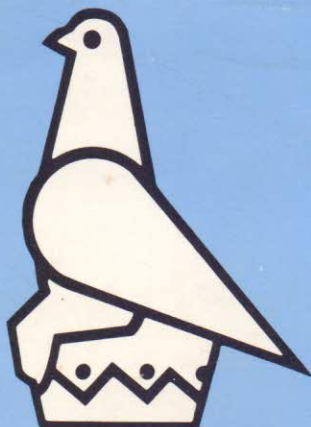


LET'S BUILD ZIMBABWE TOGETHER



ZIMCORD

CONFERENCE DOCUMENTATION

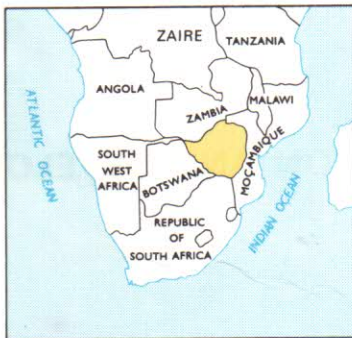
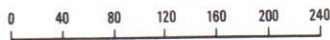
ZIMBABWE CONFERENCE ON RECONSTRUCTION AND DEVELOPMENT

SALISBURY

23-27 March 1981

ZIMBABWE

Scale of Kilometres



REPUBLIC OF SOUTH AFRICA

Drawn in the Geological Survey Office, Salisbury.



293
ECO 58

ZIMBABWE CONFERENCE ON RECONSTRUCTION AND DEVELOPMENT

ERRATA

- (1) *Preface*
First paragraph, ninth line, should read "... technical assistance shows that these requirements are as was indeed ...".
- (2) *Chapter Two*
Page 8, paragraph 9, line 2, "\$2,6 million" should read "\$2,6 billion".

SALISBURY

23rd to 27th March, 1981

ZNB 81
#5,00

"The British Government recognizes the importance of this issue to a future Zimbabwe Government and will be prepared, within the limits imposed by our financial resources, to help. We should for instance be ready to provide technical assistance for settlement schemes and capital aid for agricultural development projects and infrastructure.

"The costs would be very substantial indeed, well beyond the capacity, in our judgement, of any individual donor country, and the British Government cannot commit itself at this stage to a specific share in them. We should, however, be ready to support the efforts of the Government of independent Zimbabwe to obtain international assistance for these purposes."

Extracts from the Chairman's statement to the Plenary Session of The Lancaster House Conference on 11th October, 1979 on the Question of Land.

"We have now obtained assurances that depending on a successful outcome of the Conference Britain, the United States of America and other countries will participate in a multinational financial donor effort to assist in land, agricultural and economic development programmes.

"These assurances go a long way in allaying the great concern we have over the whole land question arising from the great need our people have for land and our commitment to satisfy that need when in government."

Extracts from the Patriotic Front's response on 18th October, 1979, to the Chairman's Statement on 11th October, 1979.

PREFACE

The idea of the Zimbabwe Conference on Reconstruction and Development (ZIMCORD) has its origins in the commitments made by Britain at the Lancaster House Conference to the effect that it will assist, and will mobilize the support of the international community to assist, the Government and people of an independent Zimbabwe with financial and technical resources for land settlement and rural and agricultural development conceived within the framework of rural development programmes. The assessment, by the Government of Zimbabwe, of the resource requirements for post-war recovery and land settlement and rural/agricultural development and technical assistance are as was indeed foreseen at the Lancaster House Conference, enormous and well beyond the capacity of Zimbabwe and/or a single donor.

Too much emphasis cannot be given to the crucial significance of the experiment in moderation and reconciliation which the Government of Zimbabwe is pursuing, to the whole future of Southern Africa. This is an experiment in which the international community should have a special interest in finding ways and means of contributing towards ensuring its success.

The purpose of this Conference is therefore to appeal to the international community for assistance to enable Zimbabwe to deal with the peculiar emergency problems which it faces and which are clearly identified in the following chapters.

- This document constitutes the main background as well as being a working document specifically prepared for the *Zimbabwe* Conference on Reconstruction and Development, and is divided into two parts, namely:

Part I—Policy Overview and Sectoral Strategies, and,

Part II—Project Descriptions.

In addition to providing the general background to and the rationale for the Conference (Chapter One) as well as information on the structure and main features of the Zimbabwe economy (Chapter Two), Part I summarizes and projects, in Chapter Three, the overall financial aid gap and sectoral aggregate requirements for the programmes articulated in the following three chapters, namely on post-war recovery, land settlement and rural development, and on training and technical assistance.

Part II gives summaries of individual projects subsumed in the programmes described in Chapters Four to Six of Part I. In this regard, it may be noted that more detailed information on these projects will be provided as necessary in the course of the Conference itself.

Finally, while Chapter Seven of Part I deals with infrastructure and development requirements of the economy in general, the material covered is not intended for action at the Conference. The material complements the programmes in Chapters Four to Six. The attention of donors is specifically directed for action to one of these chapters at the Conference for the reasons stated in Chapter One and supported by the evidence in Chapter Two, as well as in the sectoral programmes themselves.

CONTENTS

PART I. POLICY OVERVIEW AND SECTORIAL STRATEGIES

THE ZIMBABWEAN APPROACH

- 1. Introduction
- 2. The Role of the State in the Development of the Economy and the Role of the Government
- 3. The Role of the Government in the Development of the Economy

ZIMCORD CONFERENCE DOCUMENTATION

Part I

Policy Overview and Sectorial Strategies

The Zimbabwean Economy

1. Introduction

2. The Role of the State in the Development of the Economy

3. The Role of the Government in the Development of the Economy

4. The Role of the Government in the Development of the Economy

5. The Role of the Government in the Development of the Economy

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19. The Role of the Government in the Development of the Economy

20. The Role of the Government in the Development of the Economy

21. The Role of the Government in the Development of the Economy

22. The Role of the Government in the Development of the Economy

23. The Role of the Government in the Development of the Economy

24. The Role of the Government in the Development of the Economy

25. The Role of the Government in the Development of the Economy

26. The Role of the Government in the Development of the Economy

27. The Role of the Government in the Development of the Economy

28. The Role of the Government in the Development of the Economy

29. The Role of the Government in the Development of the Economy

30. The Role of the Government in the Development of the Economy

CONTENTS

PART 1: POLICY OVERVIEW AND SECTORAL STRATEGIES

CHAPTER ONE

THE TASK AHEAD

	Page
Introduction	1
Post-War Recovery Programmes	2
Land Settlement and Rural Development	2
Training and Technical Assistance	3
Conclusion	3

CHAPTER TWO

OVERVIEW OF THE ECONOMY

General Background	7
Economic Structure and Trends	7
Money and Prices	8
The Fiscal System	8
Foreign Trade and Balance of Payments	9
The Impact of the War and Economic Sanctions	9
Conclusion	10

CHAPTER THREE

RESOURCE REQUIREMENTS

Introduction	15
The Plan Frame	16
Overall Financial Requirements	18
Current Donor Commitments and Proposals	19
Conclusion	19

CHAPTER FOUR

POST-WAR RECOVERY PROGRAMMES

Assistance for Refugees and Displaced Persons	25
Reconstruction	28

CHAPTER FIVE

LAND SETTLEMENT AND RURAL/AGRICULTURAL DEVELOPMENT

The Inherited Pattern	37
Land Acquisition Policy	37
Intensive Resettlement Models	38
Irrigation Schemes	39
Problems Connected with Settlement and Irrigation Schemes	39
Programmes to Reduce Population Pressure in the Former TTLs	40
Measures to Increase the Productivity of the Traditional Areas	41
Extensive Rural Development Activities	41
Social Services	42
Infrastructure	42
Summary	42

CHAPTER SIX

TRAINING AND TECHNICAL ASSISTANCE

The Labour Force	47
The Dearth of Skills	47
The Supply of Skills	47
Strategy	48
Reform in the Formal Education System	48
Technical Training	48
Apprenticeship Programme	49
In-service and Pre-service Training by Government and Parastatals	49
Non-Formal Education	49
Former Combatants	49
Cultural Activities	49
Technical Assistance	50
Summary	50

CHAPTER SEVEN

NATIONAL INFRASTRUCTURE AND MODERN SECTOR DEVELOPMENT

	Page
Agriculture	55
Natural Resources	55
Commerce and Industry	56
Mining	56
Energy	57
Transport and Communications	57
Health	57
Education	58
Information	58
Urban Development	58
Government Services	58
Summary	59

TABLES

II-1	Gross Domestic Product, Population and Gross Domestic Product Per Capita, Selected Years	11
II-2	Central Government Fiscal Operations	11
III-1	Total External Resource Requirements, 1981/82-1983/84	19
III-2	Financial Balance Sheet: Projections for National Development Programme, 1981-1983/84	20
III-3	Donor Commitments for Refugee and Reconstruction Programmes	21
III-4	ZIMCORD Capital Funding Programme	21
IV-1	Refugee Programme	28
IV-2	Reconstruction Activities	33
V-1	Capital Costs of Rural/Agricultural Development Programmes	43
VI-1	Capital Costs of Training Programmes	50
VI-2	Costs of Technical Assistance Projects	51
VII-I	Capital Costs of National Infrastructure and Modern Sector Development Programmes	59

NOTES

- The comma is used as the decimal sign throughout this document.
- Unless otherwise indicated the symbol \$ throughout this document refers to the Zimbabwean dollar.

THE TASK AHEAD

Introduction

I have intended to write this book as a guide to the task ahead for the people of the United States. It is a book of ideas and of the things that must be done to make our country a better place in which to live. It is a book of the things that we must do to make our country a better place in which to live. It is a book of the things that we must do to make our country a better place in which to live.

Chapter One
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The first task ahead for the people of the United States is to make our country a better place in which to live. This is a task that we must do to make our country a better place in which to live. This is a task that we must do to make our country a better place in which to live.

Chapter Two

Chapter One THE TASK AHEAD

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THE TASK AHEAD

Introduction

1. Having attained independence after long years of international isolation and a protracted war, Zimbabwe has the urgent tasks of resettling and rehabilitating its displaced population and reconstructing its war-torn economy, as well as embarking on the no less pressing tasks of eradicating poverty, disease and illiteracy, which demean the human condition no less than colonial domination and repression. At the same time, given the country's socio-economic background and history, political independence must be reinforced by rapid economic development, with emphasis on rural development where the masses of the people live, if the different elements of the country's population are to be held together in peace and prosperity.

2. Zimbabwe's economy is characterized by a sharp duality: a sophisticated modern sector dominated by a minority enjoying a high standard of living, who before independence relied on the supply of cheap black labour and resources appropriated from the indigenous population, whilst the majority were engaged chiefly in subsistence agriculture in the generally infertile Tribal Trust Lands (TTLs), or participated in the modern sector in poorly paid unskilled and semi-skilled jobs in white-owned enterprises and commercial farms. Social services and infrastructure in black areas, both in urban townships and the TTLs, were minimal and poor.

3. Gross disparity in incomes and quality of life persists today, which the new Government is determined to correct. Government's policies are based on socialist, egalitarian and democratic principles. The central objectives are to foster rapid economic growth, full employment, dynamic efficiency in resource allocation, and an equitable distribution of the ensuing benefits. In particular Government intends to re-establish justice and equity in the ownership of land, which should be a common heritage for Zimbabweans of all races. Measures imposed by previous regimes to uphold the inequitable social order, such as education and manpower practices and restrictions on population movements, have been abolished. Certain historic imbalances remain, and to redress these, Government intends to expand productive employment, improve and extend basic economic infrastructure and social services, and achieve a greater and more equitable degree of ownership by Zimbabwe nationals and the state of means of production, including land. Strategies are directed primarily to the amelioration of the quality of life for the rural population who are the majority and have suffered the greatest discrimination and endured the lowest standard of income and service.

4. Whilst the responsibility for the achievement of these objectives is essentially Zimbabwe's acting in the framework of self-reliance and self-help, it is not the intention to act in isolation. There is indeed a strong and just claim on the resources of friends in the international community in the light of the peculiar and urgent problems the country faces. Central to Government's objectives and strategy is the question of land distribution, ownership and development. It was recognized at the time of the Lancaster House talks that land was and would remain at the heart of Zimbabwe's political future and that the cost of its reform and development, pivotal elements in the strategy to attain an egalitarian society, would be far beyond the new nation's means. Failure to win international support for land reform would not only undermine the confidence of the citizens of Zimbabwe but also possible reactions to such failure would have disastrous consequences for the country with serious ramifications in the region as a whole.

5. It will be recalled that the Kissinger Plan of 1976 suggested the amount of US\$1,5 billion for land settlement, development, and compensation for those who might wish to emigrate. Assistance has not been forthcoming in anything like this magnitude. Some aid has been pledged by governments and international organizations. Over \$70 million has already been given in support of refugee and reconstruction programmes. This assistance, which is much appreciated, has been effectively applied. However, when a thorough assessment of the aid requirements

is made, the extent of the need is seen to be far greater than had been anticipated. Merely to return displaced persons to their homes and to restore infrastructure that was damaged or destroyed during the war would be only the first steps towards building the new society envisaged under the Lancaster House constitutional arrangements. Such emergency measures, while indispensable, do little towards redressing the grave imbalance between the modern sector and the largely rural subsistence society of the black majority.

6. It is against this background that the conference on the reconstruction and development of Zimbabwe is being called. In the chapters that follow will be found a report on the state of the economy, a brief statement of the nation's objectives and policies, and an outline of the strategies planned to achieve those objectives. These chapters identify as well as put into perspective the areas of the economy for which assistance is urgently required.

7. A three-year transitional development plan is in preparation for launching in July, 1981. The planning machinery itself is being developed so that in the future there will be adequate national capacity for determining priorities, strategies, and means of funding the nation's development effort. For the purpose of the conference, however, projects and programmes are presented which will be part of the transitional plan and for which assistance on grant terms, or in exceptional cases soft loan terms, is requested. The nature of the projects and programmes themselves may not be considered bankable on any normal financial criteria. The state of the inherited economy and the nature of the problem require this mode of financing.

