest that a Tripartite Review meeting is convened during the last week of August in the Department of Supply's Conference Room.

We attach a copy of the proposed agenda for the meeting together with a Project Performance Evaluation Report (PPER) prepared by Mr D. Hague, Chief Technical Advicer.

Please indicate whether the suggested period is suitable. The exact date and time will be communicated to you by Mr Hague as soon as possible.

Yours sincerely

Francols Tissot

Resident Representative

Mr O.K. Matambo Permanent Secretary Ministry of Finance and Development Planning Gaborone

cc: Mr P. M. Mokgosana Director of Supply Department P O Box 80 Gaborone

> Mr O. Hague Chief Technical Adviser UNIDO C/O UNDP Office Gaborone

# TRIPARTITE REVIEW MEETING BOT/87/097: Establishment of a Clothing Unit

## <u>Aqenda</u>

- 1. Chairman's welcome address and Introductory Remarks.
- 2. Summary report on status of project implementation by Mr.D. Hague, CTA.
- 3. Project design: Review of outputs in relation to objectives.
- 4. Workplan: Future of the project.
- 5. Conclusions and recommendations.
  - VENUE: Conference Room at the Department of Supply.
  - TIME; Last week of August 1990 (exact date and time to be fixed).