8. Government's priorities for external assistance on grant or concessionary terms are the following—

- (1) emergency assistance in support of ongoing efforts to restore the country to normality after the upheaval of the war years;
- (2) support to facilitate the redistribution of agricultural land and land development;
- (3) certain types of technical assistance to fill gaps in the nation's store of technicians and other expertise in order to carry out the urgent reconstruction and rehabilitation projects and programmes and to move forward with needed development.

Post-war Recovery Programmes

9. Vigorous measures are already being undertaken to restore war-damaged infrastructure to usable condition. Full rehabilitation of facilities is expected to take at least two years to complete and to require considerable aid in grant form, since expenditure in this area cannot normally be considered productive investment. Reconstruction will have to proceed simultaneously with development programmes. Repairs to schools, hospitals, and physical infrastructure need to be accompanied by the supply of teachers, nurses, extension workers, etc., to restore normal life to affected areas and provide the base for further development.

10. Refugees and other displaced persons have almost all returned to their home areas largely through help from Government. But the problem remains that of providing them with means of sustenance until they are able to re-establish their livestock herds, harvest their first crops, and attain at least a minimum subsistence level. Significant amounts of food aid and other assistance are still required.

Land Settlement and Rural Development

11. A satisfactory solution to the problem of fair distribution of land and rural development is the key to Zimbabwe's political and social stability and to the future economic growth and development of the country and even of the southern Africa sub-region as a whole. It is central to the country's policy of national reconciliation. The issue of land and rural development is at the heart of ZIMCORD. Indeed, how far the international community understands and appreciates the role and significance of this issue for Zimbabwe and to what extent

the international community is desirous of seeing the Zimbabwe experiment succeed will have to be judged on the response for appeals for resources to solve the land question as presented in the following chapters.

12. About four million people live in the limited and generally inferior land in the traditional black areas whilst only about 5 000 commercial farmers control most of the generally more fertile half of the agricultural land in the country. Land redistribution is, therefore, essential to relieve pressure where considerable human overcrowding and overgrazing have resulted in depletion of the soil. It is essential as a means of improving the standards of living of the generally poor majority and as a cornerstone to the country's development strategy. Commercial agriculture will continue to play a significant role in the economy since it helps to ensure the nation's self-sufficiency in food and to earn foreign exchange. Therefore Government seeks to resettle returning refugees and displaced persons as well as people from the overcrowded traditional black areas on land that is not at present effectively utilized in the commercial farming areas, land which will continue to be acquired by Government for this purpose. Government is determined to ensure that the resettlement programme will not be a transfer or extension of the subsistence farming practices to new areas. Government will provide extension services, infrastructure, and other services needed to assure higher productivity and a better standard of living for the settler families. Simultaneously with the resettlement of families on new lands, work is being done in traditional areas to improve their infrastructure and develop them into integral and productive sectors of the economy. Land settlement should, therefore, not be looked upon in isolation from the entire rural development strategy to which it is an essential and complementary part of Government's priority focus.

Training and Technical Assistance

13. Zimbabwe's urgent and special needs for technical assistance result from its long isolation from the world's technological and scientific centres. The needs are the result of the historical deficiencies of a deliberately discriminatory educational system which concentrated on the minority to the virtual exclusion of the majority. They are also the result of so much that needs to be done to develop the country and the many opportunities now open to the country. Government has sent out an urgent appeal to Zimbabweans abroad to return and take up positions in Government and the private sector. To supply the skills needed over the medium term Government plans to strengthen and expand technical and professional training institutions. A manpower survey is planned to identify the requirements for skills beyond the interim plan period. The long-term solution lies in the creation of a reservoir of technical and professional expertise made up largely of Zimbabwean nationals. In the interim Government is seeking assistance not only for domestic training programmes and the training of trainers but also for the training of Zimbabweans abroad and the provision of foreign expertise to serve in operational and advisory capacities until Zimbabweans are available to fill these posts. There is also a need for consultancies in specialized fields for surveys, feasibility studies, project preparation, etc., needed to speed up the pace of development.

Conclusion

14. Government's priority objective is to transform and develop the rural peasant sector where the overwhelming majority of the population live and to integrate that sector with the commercial primary and the industrial/urban sectors. Multi-racialism cannot become a reality in conditions of abject poverty and land deprivation for the many and affluence and land abundance for the few. This is at once an economic and political issue just as it is a moral issue. A united nation has to be built and that nation is determined to draw on its own self-reliant efforts, but the task is herculean and calls in the first critical years for world support in the interest and to the benefit of all.

15. The Government and people of Zimbabwe are united in their conviction that the course they have set themselves to follow and the objectives they seek to attain are practical, realistic and honourable. They have an unshakable determi-

nation to succeed. Equally they regard ZIMCORD as an opportunity for the international community not only to give a practical expression of its association with their aspirations but also to rise to the challenge of humanity, to the problems which beset the north versus the south. What is at stake is the stability and development of the African region and, above all that of Zimbabwe, as the immediate case.

16. It need hardly be said that what is at stake at this conference goes beyond, far beyond, the borders of Zimbabwe, and indeed, beyond projects and programmes presented in the ensuing chapters.

13. Zimbabwe's urgent and special needs for technical assistance result from its long isolation from the world's technological and scientific centres. The needs are the result of the almost total absence of a deliberately planned educational system which would have provided the country with the skills and knowledge necessary for development. The country has now opened up to the world and is seeking to attract foreign investment and technical assistance. To supply the skills needed for the modernization of the country, the Government has established a number of technical and professional training institutions. A major step towards the development of the country is the establishment of a technical and professional training system. The Government has established a number of technical and professional training institutions. A major step towards the development of the country is the establishment of a technical and professional training system. The Government has established a number of technical and professional training institutions. A major step towards the development of the country is the establishment of a technical and professional training system.

Conclusion

14. The Government's primary objective is to transform the rural sector where the overwhelming majority of the population live and to integrate this sector with the national and international economy. This cannot be done without a radical change in the rural sector. The Government is committed to the development of the rural sector and to the integration of the rural sector with the national and international economy. The Government is committed to the development of the rural sector and to the integration of the rural sector with the national and international economy.

15. The Government and people of Zimbabwe are united in their conviction that the country has a bright future and that the objectives they seek to achieve are practical, realistic and attainable. They have the resources and the will to achieve these objectives.

OVERVIEW OF THE ECONOMY

Background

The economy of the United States is a complex system of interrelated parts. It is a system that has evolved over time, shaped by a variety of factors including technology, culture, and government policy. The economy is a system that is constantly in flux, and it is a system that is constantly being shaped and reshaped by the actions of individuals and institutions.

The economy is a system that is constantly in flux, and it is a system that is constantly being shaped and reshaped by the actions of individuals and institutions. The economy is a system that is constantly in flux, and it is a system that is constantly being shaped and reshaped by the actions of individuals and institutions. The economy is a system that is constantly in flux, and it is a system that is constantly being shaped and reshaped by the actions of individuals and institutions.

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Chapter Two

OVERVIEW OF THE ECONOMY

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Background

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OVERVIEW OF THE ECONOMY

General Background

1. Zimbabwe occupies 390 750 km² in south central Africa between the Limpopo and the Zambezi rivers. It shares common borders with Zambia on the north and north-west, South Africa on the south, Mozambique on the east and Botswana on the south-west.

2. The total land area can be divided into six different regions in which the amount of rainfall, to a large extent, determines land use. Some 600 000 hectares are in the rainy eastern highlands. They are suitable for diversified farming with cattle, plantation and orchard crops. Another 7 000 000 hectares lie further west along the central plateau past Salisbury and the Midlands and are suitable for intensive dairy farming, maize, tobacco and cotton production. An almost equal area to the south-west enclosing Bulawayo is suitable for mixed farming and for raising livestock on a semi-intensive scale. One third of the country lying further outward from the central plateau, mostly to the south, which receives less than 650 millimetres of rainfall a year is used for semi-extensive farming, while 10 000 000 hectares in the Lowveld towards the Limpopo and the Zambezi rivers are fit only for ranching. Finally, some 1 000 000 hectares, mostly towards the Zambezi River, are unsuitable for either agriculture or forestry.

3. As of 31st December, 1979, the estimated population was 7 260 000 people of whom 6 980 000 (96,1 per cent.) were black, 242 000 (3,3 per cent.) were white and 36 100 (0,5 per cent.) were of Asian or coloured descent. More than 55 per cent. of the population is under 15 years old. Some 19,6 per cent. of the population live in urban areas and the rest in rural areas. More than 70 per cent. of the urban population live in the two main urban centres, Salisbury (45,3 per cent.) and Bulawayo (26,2 per cent.). The rate of population growth has been variously estimated to be between 3 and 3,6 per cent.

4. Zimbabwe is a classic case of a dual economy. It has, on the one hand, a fairly advanced and sophisticated modern commercial industrial and agricultural sector (hereafter referred to as the modern sector) and, on the other, a rural subsistence sector which is one of the most underdeveloped in the world.

5. Over the years public and private investments have been concentrated in the modern sector while the rural sector has, generally, received little investment. As a result there is a huge differential in labour productivity between the two sectors which has resulted in gross inequities in income distribution and in income earning opportunities between inhabitants and workers in the modern and rural sectors. It is estimated that *per capita* income in the modern sector is at least twenty times that in the rural sector. There are also significant income differentials within the modern sector itself. Estimates show that, while in 1979 average earnings for black workers in the modern sector were \$1 180 per year, they were \$11 950 per person per year for other workers.

6. Production in the rural areas is, to a great extent, left in the hands of women, children and the elderly, while a large number of younger men are employed in the modern sector and return to the rural areas occasionally or for retirement. This has had some significant effect in reducing the productivity of the rural sector. Many of the rural areas are overcrowded and under pressure of population concentration caused, in part, by the past distribution of land along racial lines.

Economic Structure and Trends

7. Since 1954 a significant degree of industrialization has taken place in the economy. In 1954, for example, the shares of the agriculture, manufacturing and mining sectors in GDP were 28,8; 14,7 and 8,6 per cent. respectively. In 1965 the shares were 20,6; 18,6 and 7,2 per cent. respectively. By 1975 manufacturing had overtaken agriculture and had become the single largest contributor to GDP. The shares in that year were, respectively 20,6; 24,0 and 6,7 per cent. The accelerated

pace of industrialization since 1965 was, to a large extent, the result of an import substitution strategy made necessary by the imposition of economic sanctions against Rhodesia.

8. Gross fixed capital formation grew steadily during the period 1965 to 1974. It averaged 17,8 per cent. of GDP reaching a maximum of about 25 per cent. From 1975 to 1978 gross fixed capital formation declined and by 1978 it constituted only 14,2 per cent. of GDP. From 1975 to 1978 gross fixed capital formation in manufacturing declined sharply both in absolute and relative terms while that in mining increased. In the 1970s gross fixed capital formation was financed largely from domestic savings and net borrowing from abroad was insignificant except in 1971, 1974 and 1975 when it was between 15 to 20 per cent. of gross fixed capital formation.

9. The GDP and population figures for selected years are given in Table II-1. Gross domestic product in 1979 was \$2,6 million in current dollars. It is estimated that in 1980 it was at least \$3 billion. In 1979 *per capita* income at current prices was estimated at \$365 and in 1980 it was estimated that it was at least \$400. Between 1965 and 1974 real GDP *per capita* grew at an annual rate of 3,6 per cent.; it declined at an annual rate of 4,3 per cent. between 1974 to 1979. Gross domestic product grew at a real rate of 8,4 per cent. between 1965 and 1974, but thereafter, the escalation of the war and tightening of sanctions caused a negative growth of GDP between 1975 and 1978 with nearly zero real growth taking place in 1979. It is estimated that in 1980 the economy had picked up appreciably so that a real rate of growth of between 6 and 7 per cent. is expected.

10. The acceleration of industrialization did not, however, give rise to a significant growth in employment. For instance, between 1954 and 1975 manufacturing output grew at an annual real rate of 8,9 per cent. Employment in the manufacturing sector, on the other hand, grew at an annual rate of only 2,8 per cent. or less than a third of that of output. In part, the failure of the manufacturing sector to create sufficient levels of employment was due to the tendency of employers to engage relatively less labour compared to capital in the face of increases in the costs of labour relative to that of capital.

Money and Prices

11. Total money supply broadly defined has increased at a rate of 13 per cent. since 1969. Until 1974 the structure of money supply remained relatively constant but thereafter term deposits increased relatively more than currency in circulation. The main cause of the increase in money supply, especially since 1974, has been the increase in Government borrowing from the banking system. The banking sector has experienced rising excess liquidity. The rate of inflation has, however, increased steadily in the 1970s and is now broadly in line with international rates. A policy of cheap money was pursued for more than one and a half decades. The bank rate, for instance, has been constant at 4,5 per cent. for more than one and a half decades.

12. During the 1970s and especially since 1974, the velocity of money has dropped from 3,1 to 2,6. The low velocity of money coupled with excess liquidity, in the banking system suggests that there may be considerable potential for demand pull inflation. On the other hand, transportation costs, potential capacity constraints in the manufacturing sector, high import costs, especially of oil and oil products, and skilled manpower constraints, suggest a considerable potential for cost push inflation. There are, however, significant price controls in the economy which should ameliorate the full impact of these inflationary pressures. The prices of most foodstuffs (dairy products, beef, sugar, beer, bread, grain, etc.) many inputs (petrol, diesel, cement, etc.) and intermediate services (electricity and rail and road transport) are all directly controlled. Other prices are indirectly controlled by fixing a limit to the percentage mark-up over cost.

The Fiscal System

13. In the 1970s central Government revenues were increasing at 13 per cent. per annum which was faster than the rate of growth of GDP, thus indicating

a greater than unitary revenue elasticity. Direct taxes have provided 45 per cent. and indirect taxes 33 per cent. of revenues. Direct taxation, especially personal income taxation, is low compared to other African countries. The top marginal rate of 49,5 per cent. (including the surcharge) begins at the relatively high income levels of between \$15 000 and \$17 000 per year. There is a 15 per cent. tax allowance for investments in manufacturing, hotels and agriculture designed to attract new investments in these sectors. In addition, companies are permitted to write off in the year of purchase the full cost of capital investment assets. Customs duties remain an insignificant source of either revenues or of measure of protection as they have been supplemented by more direct and discriminatory instruments of regulation in the face of balance of payments difficulties.

14. Recurrent expenditures and transfer payments have increased at an annual rate of about 20 per cent. which is much higher than the rate of increase of Government revenues. The size of the public sector has, as a consequence, increased sharply in the last 10 years. For example, in the early 1970s total Government expenditures were 16 per cent. of GDP; in 1979/80 they were over 40 per cent. In recent years (especially the last three years) the size of the Government deficit has risen sharply.

15. The war had an important and continuing impact on the structure of Government expenditures. A rapidly growing proportion of total Government expenditures went into defence and general administration connected with the war. In 1971 defence and internal security claimed 18 per cent. of total Government expenditures; by 1979 this had almost doubled to 34 per cent. For a number of obvious reasons there is a need to continue devoting a large amount of resources to defence and related activities. The rest of the structure of Government expenditures is shown in Table II-2.

Foreign Trade and Balance of Payments

16. During the period 1970-1979 exports in current dollars increased at an average annual rate of 11,4 per cent. On the other hand, merchandise imports grew at an average annual rate of 9,9 per cent. The deliberate management of foreign exchange ensured that the positive trade balance would be sufficient to cover the traditional deficit for services and transfers.

The Impact of the War and Economic Sanctions

17. The economy continued to grow at high rates between 1966 and 1974 in spite of, and, in some important cases, because of economic sanctions. However, much of this growth was concentrated in the modern sector with manufacturing being the fastest growing sector. However, sanctions and the war had significant adverse effects on the long-term growth potential of the economy.

18. International economic isolation reduced foreign direct and portfolio investment. It severely restricted access to external capital and money markets which could have supplied funds to finance public investment programmes; exports were often sold at a discount and imports purchased at a premium. Because of the need to conserve and save foreign exchange, the economy was forced to carry an import substitution strategy to a degree not always consistent with its comparative advantage. The cost in terms of resource misallocation may have been considerable.

19. The economy experienced a decline between 1975 and 1978. This was partly due to the tightening of sanctions, the drought, the escalation of the war and, in turn, the severe shortage of foreign exchange. The shortage of foreign exchange seriously restricted importation of essential raw materials and capital equipment and as a result, replacement of equipment in both the public and private sectors was kept to a minimum. Much effort was, therefore, devoted to repairing and maintaining worn-out and outdated equipment. As a result, Zimbabwe inherited a physical infrastructure with a huge backlog of repairs and maintenance and a stock of capital which is over-aged, largely worn out and

in bad need of replacement, even in the modern sector which received preferred treatment. This is particularly the case in transport, communications, manufacturing and civil engineering industries.

20. The impact of the war in the rural areas was devastating. Much of the rural social and physical infrastructure was either partially or totally destroyed by military action of one kind or another. Water supplies, dip tanks, contour ridges, schools, clinics, roads and bridges were military targets for damage or destruction. The administrative and social structure broke down in most parts with the result that rural output significantly declined as agricultural extension and other services were severely curtailed. There was a serious breakdown in animal disease control measures. In the border regions, major outbreaks of tick-borne and foot and mouth diseases occurred. It is estimated that over one million cattle, some 30 per cent., died in the former TTLs. Since cattle are the main source of draught power the implication of this loss is felt in other rural activities. The long-term effects on rural productivity caused by the breakdown in animal disease control measures will be felt for some time to come.

Conclusion

21. This brief background, some of which is detailed in later chapters, strongly suggests that the economy, though basically sound, is nevertheless faced with acute problems of reconstruction, resettlement and general economic and social development. The long period of neglect of rural areas and the new Government's commitment to growth with equity means that high priority is to be given to integrated programmes for rural development. The task faced by Zimbabwe is made many times more difficult by the need to undertake, simultaneously, the task of general development, reconstruction, resettlement and restructuring of the economy to ensure that it serves the interests of the population as a whole. The fact that a significant amount of domestic resources has to be diverted towards defence and internal security, a need arising from the legacy of the war, compounds the problems.

22. While the rural sector will receive priority, investment (public and private) in the modern sector has lagged far behind replacement needs and there is a need for large-scale investment in this sector as well. Some of the problems which will receive attention include the huge income differentials by race, the sharp increase in unemployment, the rapidly growing informal sector, and the huge backlog of demand for low-income housing, education, health and other urban facilities.

Table II-1

GROSS DOMESTIC PRODUCT, POPULATION AND GROSS DOMESTIC PRODUCT
PER CAPITA SELECTED YEARS

	1965	1974	1978	1979	Average Annual Growth Rates (%)		
					1965/74	1974/79	1965/79
Current GDP (\$ million)	737	1 859	2 337	2 627	15,2	6,9	17,1
Constant GDP (1965 = 100)	737	1 357	1 186	1 187	8,4	2,1	4,1
Population (million)	4,5	6,1	6,9	7,2	3,55	3,0	4,0
Current GDP per capita	164	305	339	365	8,6	3,3	8,2
Constant GDP per capita	164	223	171	165	3,6	-4,3	0,4

Source: National Accounts, 1978, Table 1, and *Economic Survey of Zimbabwe* 1979, Table 4.

Table II-2

CENTRAL GOVERNMENT FISCAL OPERATIONS
(in millions of dollars for year ending 30 June)

	1971/72	1976/77	1977/78	1978/79	1979/80
Revenues	242	531	610	580	674
Income tax	(104)	(280)	(288)	(261)	(316)
Sales and Excise	(52)	(137)	(172)	(183)	(212)
Customs	(26)	(24)	(23)	(22)	(22)
Expenditures	250	662	780	881	1 100
Recurrent	(141)	(311)	(411)	(482)	(643)
Transfers	(87)	(212)	(274)	(324)	(348)
Capital	(22)	(68)	(60)	(54)	(66)
Gross Deficit*	8	131	170	301	426
External Financing	—	—	70	129	162

* Includes recoveries from long-term loans and investments.

Source: Based on data provided by the Central Statistical Office and Treasury officials.

Chapter Three

RESOURCE REQUIREMENTS

RESOURCE REQUIREMENTS

Introduction

1. It is generally recognized that the prospects for sustaining and accelerating the rate of growth of Zimbabwe's economy are excellent. But the economy has just emerged from war and from one and half decades of international economic isolation which have distorted its economic structure. Much of the economic development which took place during this period, and the period before it, was significantly biased in favour of the modern sector and, within that sector, the distribution of economic benefits was highly skewed in favour of a small elite. The distribution of productive and other economic assets, especially land, was and still is highly inequitable and, indeed, economically inefficient. For these and other reasons there is urgent need to restructure the economy and launch it on a self-sustaining growth and development path.

2. Even for an economy under normal conditions the task of economic restructuring would be difficult and would require a significant amount of economic resources. For an economy like that of Zimbabwe, which has just emerged from a long and bitter war resulting in partial or complete destruction especially of its rural physical and social infrastructure, the task is doubly difficult. As one of the legacies of the war, the Zimbabwe economy has, at independence inherited a large current budget deficit. This inheritance significantly constrains the capacity of the public sector to contribute to domestic savings urgently required for post-war reconstruction and general economic and social development.

3. A developing country setting out to transform its economy without foreign support must provide for all requirements for rapid growth and development from its own domestic resources. To succeed the country must achieve a sustained, significant and simultaneous increase in skills, domestic savings and export earnings. Failure to achieve any one of these requirements even when all the other requirements have been achieved will result in bottlenecks which will restrain economic growth and development and will give rise to under-utilization of other resources. Foreign support, by removing bottlenecks, permits more effective use of domestic resources and the attainment of more rapid economic growth and development than would have been possible without it.

4. At independence, Zimbabwe was faced with the enormous and complex problems of reconciliation, rehabilitation, post-war reconstruction, land settlement and rural/agricultural development and general economic and social development. As a result of deliberate efforts the country has achieved reconciliation and the problems of rehabilitation have, with foreign assistance, been largely solved; but the other major problems remain.

5. In order for Zimbabwe to achieve rapid and sustained economic growth and development it has to undertake, simultaneously, programmes for post-war reconstruction, land settlement and rural/agricultural development, manpower training and development, and general economic and social development. Because of the magnitude of the tasks and the resources required it is essential that in the first critical years Zimbabwe should receive external financial support in the form of grants, as well as soft and commercial loans.

6. Zimbabwe feels that it has a just claim for financial assistance in the form of grants and/or soft loans for the three programmes on the ZIMCORD agenda—land settlement and rural/agricultural development, post-war reconstruction and training and technical assistance. These programmes are but critical parts of an integrated national economic and social development plan designed to achieve Government's economic and social objectives. By setting forth the overall resource requirements for the national economic and social development plan this chapter provides a framework for programmes on the ZIMCORD agenda.

The Plan Frame

7. Work on the first development plan for Zimbabwe is under way and Government ministries and public corporations have already made submissions to the Ministry of Economic Planning and Development. Projects and programmes are being evaluated, analysed and ranked in order of overall Government priorities, in order to justify their inclusion in the Public Sector Development Programme. Because of the importance of the Public Sector Development Programme as an instrument for achieving Government's objectives and because of the need to ensure an efficient allocation of resources, much care and, therefore, time will be required to complete this process. Data on private sector investment plans and intentions are also being sought and will be analysed so as to achieve co-ordination with public sector programmes.

8. Preliminary estimates for the plan frame—that is, the Government's basic objectives, goals and targets, the rates of growth of national income and its principal components, quantitative estimates of resource availability for the plan, and a broad outline of the policy measures required to achieve the planned targets—have already been made. The frame sets out in aggregate terms the upper bound of the programmes and the implied projects, which are attainable given existing and planned resource availability during the plan period. Given Government goals and targets and estimates of the existing and planned domestic resources available, the plan frame is being used to indicate the extent and size of the resource gap—namely, the difference between, on one hand, resource requirements for the plan and, on the other, domestic resources available. It is a gap which needs to be met from external sources if overall plan goals and targets are to be achieved.

9. Under normal circumstances a five-year development plan which is integrated with annual budgets and a long-term perspective plan would have been ideal. But in view of the need to concentrate on reconstruction, rehabilitation and resettlement for the first three years and the need, during the same period, to develop a more adequate planning infrastructure, a Three Year Transitional Development Plan is being formulated. The plan frame mentioned above and analysed below is, therefore, for the Three Year Transitional Development Plan.

10. The analysis in this chapter is to a large extent based on aggregate analysis of the main macro variables. A more disaggregated analysis would have been desirable but this was not possible given a number of constraints. The analysis is not based on a macro-econometric planning framework which, for a number of obvious reasons, is preferred and which would have assisted in checking the overall consistency of the assumptions underlying the analysis. These drawbacks, though not insignificant, in no way detract from the fact that the figures analysed below provide a realistic order of magnitude of resource use and requirements in the Three Year Transitional Development Plan.

11. Underlying the analysis in this chapter is the Government's primary objective of achieving equitable economic growth and development. In pursuing this objective Government will aim at achieving—

- (a) high rates of economic growth in all sectors and especially in the rural and peasant agricultural sector;
- (b) a more equitable and efficient distribution of productive assets especially land;
- (c) a more equitable distribution of income and income earning opportunities across racial groups;
- (d) high rates of growth of productive employment in all sectors and especially the rural sector;
- (e) provision and extension of physical and social infrastructure especially in the rural areas; and
- (f) democratic and popular participation in the development process.

12. Several broad assumptions underlie the analysis—

- (a) GDP in real terms is expected to grow at 8 per cent. annually; the percentage sectoral composition of this growth is as follows: agriculture (with peasant agriculture expected to grow faster than commercial agriculture) 12; mining 8; manufacturing 11; social services 6; public administration 4; electricity and water 7; construction 7; transport and communication 6,5; and all other sectors 6;
- (b) the general price level is expected to rise at an annual rate of 15 per cent.;
- (c) a major effort to mobilize resources which will, *inter alia*, include measures to increase the revenue yield and elasticity of the tax system will be undertaken;
- (d) much restraint will be exercised on recurrent expenditures aimed at significantly reducing the large deficit on the Government's recurrent budget;
- (e) total gross investment as a ratio of GDP is expected to be 25 per cent.; and
- (f) because of the need to replenish depleted capital stock and to support new investment and new materials for development, imports will constitute 31 per cent. of GDP while exports will constitute 30 per cent.

13. Compared with the recent experience of other African countries and indeed most developing countries, a real rate of growth of eight per cent. may appear over ambitious and, therefore, unattainable. This view would appear to be reinforced by the likely incidence of the recession in the industrialised economies. In spite of this there are good grounds for believing that an eight per cent. real rate of growth in Zimbabwe is attainable or even surpassable. There is a strong demand for the economy's mining exports and the value of mining output has been growing and is expected to grow at high rates. There is a huge backlog of gross investment demand in the modern sector especially in transport, communication, manufacturing and civil engineering industries and a large, low-cost, low-income housing construction programme, the undertaking of all of which is going to have a significant multiplier effect throughout the economy. In addition, the large Public Sector Development Programme with its special emphasis on rural development is expected to significantly stimulate growth of output in agriculture and agro-based industries. Producers in the manufacturing and agricultural sectors are expected to respond promptly and significantly to export and other opportunities made possible by removal of economic sanctions. With the removal of economic sanctions, cessation of the war, and the admission of Zimbabwe into the world community of nations it is expected that the tourist industry will, once again, become a significant earner of foreign exchange. It may be worth noting that in July, 1980, the Government forecast of the real rate of growth of the economy in 1980 was four per cent. There is now ample evidence that it will be between six and seven per cent.

14. The demand pressures referred to above, and the cost pressures already noted in Chapter Two, suggest that a rate of inflation of 15 per cent. is reasonable.

15. Government is fully aware of the fact that the fiscal imbalance, which is a legacy of the war, cannot be sustained for a long period. It fully appreciates that resort to borrowing from the banking system to finance a recurrent budget deficit of the magnitude faced by Government, given the breadth and depth of the Zimbabwe banking system, will cause unacceptable increases in money supply and give rise to high and unacceptable rates of inflation. While every effort will be made to restrain recurrent expenditures, Government feels that such measures need to be reinforced and complemented by bold and determined measures to mobilize Government revenues.

16. Economists have emphasised the need to invest 25 per cent. of GDP in order for a developing economy to achieve a rapid and sustained rate of growth

and development. In Zimbabwe, this ratio was almost attained in the recent past under adverse economic conditions and international isolation. Under the more favourable international and domestic economic environment expected, achieving such a ratio should not pose severe problems provided domestic resources are effectively mobilized, as planned, and potential bottlenecks are anticipated and remedial action taken in advance.

17. The assumptions on which this analysis is based seem reasonable and the programmes are feasible.

Overall Financial Resource Requirements

18. Estimates of resource requirements for the plan frame are given in Table III-1. A total of \$3,898 billion (private and public) gross investment is envisaged over the plan period. Of this, \$1,992 billion (or 51.1 per cent.) is expected to be invested in the private sector and \$1,906 billion is expected to be invested in the public sector. A large amount of investment in the private sector will be for replacement of old and outdated capital equipment especially in manufacturing, transport, communications and civil engineering industries. It is also expected that the private sector will devote a significant level of investment to the rural sector to take advantage of opportunities arising from the Government's integrated rural development programmes. Of the \$1,906 billion total gross investment in the public sector, \$1,118 billion is for programmes on the agenda of ZIMCORD (excluding \$136 million for the refugee and technical assistance programmes) and is therefore expected to be financed entirely from donors. Part of the rest of the programmes not on the ZIMCORD agenda (\$788 million) will be financed from other international sources of development finance. The total investment requirements for other Public Sector Development Programmes not on the ZIMCORD agenda which are given in Chapter Seven are \$2,478 billion. In view of the financial resources constraint and the economy's absorptive capacity, the total amount of external and domestic financing for all these other programmes will be \$788 million (or 31.6 per cent. of the total requirements). In this respect it is important to underline the fact that all the programmes in Chapter Seven are not necessarily to be included in the Three Year Transitional Development Plan. On the other hand, projects and programmes on the ZIMCORD agenda have, as a matter of Government policy, been given high priority, and subject to obtaining donor funding, will be in the Public Sector Development Programme and, therefore, in the Three Year Transitional Development Plan.

19. Total savings (that is, the sum of private sector savings, public corporation savings and the Government deficit) over the plan period are expected to be \$1,732 billion (see Table III-2). The private sector is expected to save \$2,866 billion and public corporations \$323 million, giving a total of \$3,189 billion. However, Government is expected to run a cumulative deficit on the recurrent budget of \$1,457 billion over the plan period. The large recurrent budget deficit is the result of several factors, most of which will be remedied during the plan period. Both the absolute and relative magnitude of the deficit are expected to decline during the plan period. For example, in 1980/81, the deficit is projected to constitute 13.1 per cent. of GDP. This is expected to decline significantly by 1983/84.

20. The difference between, on one hand, total gross investment requirements and, on the other, total domestic savings, is a measure of the financial resource gap. It is a gap which needs to be filled by an inflow of external financial resources of one kind or another. Over the plan period the gap is expected to be \$2,166 billion (see Table III-2). External capital inflow into the private sector of the economy is expected to be \$445 million and the remainder (\$1,721 billion) is expected to flow into the public sector. Of the external capital inflow into the public sector, \$1,254 billion is for programmes on the ZIMCORD agenda (this includes refugees and technical assistance) and the remainder (\$603 million) will be for other public sector development programmes.

21. During the plan period the share of exports in GDP is expected to be 30 per cent. and that of imports 31 per cent. The structure of balance of payments will significantly depart from the historical pattern. There has always been a

surplus on merchandise trade which, to a large extent, has been achieved by management of foreign exchange. The balance on invisibles has historically been strongly negative.

22. The need for a large amount of imports of raw materials, capital equipment to replace old and outdated equipment, and for new investment for further growth and development is expected to give rise to a deficit on merchandise trade during the plan period. This deficit will be reinforced by a strong negative balance on invisibles. The overall deficit on current account is, therefore, larger than that which was experienced in the past. It is expected to be financed by a larger capital inflow than in the past so that the overall balance will be positive.

23. The external resource requirements for programmes on the ZIMCORD agenda and those for other national development programmes are consolidated in Table III-1.

Table III-1

**TOTAL EXTERNAL RESOURCE REQUIREMENTS FOR
ZIMBABWE 1981/82 - 1983/84**
(in millions of dollars)

Programmes on ZIMCORD agenda	1 254
Completion of the Refugee Programme	36*
Completion of the Reconstruction Programme	98
Land Settlement and Rural/Agriculture Development	786
Capital Investment in Training Institutions	234
Technical Assistance	100
Programmes for other National Development	1 048
TOTAL	2 302

*This excludes food assistance.

24. In other words, the total foreign capital requirements for *all* programmes on the ZIMCORD agenda and the private and public requirements for external capital inflow for other non-ZIMCORD national development programmes are \$2,302 billion. This figure is larger than the financial resources gap of \$2,166 billion indicated above (see Table III-2) because the refugee programme (\$36 million) and the technical assistance programme (\$100 million) are excluded in computing the financial resource gap.

Current Donor Commitments and Proposals

25. A total of \$71,423 million commitments by donors for the refugee and reconstruction programmes is indicated in Table III-3. The data in this table includes the revised refugee programme. Donor commitments for the reconstruction programme amount to \$41,573 million. Since Government expenditure on this programme for 1980/81 is \$21,706 million, a balance of \$97,589 remains to be funded.

26. In addition to the specific commitments for the refugee and reconstruction programmes noted above, there are other donors' commitments, proposals and expressions of interest which are at various stages of discussion.

27. Furthermore there are some other commitments and proposals for national development programmes not on the ZIMCORD agenda.

28. It is not possible at this stage to give an accurate figure for the commitments and especially the proposals mentioned in paragraphs 26 and 27. However, they constitute a small percentage of the total external resource requirements indicated in Table III-1.

Conclusion

29. The case for external financial assistance for Zimbabwe during the first critical years arises from the need to undertake simultaneously a significant number of urgent programmes. Urgent programmes are required to restructure the lopsided and distorted economic structure. There is an urgent need for post-war reconstruc-

tion programmes without which the recovery of the economy would be seriously jeopardized. Most important, there is an urgent need for land settlement and rural/agricultural development programmes. The last three programmes are on the agenda of ZIMCORD. There is also, finally, the need to undertake public and private investments for other national development programmes which are not on the ZIMCORD agenda.

30. The overall requirements for the economy may be summarized as follows. The total gross investment programme over the plan period will be \$3,898 billion, of which \$1,906 billion will be the public sector. Of this gross investment programme, \$1,118 billion is for programmes on the ZIMCORD agenda for which external assistance in the form of grants and/or soft loans are being sought. Similarly additional assistance of an amount equal to \$136 million is being sought for completion of the refugee and technical assistance programmes, so that the total amount which Government is seeking from ZIMCORD is \$1,254 billion. The economy will also require additional external financial inflow amounting to \$1,048 billion for other national development programmes which are not on the ZIMCORD agenda. (Of this amount \$603 million is required for public sector development programmes). Therefore, the total amount of foreign capital inflow required to sustain overall national development programmes over the plan period is \$2,302 billion.

Table III-2

FINANCIAL BALANCE SHEET: PROJECTIONS FOR NATIONAL DEVELOPMENT
PROGRAMME, 1981/82 - 1983/84
(in millions of dollars)

	1981/82	1982/83	1983/84	Total
Investments				
Public	520	627	759	1 906
Private	546	659	787	1 992
TOTAL	1 066	1 286	1 546	3 898
Savings				
Public: (a) Central and Local Govern- ment	(489)*	(489)	(479)	(1 457)
(b) Public Corporations	98	107	118	323
Private	757	941	1 168	2 866
TOTAL	366	559	807	1 732
Financial Resource Gap	700	727	739	2 166
Gross Capital Inflow				
(a) Private Sector	137	148	160	445
(b) Public Sector	563	579	579	1 721
Current Account				
Exports	1 313	1 631	2 026	4 970
Imports	(1 532)	(1 794)	(2 093)	(5 419)
Services	(183)	(198)	(215)	(596)
Investment Income	(131)	(142)	(153)	(426)
Transfers	(16)	(15)	(15)	(46)
Balance	(549)	(518)	(450)	(1 517)
Capital Account				
Payments	(180)	(170)	(220)	(570)
Gross Capital Inflow	729	688	670	2 087
Balance	549	518	450	1 517

* Figures in brackets are minus

Table III-3
DONOR COMMITMENTS FOR REFUGEE AND RECONSTRUCTION PROGRAMMES
(in thousands of dollars)

	Bilateral	Refugees UNHCR	Total	Reconstruction	Total
Australia	343	—	343	700	1 043
Denmark	—	566	566	—	566
EEC	—	6 125	6 125	3 500	9 625
West Germany	715	—	715	17 850	18 565
Iraq	1 875	—	1 875	—	1 875
Japan	—	—	0	1 400	1 400
Netherlands	3 125	—	3 125	3 000	6 125
Nigeria	—	562	562	—	562
Norway	—	1 263	1 263	—	1 263
Saudi Arabia	—	3 125	3 125	—	3 125
Sweden	1 491	881	2 372	—	2 372
United Kingdom	4 272	—	4 272	5 970	10 241
United States	4 673	—	4 673	9 153	13 826
Other	—	835	835	—	835
TOTAL	16 494	13 357	29 851*	41 573†	71 423

* Includes 2 070 for Training transferred to Chapter Five and 422 for Irrigation transferred to the Reconstruction Programme. The net amount is 27 359.

† Becomes 41 995 with the addition of 422 for Irrigation.

Table III-4
PUBLIC SECTOR
CAPITAL FUNDING PROGRAMME REQUIREMENTS
(in thousands of dollars)

	1980/81	1981/82	1982/83	1983/84	Total
Refugee Programme	42 330	36 250	0	0	78 580
Transport to Home Districts	230	—	—	—	230
Shelter	237	—	—	—	237
Domestic Package	885	—	—	—	885
Agricultural Package	13 134	—	—	—	13 134
Food Programme	24 242	—	—	—	24 242
Social Services	2 969	—	—	—	2 969
Schools	—	36 250	—	—	36 250
Contingency/Administration	633	—	—	—	633
Reconstruction	56 599	62 934	42 114	—	161 647
Roads and Bridges	13 292	8 726	4 066	—	26 084
Water	5 113	7 297	2 489	—	14 899
Dipping Services	2 683	164	314	—	3 161
Fencing	278	3 749	1 913	—	5 940
Sale Pens	356	162	6	—	524
Schools	12 000	20 000	19 449	—	51 449
Health Facilities	2 367	1 000	148	—	3 515
Rural Business Loans	450	3 000	2 550	—	6 000
Forests and Parks	10 243	4 360	3 437	—	18 040
Irrigation	875	825	—	—	1 700
Mine Fields	300	600	400	—	1 300
Government Buildings	590	1 529	1 447	—	3 566
Vehicles and Plant	7 159	8 109	4 483	—	19 751
Tools and Stores	378	390	175	—	943
Water Transport	—	800	—	—	800
Air Transport	15	223	237	—	475
Communications	500	2 000	1 000	—	3 500
Land Settlement and Rural/Agricultural Development	0	204 598	272 281	309 465	786 344
Intensive Dryland Resettlement	—	21 774	32 694	49 000	103 468
Irrigation Schemes	—	22 948	47 389	61 716	132 053
Urban Infrastructure in Rural Areas	—	9 398	5 537	3 371	18 306
Small-scale Enterprises	—	7 247	7 433	7 487	22 167
Intensive Rural Development Areas	—	4 000	5 000	5 000	14 000
Peasant Sector Credit Programme	—	25 749	35 346	47 215	108 310
Agricultural Services	—	17 261	17 921	15 880	51 062
Conservation and Reclamation Measures	—	1 511	143	116	1 770
Forest Development	—	11 281	10 917	12 993	35 191
Parks and Wild Life Development	—	2 194	842	292	3 328
Rural Health Facilities	—	9 796	20 368	26 628	56 792
Rural Schools	—	23 508	34 057	24 780	82 345
Community Courts	—	1 581	1 513	—	3 094
Rural Roads	—	29 638	35 567	34 657	99 862
Rural Water Supplies	—	12 797	13 502	16 315	42 614
Rural Posts and Telecommunications	—	3 910	4 012	4 015	11 937
Airfields	—	5	40	—	45

	1980/81	1981/82	1982/83	1983/84	Total
Training Programmes	0	93 713	82 726	57 990	234 429
Formal Education	—	53 474	47 952	33 047	134 473
Technical Training (General)	—	6 323	11 765	10 969	29 057
Training by Ministries	—	21 900	16 902	7 680	46 482
Non-Formal Education	—	12 016	6 107	6 294	24 417
National Infrastructure and Modern Sector Development	0	709 187	870 716	894 768	2 477 671
(Submissions from Ministries and Public Corporations)	—	35 281	38 876	52 742	126 899
Commercial Agriculture	—	19 529	25 047	10 361	54 937
Water Development	—	392	392	374	1 158
Tourism	—	300 080	400 000	400 000	1 100 080
Energy	—	138 333	149 378	148 784	436 495
Transport and Communications	—	10 753	6 037	12 097	28 887
Health	—	8 002	6 908	3 651	18 561
Information	—	160 241	210 671	230 578	601 490
Urban Development	—	36 576	36 407	36 181	109 164
Government Services	—	—	—	—	—
GRAND TOTAL	98 929	1 106 682	1 270 837	1 262 223	3 738 671

NOTES

General

All of the above figures are subject to further vetting.

Refugee Programme

1. The 1980/81 programme is funded except for \$13,750 million as at 30 November, 1980, which Government will have to pay for unless promised supplies from donors can be obtained before April, 1981.
2. The schools programme is for children of primary and secondary school age being returned from Zambia and Mozambique.

Reconstruction

1. Of the \$161,647 million total, \$98,488 million remains to be funded.

Land Settlement and Rural/Agricultural Development

1. Some of the activities are ongoing in 1980/81.

National Infrastructure and Modern Sector Development

1. This category of activities is not on the Zimcord agenda.
2. The total of \$2 478 million includes about \$1 570 million of own resources and direct domestic and foreign borrowings on the part of parastatals and local authorities.

POST-WAR RECOVERY PROGRAMMES

Introduction

1. In the first half of the century, in the industrialised world, the war took its toll of lives and property and there were depressed periods of economic activity. However, the materials, machinery and labour were available and production declined and delivery was slow. In Japan, the situation was different. By the start of the war, the bulk of Japanese resources were devoted to the war and other war-related activities. The country was a very young nation and the economy was in a state of rapid growth. The war had a devastating effect on the country and the economy. The country was a very young nation and the economy was in a state of rapid growth. The war had a devastating effect on the country and the economy.

2. When Japan was defeated in 1945, the country was a very young nation and the economy was in a state of rapid growth. The war had a devastating effect on the country and the economy. The country was a very young nation and the economy was in a state of rapid growth. The war had a devastating effect on the country and the economy. The country was a very young nation and the economy was in a state of rapid growth. The war had a devastating effect on the country and the economy.

Chapter Four

POST-WAR RECOVERY PROGRAMMES

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POST-WAR RECOVERY PROGRAMMES

Introduction

1. In the rural areas, and particularly in the traditional black areas, the war took its greatest toll. Schools, clinics, water supplies, and roads were destroyed. Normal health measures broke down and diseases like malaria, measles, and bilharzia, once under control, started to rise. Food production declined and delivery of food from the commercial centres was rendered difficult by the state of the roads and the lack of transport, with the result that kwashiorkor and other manifestations of nutritional deficiency became prevalent, especially among very young children. When cattle dipping and other measures for controlling animal diseases ceased functioning in these areas a million cattle died. Deterioration of the land accelerated because conservation measures could not be carried out in the war situation.

2. When independence and majority rule were achieved, international assistance was quickly mobilized. Even before the elections in February, 1980, a programme was under way to bring displaced persons home from their places of refuge in Zimbabwe and in neighbouring countries. People who had been forced into so-called "protected villages" were free to leave them, but many lacked the means to return to their homes; others found their way back to their villages only to find that their homes had been destroyed. They have been helped to re-establish their homesteads and resume normal life. Assistance has also been provided to repair and rebuild damaged infrastructure.

3. This chapter is both a progress report and an indication of additional requirements on two related ongoing programmes: the refugee programme, which is helping refugees and displaced persons to return to their homes and start growing food; and the reconstruction programme, which restores rural infrastructure to serve the economic and social needs of the people.

4. The refugee programme is nearly complete except for the serious shortfall in food aid, which will continue to be required until the first crops can be harvested. The reconstruction programme is expected to be completed in 1982/83, subject to the availability of funds.

ASSISTANCE FOR REFUGEES AND DISPLACED PERSONS

5. More than a million people fled from their homes in rural areas during the war. Some 250 000 became refugees in neighbouring countries, about 400 000 settled in towns in Zimbabwe, and 750 000 were forced into "protected villages" or relocated elsewhere in rural areas. As soon as peace was achieved the work began to restore the damaged rural infrastructure to usable condition and to bring the displaced rural population back to their homes. The components of the refugee programme are transport of refugees and displaced people to their home areas, aid in rebuilding their homes, assistance in growing crops, provision of emergency food until the first crop is harvested and social services.

Transport

6. Repatriation of refugees from Mozambique, Zambia and Botswana began in January, 1980, and was suspended at the time of the elections. The operation was resumed in May, 1980, and completed in November. The spontaneous return of many refugees who did not wait for official assistance reduced the number of people repatriated under the programme to about 60 000. Children who were receiving education in the camps and handicapped refugees were the last to be repatriated since appropriate facilities had to be arranged for them in Zimbabwe.

7. Reception centres were established by the Department of Social Services in collaboration with the authorities concerned with the health, documentation, and assimilation of the refugees. From these centres the returnees were dispersed to their homes by bus or through the use of individual travel warrants.

8. Refugees within the country were also returned to their homes by the programme. Between May and September, 1980, about 48 000 of these displaced persons were returned to their homes from 29 "protected villages" and various urban squatter camps. It appears that a much larger number of people from "protected villages" found their way home without official help. More than 9 000 people remain in refugee camps and reception centres in Zimbabwe. There are 14 000 refugee children in boarding schools in Zimbabwe.

Shelter and Domestic Equipment

9. Requests for construction materials to rebuild damaged homes were far fewer than anticipated. People returning from "protected villages" brought their building materials with them. Some construction materials, chiefly thatching grass, were supplied under the programme, but in general the returnees found that they could repair their houses without using purchased materials.

10. Domestic reinstallation packages of blankets, utensils, simple tools, and, when available, clothing were supplied to 9 000 families and single persons. Supplementary items were given to 18 000 persons.

Food Production

11. Even under normal conditions the peasant population has not been entirely self-sufficient in staple foods, and the situation has deteriorated as production has been sharply reduced in the last few years because of the war, the shortage of draught power, and two successive years of drought. People returning to their homes therefore needed to be given the means of restoring their capacity to feed themselves.

12. In areas where sufficient water was available 70 000 vegetable packs were distributed, each containing inputs sufficient to permit a family to reap about one kilogram of vegetables per day beginning six weeks after planting and extending over six months. Each pack contained 12 small envelopes of vegetable seeds, five tins of pesticide, 40 kg of fertilizer, garden implements and growing instructions in three languages.

13. Summer crop packs of maize, millet, sorghum, groundnuts and cotton, each sufficient to sow 0.5 hectare, were distributed, one pack to each of 235 000 families, in time for planting before the rains came in November. Refugees receiving seed packs attended "good farmer" training courses to learn the most efficient use of the inputs provided.

14. Each recipient of a vegetable pack or a summer crop pack was given a hoe head. Other implements, distributed to extension assistants according to local needs, are ploughs, cultivators, harrows, ripper tynes, trek chains, mattocks, and sprayers.

15. Mechanical tillage units are working to assist where animal draught power is unavailable or insufficient. Sixty tractors, 60 trailers, 60 three-furrow reversible ploughs, 15 rippers and 15 hoists were supplied along with ancillary equipment such as tents, hand tools and protective clothing. Seventy tractor drivers were recruited and trained at Domboshawa Training Centre.

16. The training programme is based on a system of eight residential centres for training of extension agents, 413 day centres for farmer training and 16 mobile training units. About 1 000 extension assistants have been trained in the use of visual aids and handouts and in demonstration techniques. The mobile units are equipped with projectors, tape recorders and loudspeakers. The course for farmers covers land preparation, planting, crop care and weed control, harvesting and grain storage. Twelve buses transferred from the refugee programme in Mozambique are being used to transport staff and farmers between the training centres and the field. A long-term benefit of the programme will be permanent improvement in farming practices in the traditional black areas. This programme has been incorporated into the national agricultural training structure which is described further and costed in Chapter Six.

Emergency Food Supplies

17. The initial appeal to donors for food aid in kind was for 97 000 t maize, 7 300 t pulses, 4 800 t oil, and 4 800 t dried skimmed milk. The aid in kind actually received was only 30 t oil, 249 t dried skimmed milk and 8,84 t whole milk. Fifteen thousand tonnes of maize have been shipped by donors but not received in Zimbabwe. It has been necessary to divert funds from other parts of the programme and divert local resources from other programmes to meet essential minimum requirements. Food is being distributed to about 600 000 persons at a monthly cost of about \$3 million. The adult ration is 10 kg maize meal, one kg each of beans, soup powder, dried milk, groundnuts and sugar, 500 g each of dried kapenta fish and salt, and half a bar of soap. A child's ration is half of this. About 45 000 undernourished children receive supplementary feeding.

18. Distribution of food is scheduled to terminate on 30th April, 1981, if a normal crop harvest is achieved.

Social Services

19. Centres are being established for the purpose of examining and evaluating the needs of war casualties, beginning with the guerrilla forces. The first centre to open is near the capital city where specialised medical facilities are in the process of being mobilized. Disabled persons will be helped in reorientation to civilian life at a vocational centre. For people too severely injured to return to normal life, an institution will be opened in January. The cost of medical appliances and prostheses is covered by the programme.

20. There is provision for pensions, grants and foster home care in the funds allocated for social services.

21. Legislation has been enacted to provide disability pensions and other benefits for war-wounded people. This income will help to safeguard the well-being of war victims and their dependants.

22. A special programme is planned for former combatants. Thirty five thousand are to be integrated into the national defence forces and employed on a rotational basis in public works and productive activities. See Chapter Six.

Schools for Refugee Children

23. A major new project has been added to the refugee programme. For refugee children who have no homes to return to, or no possibilities for schooling in their home areas, Government plans to establish eight schools with boarding facilities, one in each province. Each school will accommodate 1 200 primary and 800 secondary school students. In addition to their formal education the children will learn by doing, assisting in the construction of the buildings and learning agricultural and other skills which will make the schools as self-sufficient as possible.

Summary

24. The original programme for refugees included provision for items that have been transferred to the reconstruction programme, such as the repair of clinics, rural hospitals, schools, roads, irrigation schemes and water supplies. The training component is costed in Chapter Six. The original provisions were scaled down when actual funding fell short of the budgeted amounts. About 80 per cent. of the financial assistance pledged for the refugee and reconstruction programmes has been received. However, only 25 per cent. of the food aid in kind that was offered has actually arrived. The present status of the programme is shown below:

TABLE IV-1

REFUGEE PROGRAMME
(in thousands of dollars)

	Original Pro- gramme	Revised Pro- gramme	Donor Funded	Government Funded	To be Funded
Transport to Home Districts	1 920	230	230	—	—
Shelter	9 985	237	237	—	—
Domestic Package	8 750	885	885	—	—
Agricultural Package	26 402	13 134	13 134	—	—
Food (including Supplementary Feeding)	31 438	24 242	9 271*	1 221	13 750
Social Services	4 528	2 969	2 969	—	—
Schools†	—	36 250	—	—	36 250
Contingency/Administration	1 920	633	633	—	—
TOTAL	84 943	78 580	27 359	1 221	50 000

* Includes food aid in kind valued at \$230 000

† Not included in original programme; notional figure.

RECONSTRUCTION

25. Much of the infrastructure in the traditional areas was destroyed as a direct result of the war.

- Water supplies, cattle dips, contour ridges, perimeter and tsetse fly fencing, even schools and clinics, were targets for destruction.
- Roads, bridges and culverts were military targets, blown up to disrupt troop movements.
- With the destruction of dip tanks and roads, measures to prevent cattle disease broke down. When thousands of kilometres of cattle fencing were damaged or removed, animal disease spread to previously uninfected areas. More than a million head of cattle died, leaving the people without draught power to plough their fields and without beef for sale or home consumption.
- Faced with the collapse of their economic and social life, people left their rural homes. Some took refuge in urban areas and others fled across the border. Many were forced into so-called "protected villages". Schools and clinics forced to close because of the security situation were subsequently looted and stripped of furnishings and building materials.

26. In order to make life livable once again in the rural areas and to make it possible for people to return home from squatter and refugee camps, an energetic programme of reconstruction has been set in motion. Since the repair of all types of infrastructure is needed, and since the financial and human resources for the task are limited, attention has been directed first to the reconstruction of roads, water supplies, cattle facilities and training programmes. There are cogent reasons for these priorities.

Roads

27. In general the roads in rural areas are earth-surfaced, but some are gravelled where gravel is available locally. Spinal link roads (19 300 km) are generally designed so that they are passable year round, although there may be periods of flooding of low-level water crossings. Minor roads (24 800 km) are passable in the dry season and during the rains may be impassable for days at a stretch. Tracks (total length not known) give access to dip tanks, water points, etc. for four-wheel-drive vehicles and tractors for most of the year.

28. Main roads were generally well maintained throughout the war or quickly repaired after damage caused by military action. It is expected that all repair work needed on major roads and bridges to restore them to usable condition will have been completed by the end of 1980/81, with the exception of five bridges.

Some 4 100 kilometres of gravelled roads remain to be rehabilitated, as well as some 9 600 kilometres of lower-grade roads and 64 causeways and bridges. Many of the roads were not constructed to a reasonable standard originally, and the lack of maintenance over long periods, added to the intentional damage inflicted during the war, caused many roads and tracks to revert to bush.

29. Without access by road it is impossible to bring in workers, equipment, and supplies to carry out repairs to other kinds of infrastructure, nor is it possible for buses and other transport to operate to return displaced people to their homes. Since food production in the traditional areas has been seriously curtailed, road access is needed to bring in basic supplies. Initially minimal repairs are being done to make roads passable and prevent further deterioration. Construction and maintenance teams will return later to effect more thorough reconstruction where needed.

Water

30. The restoration of adequate clean water supplies is essential, not only for human consumption but also for livestock and for the operation of dip tanks. Water is also needed in the reconstruction of other infrastructure.

31. As a result of neglect or wilful damage thousands of water points were put out of service during the war. The nature of these water supplies varies from one part of the country to another. In some places water is available only in low-lying areas during the rainy season and for the rest of the year the people rely on boreholes. In other places it is possible to construct small dams and weirs. Some of the water points require considerable reconstruction work because they were not regularly maintained during the war. However, even when restored to service the water supplies in many areas will not meet the needs. People will still have to go long distances to fetch their water. If the nation is to achieve its objective of improving the lives of the rural people, this situation must be corrected. In areas where the water supplies have always been insufficient it would be wasteful to bring in drilling machinery simply to repair existing boreholes without at the same time drilling new boreholes for additional supplies. However, at present new works cannot be undertaken in conjunction with repair work because of the priority accorded to reconstruction and the limited funds available.

32. At the end of the current financial year there will remain some 1 830 boreholes and 425 dams and weirs to be repaired, and the work is expected to be completed in 1981/82, subject to the availability of transport, pumps, piping and spares. Additional drilling equipment is required to replace equipment which is nearing the end of its useful life and to cater for the general increase in water-boring needed to maintain the momentum of the reconstruction programme and to provide the additional supplies required.

Cattle

33. Cattle are of central importance to the peasant economy and play a role in traditional society. Parts of the traditional areas are suitable only for ranching, and people living there depend on the sale of cattle to finance the purchase of food that they cannot grow themselves. In all parts of the traditional areas cattle are the main source of draught power for ploughing and of manure for soil fertility.

34. Certain cattle diseases, such as foot and mouth, trypanosomiasis, and anthrax are prevalent because the war made it impossible to continue strict veterinary controls on movement of stock within and between districts and provinces. At the same time tick-borne diseases have spread as a result of the breakdown in cattle dipping services throughout the areas. Some 1 200 dip tanks were destroyed or damaged. Thousands of kilometres of fencing that used to confine infected cattle to limited areas were also destroyed. Thousands of hectares are now infected with the tsetse fly. Restrictions have been imposed on the export of meat because of foot and mouth disease.

35. Attached to most cattle dips are inspection races which enable veterinary officers to inspect, inoculate and treat cattle. It is essential that dip tanks and

inspection races be restored as speedily as possible to enable veterinary assistants to monitor the cattle disease situation. It is estimated that some 500 dip tanks are still unusable. Many are in remote and low-lying areas close to streams where access by repair teams is difficult.

36. To bring stock diseases under control it will be necessary to replace fencing around vast areas of traditional land and former Purchase Land under quarantine orders, as well as other areas infected with tsetse fly. In addition it is necessary to fence the borders with crop lands to prevent encroachment by cattle from communal grazing lands. It must be emphasized that the fencing of grazing land to prevent the spread of disease and to protect crop lands is in no way intended to restrict the movement of people. Initially fencing is being undertaken where dip tanks have been reconstructed and where there is no access problem.

37. Fencing of mine fields is discussed below.

38. Other measures needed to control the spread of cattle diseases are ground and aerial spraying of tsetse-infected areas and vaccination against foot and mouth disease.

39. Before the war there were some 120 stock marketing sale pens in the traditional areas. These provided a valuable service to stock owners, few of whom would sell more than a beast or two at a time and could not bring their stock to urban sales centres. The sale pens were so distributed that they were within walking distance of most of the stock owners, and purchasers then bore the cost of transporting the cattle they bought to abattoirs.

40. Some 70 sale pens were damaged during the war and reconstruction of them is important to the revival of animal husbandry in these areas. It is also necessary to rebuild 74 buildings adjacent to sale pens for the use of cattle buyers at auction sales.

Training

41. For the huge task of reconstruction in the traditional areas there is an immediate requirement for multi-purpose personnel trained in skills needed for the repair and reconstruction of infrastructure and the operation and maintenance of motorized and hydraulic equipment. Faced with the urgent need to set the rural economy back on its feet in the shortest possible time, Government turned to a programme of modular training which quickly imparts basic skills and involves continual learning on the job. This programme is described in Chapter Six.

Schools

42. Some 2 000 of the approximately 2 500 primary schools in the traditional areas were either seriously damaged or totally destroyed. Many of the schools that were only partially damaged were abandoned and later vandalized and looted of all salvageable materials and equipment. Because of the situation at the end of the war hundreds of thousands of school children could receive only minimal schooling in the open air during dry weather. In the interests of obtaining maximum benefit from the limited funds available, Government expects parents to co-operate in the reconstruction of schools and the construction of new schools. Where schools have been totally destroyed, prefabricated roofing supported on pillars has been provided to form open-sided classrooms. These schools will have to be completed later with help from the parents.

43. Many secondary schools in rural areas closed down completely during the war. A few were operated by guerrillas in the bush and in camps in neighbouring countries. Some of the schools reopened in 1980 on a limited basis and under difficult circumstances; they will expand to their normal structure as quickly as possible. By October, 1980, there were still many schools which had not yet been able to reopen.

Health Services

44. Before the war 243 clinics in the traditional areas provided outpatient services and limited maternity facilities. Some of them were damaged and others were abandoned because of the risk to the safety of the staff. All told, some 180 clinics were forced to close. Subsequently they suffered extensively from vandalism and looting. About two-thirds of the total number will have been repaired or rebuilt by the end of 1980-81. Environmental measures such as spraying and bilharzia control also need to be resumed.

Rural Businesses

45. The rehabilitation of rural businessmen, especially rural shopkeepers, is a prerequisite to the restoration of normal life in the rural areas. Before the war intensified in 1975 there were some 13 700 small businesses operating in commercial centres in these areas, but by 1979 their number had been reduced to about 9 100. This steep reduction is not surprising, since the rural businessmen were caught in the middle between the two opposing forces and suffered from both sides. Through the efforts of wholesalers many rural businesses have been re-established, and some loan assistance has been provided; a great deal more is needed.

Forestry

46. As people return from the places where they took refuge during the war they require wood for fuel and building materials. The woodlots that were formerly their source of supply suffered considerable damage by fire during the war because it was not possible to maintain fire guards in many areas, and they also suffered from uncontrolled movements of livestock where plantation fences were destroyed or stolen. Tree nurseries were damaged or deteriorated through lack of maintenance. Because of the fast-growing demand it would be economically logical to establish additional plantations at the same time as restoring those which have deteriorated if finance were available. This would alleviate pressure on the remaining indigenous forests which are essential to conserve other resources.

Irrigation

47. Storage works, canals, buildings, pumps, siphons and fencing at irrigation schemes were extensively damaged. Repair works to date at Nyamaropa, Tongwe and Makwe have enabled 530 families to plant their crops. Delays in the delivery of tractors and equipment have prevented a rapid pace of rehabilitation of war-damaged schemes.

Conservation

48. The modest advances made in instilling a conservation awareness among rural people were lost over the years of war. Inability to maintain conservation practices led to degradation of the land with substantial loss of soil from arable land, creating silt problems. Although a full survey of the rural areas has not been possible, considerable need for gully reclamation and other protection measures has been identified.

49. National parks and forests had to be vacated by forest rangers and other guardians of the natural resources during the war. Roads, camps and compounds were extensively damaged and looted. Vehicles and livestock were taken. The housing and vehicle programmes were disrupted and there is now a huge backlog of needs.

Mine Fields

50. During the war some 700 kilometres of mine fields were laid along the north-west, north-east, east and south-east borders. They present a grave danger to people wanting to resettle on the land, grow crops, and graze their cattle. In some areas the protective fencing and warning signs which demarcated the mine fields have been destroyed or looted. Clearing of the mine fields has to be done by

military engineers with specialised expertise using special equipment. It will be done over a space of three years by bulldozers and bobcat flails, which are devices for locating mines without danger to the operator. They will clear first the areas where the danger is greatest and where productive activities are inhibited by the presence of the mines. In areas not scheduled for immediate clearance it will be necessary to replace the lost protective fencing to prevent accidents. The fencing will be recoverable on completion of the exercise and can later be used on resettlement schemes.

Government Buildings

51. With the breakdown of many Government services in rural areas, field quarters, rest camps, workshops and offices for agricultural extension, education, health, road maintenance and administrative personnel were damaged or abandoned and subsequently looted. To make possible the resumption of normal activities and services these buildings will need to be restored to usable condition. Some buildings require only minimal repairs; at the other extreme there are buildings that need new roofing sheets, roofing members, doors and door frames, window frames, water tanks, plumbing, walls, floors or ceilings.

Vehicles, Plant and Equipment

52. During the war hundreds of vehicles were destroyed by land mines or guerrilla action. Most Government vehicles were diverted from their normal uses to security functions. There is a large backlog of requirements as a consequence of import restrictions over many years.

53. The transport and machinery needed to achieve the reconstruction programme will replace light and heavy lorries, tractors, trailers, caravans, water and fuel bowsters, etc., that were damaged or worn out during the war, and provide for necessary expansion of the fleets consequent on the increased construction and repair activity. The same equipment will serve development purposes when reconstruction is completed.

54. The requirement for heavy earth-moving equipment was included in the original reconstruction estimates and a unit of equipment was provided for each province, consisting of three 7-tonne tipper trucks, a bulldozer, a front-end loader and a motorised grader. A further two units for each province are needed. They are essential for the reconstruction work and subsequent maintenance of the roads rebuilt at considerable cost.

Tools and Expendable Stores

55. Workshops are operated at all provincial and district headquarters and lesser facilities are available for service and minor repairs at substations in many districts, with varying levels of equipment available. During the war the facilities at district level were generally allowed to run down and much of the repair work was carried out at the provincial workshops, which were expanded to meet this need. It is now necessary to re-establish the pre-war standards of district facilities to cope with the reconstruction programme. Tools and equipment needed for the workshops include welding machines, compressors, greasing facilities and spanners. Demands of the reconstruction activity are great for expendable stores such as pump spares, oxygen-acetylene, grader blades, axes, picks and shovels.

Water Transport

56. In Kariba and Binga Districts road communications are poor and distances are very great. Water transport gives access to some 600 km of shoreline, and landing craft can be used to deliver personnel, equipment and materials for reconstruction work. Eight launches and three landing craft are needed.

Air Transport

57. Aircraft are used to deliver personnel, equipment and spares to remote areas where road access is difficult. This mode of transport aids in the control and

supervision of reconstruction work and enables the best use to be made of the limited staff available. As the present fleet of 13 light planes averages 14.4 years of age, eight replacements will be needed over the next two years to complete the task of carrying materials and personnel to reconstruction sites. When the reconstruction programme is completed the aircraft will be used for development and maintenance work.

A number of airstrips in the traditional areas were abandoned during the war and have reverted to bush. Not all of them are to be rebuilt, since some that were constructed to serve "protected villages" or protected sub-offices are no longer required. During the current years 17 airstrips are being rebuilt and another 21 will be rebuilt in 1981/82.

Communications

58. Much of the telecommunications equipment in rural areas was destroyed during the war, and communications were cut off or disrupted for rural hospitals, clinics, schools, missions, stores and farms. Repair or replacement of severely damaged plant is required to restore telephone and telegraph service.

Summary

59. Reconstruction activities are in some cases part of on-going activities which will continue beyond the period shown (e.g. tsetse control). Vehicles, plant and equipment required for reconstruction may also be used for development activities after 1982/83. The funding status of the programme is shown below:

TABLE IV-2
RECONSTRUCTION ACTIVITIES
(in thousands of dollars)

	1980/81	1981/82	1982/83	Total	To be Funded
Roads and Bridges	13 292	8 726	4 066	26 084	12 792
Water	5 113	7 297	2 489	14 899	7 109
Drilling Equipment	—	(1 500)†	(500)	(2 000)	(2 000)
Dipping Services	2 683	164	314	3 161	—
Fencing	278	3 749	1 913	5 940	5 662
Fencing, Tsetse Branch	(100)	(974)	(538)	(1 612)*	(1 512)
Fencing, Other	(178)	(353)	(164)	(695)	(517)
Tracks	—	(340)	(170)	(510)*	(510)
Test Herds	—	(29)	(14)	(43)*	(43)
Camps	—	(53)	(27)	(80)*	(80)
Aerial and Ground Spraying	—	(2 000)	(1 000)	(3 000)*	(3 000)
Sale Pens	356	162	6	524	168
Schools	12 000	20 000	19 449	51 449	38 560
Health Facilities	2 367	1 000	148	3 515	357
Rural Business Loans	450	3 000	2 550	6 000	5 550
Forests and Parks	10 243	4 360	3 437	18 040	7 797
Parks and Stations	(5 013)	(1 146)	(714)	(6 873)	(1 860)
Vehicles	(4 050)	(1 048)	(548)	(5 646)	(1 596)
Roads	(560)	(500)	(500)	(1 560)	(1 000)
Livestock	(620)	—	—	(620)	—
Housing	—	(1 666)	(1 675)	(3 341)	(3 341)
Irrigation	875	825	—	1 700	424
Minefields	300	600	400	1 300*	1 000
Government Buildings	590	1 529	1 447	3 566	2 976
Vehicles and Plant	7 159	8 109	4 483	19 751	11 268
Tools and Stores	378	390	175	943	565
Water Transport	—	800	—	800	800
Air Transport	15	223	237	475	460
Communications	500	2 000	1 000	3 500*	3 000
TOTAL	56 599	62 934	42 114	161 647	98 488

* Phasing arbitrary

† Figures in brackets are not minus but parts of the individual totals

LAND SETTLEMENT AND RURAL/AGRICULTURAL DEVELOPMENT

The following is a summary of the main points of the report.

The Government has a declared policy of land reform. The main aim of this policy is to ensure that the land is used in the most efficient manner possible. This is to be achieved by the creation of a rural land bank, which will be responsible for the allocation of land to the most suitable users.

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Chapter Five

LAND SETTLEMENT AND RURAL/AGRICULTURAL DEVELOPMENT

LAND SETTLEMENT AND RURAL/ AGRICULTURAL DEVELOPMENT

The Inherited Pattern

1. With the birth of an independent Zimbabwe, Government has a declared commitment to rationalize land policies and redress the imbalances of a past system founded on the inequitable division and occupation of land on a racial basis, which brought about a dual economy, neglect of the peasant farming sector and uneven development, leading at last to armed conflict.

2. At independence about 6 000 white farmers held title to land in the commercial farming areas of the country, which constituted 38,9 per cent. of the total area of Zimbabwe and 46 per cent. of the land outside urban areas and national areas. The number of white farmers has since decreased by about 1 000. Most of the farming land in the three ecological zones most favourable for agriculture is in the commercial farming areas. Most commercial farms are between 500 and 2 000 hectares in size and some are even larger.

3. By contrast the land held under communal tenure in the 174 former Tribal Trust Lands (TTLs) is occupied by about 700 000 families who are mainly engaged in subsistence crop and livestock production. Because of the relatively small area of land allocated and the consequent population pressure, the poor quality of the land, and traditional farming practices, the productivity of the land is rapidly declining. Land allocations to heads of households are now often smaller than the minimum size required to support a family. As the number of cultivators grows, more and more grazing land is converted to crop use and the rate of deterioration of the soil accelerates. It is estimated that, given the right ecological conditions, the traditional areas should be capable of supporting about 275 000 cultivators with present technology. However, in 1977 there were 2,5 times that number. Far from being self-sufficient in food production, people in former TTLs have had to buy more than half of their food requirements in recent years. Disruption of transport and other services during the war has caused acute shortages of food in some areas and malnutrition has become a serious problem.

4. The former African Purchase Areas (APAs) are a third category of land covering some 1,4 million hectares, where blacks could obtain title to farm land if they qualified as master farmers and had assets, including cattle, worth at least \$500. The traditional areas and the former APAs together constitute 53 per cent. of the rural land area but carry 62 per cent. of the black population.

5. Because of the extreme pressure on land and other resources in the traditional areas there has been a growing tendency for people from these areas to move on to privately owned land, former purchase land, state land, parks and forest land. Usually the land thus occupied is vacant. Where illegal migration occurs on to land set aside for resettlement purposes it poses a serious threat to an orderly, equitable, and rational settlement programme.

Land Acquisition Policy

6. In the commercial farming areas there is a great deal of land being used for ranching purposes, much of which could possibly be used for intensive dry-land cropping. Some land appears to be held for speculative purposes rather than for productive use. Government will purchase vacant and underutilized land from its present holders for resettlement by people now living and farming in the traditional areas and by people who were made homeless during the war. With good farming and conservation practices it will be possible to increase agricultural productivity and contribute to relieving population pressure on land in the traditional areas, thus improving the prospects for successful conservation works and restoration of destroyed renewable resources in those areas.

7. Land in commercial areas that is being farmed productively will not be diverted from its present use and ownership. Land required for resettlement will be paid for in cash, long-term bonds, or a combination of these methods.

8. Land to be acquired for resettlement is selected on the basis of the following criteria:

- (a) Land which is suitable for resettlement near or adjacent to traditional areas, particularly those that are under heavy population pressure, will be preferred.
- (b) It should be land that is not at present actively farmed and preferably is already on offer for purchase by Government.
- (c) Blocks of land available for purchase should be large enough to allow for economic provisions of schools, clinics, marketing facilities, etc., even if this means the purchase of some occupied farms on a willing seller basis.
- (d) In the initial stages of the resettlement programme preference will be given to areas adequately served with basic infrastructure such as roads and water supplies.
- (e) To reduce delays to a minimum, preference will be given to areas where planning information is available.

9. Government is planning a programme aimed at the acquisition of some two million hectares of commercial farming land over the next three years for dryland settlement. About 15 000 families have already been resettled on some 370 000 hectares of land already purchased or set aside for resettlement at a cost of more than \$4.8 million. In addition some 1.7 million hectares are now on offer for purchase by Government. However not all of this land meets the criteria listed above.

Intensive Resettlement Models

10. The number of farming families that can be settled will depend on which of the settlement models is to be applied on each tract of land, which in turn will depend on the potential for productivity of each area and the expected net income attainable per unit per annum.

11. There are three models for intensive resettlement:

- (a) Intensive village settlement with individual arable allocations and communal grazing areas.
- (b) Intensive settlements with communal living and co-operative farming.
- (c) Individually allocated arable land with communal grazing in conjunction with a core estate operated on a communal basis.

12. The first model is being applied in the ongoing programme. Priority is given first to displaced persons who are unemployed and have no land allocation, then to peasant farmers who hold too little land to support their families, and then to others who have land but are prepared to forgo their land rights in the traditional areas. Other factors, such as age and family status, are also taken into account.

13. The model based on co-operative farming and communal living is considered appropriate for small-scale intensive enterprises and may appeal particularly to young unmarried people and displaced persons who have no land rights or other assets. Settlers on co-operative farms will be disciplined, guided, and trained in farming and the maintenance of farm machinery and buildings. Government will proceed cautiously in the establishment of co-operative farms but eventually they will be spread throughout the country to demonstrate the benefits to be derived from this sort of enterprise. Good management and readily available extension services are essential to the success of this kind of scheme.

14. A modification of the third settlement model (without communal grazing) has been applied to date only in irrigation schemes.

15. Planning of settlement schemes includes provision for infrastructure, water development, and administrative centres where services such as marketing, transport,

schools, and clinics are to be located as the beginnings of future rural service centres. Credit schemes will operate to provide short- and medium-term loans to farmers and co-operatives. Settlers will be encouraged to form communities to participate in decisions on the running of the schemes.

16. See Part II, Commercial agriculture, paragraph nine for a description of schemes for emergent commercial farmers.

Irrigation Schemes

17. The country's potential for irrigation has not been fully developed. The success of existing schemes indicates that irrigated agriculture is capable of raising the income levels of farmers and creating employment in related industries. Schemes for irrigated agriculture in the south-eastern lowveld (commercial estates and settler schemes) are judged capable of generating employment at the rate of one job per 1,2 hectares of irrigation, based on experience in a major irrigation project at Triangle and Hippo Valley. Because of the great promise offered by such schemes, not only for agricultural production but also for spin-off commercial and industrial activity, Government intends to expand a number of existing schemes and establish others where available water is sufficient or the construction of new dams is economically feasible.

Problems Connected with Settlement and Irrigation Schemes

Land Tenure

18. When people are allotted new land holdings on dryland resettlement schemes it is on condition that they relinquish any existing rights they may have in the traditional areas. Under the traditional system of land tenure there is no inducement to leave one's land, whether or not it is used productively. Government intends to review the land tenure system in consultation with the people affected, with a view to introducing reforms compatible with development objectives.

Social Infrastructure and Services

19. Assistance will be given to settlers who wish to build schools and they will be encouraged to form local committees to which funds may be channelled for future operation. Provision is made in the capital budget of resettlement schemes for the construction of clinics on a self-help basis. Government will assume the recurrent costs of health services. As the programme gains momentum care must be taken to ensure that the settlements are provided with police services and community courts where the establishment of these is justified. Until such time as local authorities are formed social services will be the responsibility of local committees and voluntary associations. Settlement officers will give whatever help they can. They will also help to promote the introduction of small businesses in the administrative centres of resettlement areas.

Agricultural Services

20. Agricultural extension, training, credit, and marketing services were in the past concentrated in the commercial farming areas. To ensure the success of the resettlement schemes these functions will need to be considerably expanded; staffing and funding shortages will have to be overcome. Provision must be made for monitoring the effects of resettlement activity on natural resources and for preventing or repairing any damage to the environment.

Project Preparation

21. A large number of possible settlement and rural development projects have been identified. It is beyond the capacity of the Government agencies concerned, however, to undertake the requisite analyses of physical and financial requirements and prepare the necessary documentation. There is an urgent need to employ consultants with relevant expertise to speed up the rural development process. This is vital if planned settlement based on sound ecological, economic and sociological principles is to proceed expeditiously to satisfy the expectations of the people.

Staffing and Equipment

22. Implementation of these programmes is an added responsibility on top of the other commitments of the agencies concerned. They will need to recruit and train personnel and will require a large expansion of fleets of vehicles and equipment.

Programmes to Reduce Population Pressure in the Former TTLs

23. The rapidly increasing population of the traditional areas, now more than 4 million, will continue to aggravate the deterioration of the ecology, put a further strain on the infrastructure and available services, and deepen the poverty of the people. Obviously, efforts to alleviate this situation must begin with strategies to relieve some of the pressure on the overcrowded traditional lands. Four national programmes have been proposed as means of decreasing the number of people occupying agricultural land in these areas. The first of these, resettlement of farmers on commercial farming land, is described above. The other strategies are non-agricultural in nature. They are:

- (a) The development of a network of urban places to provide farm input facilities, produce markets, shops, and services with employment opportunities.
- (b) Encouragement of non-farming families in the traditional areas whose heads are permanently employed outside these areas to go and live with their breadwinners.
- (c) Employment creation in the modern sector to attract more non-farmers to the urban centres.

24. The proposed network of urban places in traditional areas, is expected to promote activity that will benefit not only the residents themselves but also the dwellers on agricultural land in the catchment area of each centre, in the form of lower prices for consumer goods and farm inputs, marketing for their agricultural products, and access to services. A three-tier structure is envisaged: growth points, which will become small towns; rural service centres, which will be agricultural villages; and business centres, which will be roughly equivalent to "corner shops". Service centres will provide shopping, administrative, agricultural, health, and education facilities. Growth points will have these services and in addition the possibility of a variety of small-scale industrial and commercial enterprises which will provide the basis for self-sustaining growth. To promote the development of these urban centres it is planned to make land available for freehold tenure and to provide the requisite infrastructure. Careful town planning is required to prevent the undesirable effects of haphazard development.

25. A survey has indicated that 82,4 per cent. of the black population of Salisbury have homes in the rural area also. This is likely to be true of the black workers in other urban centres as well, since former legal restrictions inhibited the inflow of workers' families into these areas on a permanent basis. The families have clung to their traditional land rights in the former TTLs as a measure of security as well as a source of supplementary income. This has tended to inhibit the full realization of the productive potential in certain areas. As one means to achieve the needed redistribution of the population it is proposed to encourage the dependents of people employed in the main centres to settle permanently near their breadwinners' work places under conditions of secure tenure. This will involve the provision of housing, infrastructure, services, and pensions. See Chapter Seven, paragraph 31.

26. The creation of jobs in the modern sector, added to the impact of the programmes described above, will operate to attract non-farmers to urban places. The policy to encourage industry in the rural areas, particularly small-scale manufacturing enterprises and those with agricultural inputs, should help to generate economic activity and job opportunities in the rural centres. A significant part of the strategy to promote employment creation is an expansion of domestic training facilities. See Chapter Six.

Measures to Increase the Productivity of the Traditional Areas

27. If a number of non-farmers can be drawn off these areas by the strategies described above, the remaining people will have a greater opportunity on larger land holdings to improve their position. The areas are generally situated in the ecological zones least favourable for dryland cropping. Of their total area, 29,4 per cent. is in Natural Region V, characterized by low and erratic rainfall and suitable only for extensive ranching or an economy based on wildlife in its various forms. Another 43,4 per cent. lies in Natural Region IV, characterized by low rainfall, periodic seasonal droughts and severe dry spells. Only 18,6 per cent. is in Natural Region III, enjoying moderate but erratic rainfall but liable to fairly severe mid-season droughts. The two natural regions most favourable for intensive agriculture contain only 8,5 per cent. of all traditional land. By contrast more than half of the commercial farming area lies in the natural regions best suited to dryland cropping. Aggravating the natural disadvantages of the farm land in these areas is the cumulative effect of poor farming practices, including the cropping of marginal lands, which has hastened the deterioration of the land resource. Peasant farmers are also hampered by a severe shortage of animal draught power. Infrastructural development has been inadequate to provide the necessary supporting agricultural services.

28. A first step in seeking a solution to this massive problem has been the delineation of five regions where the pressure on available resources is most severe. These regions are designated Intensive Rural Development Areas (IRDAs). Their combined area is only 31 per cent. of the total area of the former TTLs but they contain 47 per cent. of the traditional areas' population and 52 per cent. of the cultivators in traditional areas. Government intends to implement an integrated strategy for rural development in these areas, beginning with IRDA 1 in the Fort Victoria region and applying lessons learned there in planning for the development of the other areas. Irrigation schemes, improved extension services, the provision of inputs and marketing facilities, social services, and urban development will probably be the components of the programmes for these areas. Planning is still at an early stage.

Extensive Rural Development Activities

29. A less intensive programme of development is planned for the residual areas of the former TTLs, involving a gradual extension of infrastructure, agricultural services, and social services. Government has had some success using the group approach in a variety of agricultural enterprises. Peasant farmers have been helped to form appropriate farming groups and to organize services for their production activities. Roads, loading and storage facilities, procurement and marketing, mechanical tillage, credit, communal grazing schemes, and animal husbandry centres have been provided through a co-operative approach. Government is committed to the establishment of co-operatives in all fields of productive enterprise and will seek to provide training for co-operative personnel and general assistance so as to ensure democratic, orderly, and profitable functioning of co-operative enterprises. Other support activities will be undertaken, such as research and the design of simple technologies and processes for rural production.

30. Substantial areas are ecologically marginal or submarginal for conventional agriculture, and it is here that the greatest challenge lies for ensuring that development is conservation-based, for these areas offer the opportunity to diversify land use practices. The five million hectares already set aside as parks land and the one million hectares of protected forests have illustrated that in such areas this form of land use can enhance Zimbabwe's tourist potential and provide valuable primary products as a spur to industrial and rural development. Agro-forestry projects can increase that productivity further.

31. Outside of these protected areas, rural economics can be developed on the use of plantations of trees and the introduction of wildlife. With acceptance by the local people of the value of wildlife and its products, rural communities can benefit substantially from tourism, with its ancillary industries such as handicrafts and catering.

32. A national afforestation programme is planned to promote village woodlots on a large scale, both for the provision of fuelwood and poles and for the protection of the soil. Conservation and reclamation measures will be employed to arrest and reverse the depletion of natural resources. Protection of river catchments will be of direct benefit to communities downstream that rely on the water and will be of overall national advantage. Furthermore, visibly demonstrating the value of these resources will promote an appreciation of the protected forests and parks, thereby safeguarding them through the will of the people.

Social Services

Health

33. Simultaneously with the completion of the repair of war-damaged facilities, Government is entering upon a concerted effort to bring primary health care to all the people, with emphasis on preventive and promotive aspects of medicine, including maternal and child health. Primary health care includes:

- (a) Education concerning the major health problems and methods to control and prevent them.
- (b) Promotion of food supply and proper nutrition.
- (c) Adequate supply of safe water and basic sanitation.
- (d) Maternal and child care, including child spacing.
- (e) Immunisation against the major infectious diseases.
- (f) Prevention and control of locally endemic diseases.
- (g) Appropriate treatment of common diseases and injuries.
- (h) Provision of essential drugs.

Education

34. Free primary education necessitates a large increase in the number of classrooms, which in rural communities are generally built by aided self-help. Three-form secondary schools will be established in 14 intensive settlement areas and in 35 other rural locations. Practical subjects will be offered in secondary schools. Teaching staff, largely untrained at present, will be upgraded in a crash training programme, and expansion of teacher training colleges will provide staff for future expansion.

Justice

35. A new court structure is planned which will incorporate customary law alongside the common law of Zimbabwe. Community courts will be established at district level and village courts will bring justice to the people on questions of family law, inheritance, custody of children, rights to land, etc.

Infrastructure

36. To make up for the neglect suffered by tribal areas under previous regimes, priority will be given in the interim plan period to the provision of infrastructure for socio-economic development. The rural areas will have first call on the nation's capability to provide roads, water supplies, electricity, telephone service and postal services.

Summary

37. The table below summarises capital requirements for land settlement and rural/agricultural development. In some cases it may be observed that items in this chapter are closely linked with those in Chapter Seven on national infrastructure and modern sector development.

TABL7 V-1

CAPITAL COSTS OF RURAL/AGRICULTURAL DEVELOPMENT PROGRAMMES
(in thousands of dollars)

	1981/82	1982/83	1983/84	Total
Intensive Dryland Resettlement	21 774	32 694	49 000	103 468
Tshovane Dryland	904	274	—	1 178
On-going Settlement Programme	20 870	22 420	9 000	52 290
Expanded Programme	—	10 000	40 000	50 000*
Irrigation Schemes	22 948	47 389	61 716	132 053
Tilcor	9 764	23 188	27 095	60 047
Sabi-Limpopo	4 006	1 923	992	6 921
Devag	1 783	2 588	5 594	9 965
ARDA	1 100	9 100	11 400	21 600
Condo Dam	3 000	9 000	10 000	22 000
Other Schemes	3 295	1 590	6 635	11 520
Urban Infrastructure in Rural Areas	9 398	5 537	3 371	18 306
Township Development	4 596	1 520	1 835	7 951
Business Centres	1 285	500	500	2 285
Growth Points	413	161	50	624
Growth Point Water Supplies	1 701	2 971	720	5 392
Other Urban Infrastructure	1 403	385	266	2 054
Small-Scale Enterprises	7 247	7 433	7 487	22 167
Industrial Loans and Advisory Services	4 047	4 033	4 087	12 167
Commercial Loans and Advisory Services	3 200	3 400	3 400	10 000*
Intensive Rural Development Areas	4 000	5 000	5 000	14 000
Peasant Sector Credit Programme	25 749	35 346	47 215	108 310
Loans to Farmers	23 749	33 346	46 215	103 310
Loans to Co-operative Unions	2 000	2 000	1 000	5 000
Agricultural Services	17 261	17 921	15 880	51 062
Extension Staff	12 600	12 600	12 500	37 700
Veterinary Services	4 422	5 132	3 230	12 784
Stock Marketing	239	189	150	578
Conservation and Reclamation	1 511	143	116	1 770
Conservation Works	238	143	116	497
Reclamation Teams	1 273	—	—	1 273
Forest Development	11 281	10 917	12 993	35 191
Development of Forestry Resources	9 060	6 297	6 169	21 526
Forest Industries	2 221	4 620	6 824	13 665
Parks and Wildlife Development	2 194	842	292	3 328
Reintroduction of Wildlife into former T.T.L.s	846	200	200	1 246
Fisheries Research Institute	600	—	—	600
Administrative Support	748	642	92	1 482
Rural Health Facilities	9 796	20 368	26 628	56 792
Rural Clinics	1 050	3 150	2 436	6 636
Rural and District Hospitals	8 236	16 873	24 192	49 301
Medical Store	510	345	—	855
Rural Schools	23 508	34 057	24 780	82 345
Rural Primary Schools	2 020	1 610	1 490	5 120
Rural Secondary Schools	21 488	32 447	23 290	77 225
Community Courts	1 581	1 513	—	3 094
Rural Infrastructure	46 350	53 121	54 987	154 458
Roads and Road Maintenance	29 638	35 567	34 657	99 862
Rural Water Supplies	12 797	13 502	16 315	42 614
Airfields	5	40	—	45
Telecommunications	3 500	3 500	3 500	10 500
Postal Services	410	512	515	1 437
TOTAL	204 598	272 281	309 465	786 344

* Phasing arbitrary.

TRAINING AND TECHNICAL ASSISTANCE

Introduction

The purpose of this chapter is to provide a comprehensive overview of the various methods and techniques used in training and technical assistance. It will discuss the importance of these activities in the development of human resources and the role of the training and technical assistance provider.

The Training Process

The training process is a systematic approach to the development of knowledge, skills, and attitudes. It involves the identification of training needs, the design of training programs, the implementation of training activities, and the evaluation of training results. The training process is a continuous cycle that evolves over time as the needs of the organization and the individuals involved change.

Key Concepts

Chapter Six

TRAINING AND TECHNICAL ASSISTANCE

The training and technical assistance process is a complex and multifaceted activity. It requires a deep understanding of the organization and its needs, as well as a strong commitment to the development of human resources. The training and technical assistance provider must be able to identify the training needs of the organization and design training programs that are effective and efficient. The training and technical assistance provider must also be able to implement training activities and evaluate training results.

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TRAINING AND TECHNICAL ASSISTANCE

INTRODUCTION

1. Zimbabwe suffers at the same time from a critical over-supply of unskilled labour and a critical shortage of skills needed for development. Similar problems are faced in other developing countries but in Zimbabwe's case they are complicated by certain factors peculiar to the nation's historical racial, political and economic situation.

The Labour Force

2. Blacks between the ages of 15 and 60 who are not employed in subsistence agriculture number about 1,2 million and can be considered the potential labour supply for the modern sector. This number is increasing rapidly with the yearly addition of some 150 000 to the economically active age group, who cannot make a living on the land because of the iron limit imposed on the subsistence sector by the amount and quality of land available for peasant agriculture.

The Dearth of Skills

3. Zimbabwe inherited an economy which faces a critical shortage in the supply of adequate skilled manpower for its development. The historical folly of concentrating the source of manpower supply on an unstable footloose minority section of the community with a very high emigration risk is all too painfully being demonstrated today. It is estimated for instance, that of the 2 612 journeyman output between 1976 and 1979, about 2 025 were lost to the country through emigration. Since 1976, there has been a net emigration of whites most of whom have been economically active skilled personnel.

4. In order to maintain and increase current levels of economic activity the provision of skills is obviously an urgent necessity. Since employment of unskilled and semi-skilled people is related to technological and managerial-level employment, a shortage of high-level skills could result in a recession and deepening unemployment throughout the economy. And since the national objective is not merely to maintain present levels of economic activity but to generate growth of 8 per cent. per annum, the needs are correspondingly greater.

The Supply of Skills

5. The output of secondary schools is about 13 000 per year, supplying junior clerical, sales and service workers and candidates for apprenticeship training and technical colleges. The output of agricultural, teachers' training and technical colleges is about 2 000 per year, and about 300 receive first degrees from the University of Zimbabwe annually.

6. Reliable data on Zimbabwe nationals studying or working in other countries are lacking, but it is estimated that there are between 5 000 and 8 000, most of them with skills or professional qualifications which would be valuable to Zimbabwe. A publicity campaign has been mounted to induce these citizens to return and serve their country.

7. Precise data are lacking on the large number of black workers who have learned skills on the job which they are using to the advantage of their employers but for which they receive no recognition in the form of status or remuneration. They constitute a pool of appropriate candidates for rapid upgrading to positions of greater responsibility and a cadre for the manning of economic expansion and the training of new recruits to the work force.

Strategy

8. Faced with the equally daunting problems of high unemployment and a shortage of skills, Government intends to take steps to create jobs for skills and skills for jobs. If the economy grows at the rate of 8 per cent. per annum, it can be expected that new jobs will be created in the modern sector at a rate sufficient to absorb some 85 000 newcomers to the labour force each year. To boost this figure, Government intends where possible to encourage investment in comparatively labour-intensive enterprises and the adoption of labour-intensive technologies in existing enterprises. Urban growth points in rural areas are planned to stimulate activity outside the main centres, and linkages between producers of primary materials to manufacturers and processors will be encouraged. As the modern sector grows, increased activity will be stimulated in the informal sector.

9. Many of the jobs created by these measures will be for skilled people, and therefore a vigorous programme to provide the requisite skills is needed. To avoid inefficient allocation of scarce resources, surveys are required to determine the precise dimensions and character of the problem. However, there is no danger that resources will be wasted on measures to correct obvious shortcomings or to meet readily apparent needs. Therefore certain reforms will be initiated immediately and priority will be given to the following—

- (a) reform and expansion of the formal education system;
- (b) expansion of technical and vocational training institutions and the creation of additional facilities;
- (c) review of the apprenticeship system in order to make it more relevant and effective;
- (d) identification, upgrading and effective employment of existing skills;
- (e) utilization of expatriate expertise where appropriate and study opportunities abroad as stop-gaps.

Reform in the Formal Education System

10. Changes have already been effected in the school system. All schools are now in principle non-racial and primary schooling is free. There remain serious imbalances and shortages to be overcome: lack of school facilities in rural areas, overcrowding in urban schools, and a serious undersupply of qualified teachers. School population has risen to 1.3 million and may reach 2 million in another year. Still only about 65 per cent. of primary school age children are in school and only 22 000 of the 80 000 primary school leavers each year are able to find places in secondary schools. There are plans for the establishment of 130 primary schools in rural areas and 145 in urban areas. Existing schools will be expanded by the addition of classrooms and other facilities. Form 1 enrolments will be doubled in 1981 by adding Form 1 classes to some primary schools, increasing the intake of existing secondary schools and instituting a system of hot-seating where the pressure is greatest so that two groups of students can use the same facilities each day. A crash course for the training of new unqualified teachers and expansion of teacher training facilities are planned as well as the recruitment of expatriate teachers to overcome present shortages. Secondary school students will be offered a curriculum which emphasizes literacy, numeracy and practical subjects leading to a National Certificate of Education in three years, as well as the usual academic curriculum leading towards O levels at the end of Form 4 and A levels at the end of Form 6.

11. The enrolment of the University of Zimbabwe is expected to reach 2 800 in 1981 and some 5 000 by 1986. Since Government policy calls for higher-level training to be done in Zimbabwe if appropriate courses are available, increased numbers of secondary school leavers will be applying for admission to the University and a major building programme is required.

Technical Training

12. The skilled work force cannot supply even present demand and the lack of skills is certain to inhibit development unless measures are taken immediately

to correct the situation. To train semi-skilled workers a national vocational training system is planned, of which the focal point will be a training centre in Salisbury which will co-ordinate training countrywide in addition to its own training courses. Existing vocational training schools will be upgraded and skills centres will be established at various points throughout the country to give special attention to local training needs.

13. Salisbury Polytechnic, Bulawayo Technical College and a few smaller institutions are the principal sources of technical skilled manpower. Existing facilities are priority areas for expansion and re-equipping.

Apprenticeship Programme

14. Present regulations governing apprenticeship are under review. Government is considering the provision of incentives and regulatory machinery for in-house training programmes.

In-service and Pre-service Training by Government and Parastatals

15. Government has an obligation to provide trained personnel for social services and productive activities in both the public and the private sector. As social and economic activity expands so must the training of personnel. Government's policies of resettlement, reconstruction and development pose particular problems for the public administration machinery which is at the same time being revamped to achieve a better racial balance. A staff college is proposed which will provide relevant and systematic training in administration and management at middle and higher levels combined with practical work experience.

16. To staff their services and to train personnel for the private sector, ministries and parastatals are planning new or expanded training programmes in many disciplines. These are generally courses to up-grade existing staff or to build on skills acquired informally.

Non-Formal Education

17. There exists a reservoir of untrained or undertrained skill potential, chiefly in the rural areas, which can be tapped for the development of the nation and the individual. Adult education programmes, run almost entirely by voluntary organisations, seek to enhance the rural population's capability for self-improvement and community development. This is especially true of adult literacy courses, now reaching 13 000 people per annum, which serve as focal points for community action programmes and catalysts for change in the rural areas. Programmes aimed specifically at women are planned to provide them with opportunities and means for full participation in the economic and social life of the nation. The extensive programme of afforestation schemes and the opportunities to utilize wild life in the rural areas for the benefit of communities will necessitate a regular output of qualified staff. Youth are also a target group for urban programmes and community settlement schemes which will channel the energies of young people into constructive occupations. Rehabilitation programmes for young offenders are planned in the prisons to benefit the individual and society.

Former Combatants

18. Special attention needs to be paid to programmes which will productively employ large numbers of former combatants who are being integrated into civilian life, and in the nation's defence forces. Plans under consideration include deployment of groups of men at Assembly Points and of other military personnel to work on large-scale public works on a rotational basis, and the establishment of training programmes which will equip them for employment in the modern sector.

Cultural Activities

19. The existing cultural institutions have not flourished during the war years and hope to be able now to strengthen their facilities to support the nation's artistic heritage in the visual arts, music, drama, dance, crafts and literature.

Technical Assistance

20. As a stop-gap until the output of new and expanded training institutions is able to fill the demand for skills, professional and technical personnel from abroad will be needed in many sectors. Much of the demand for long-term service of a year or more is at the technician or middle management level. Professional expertise is sought largely in the form of short-term consultancies for feasibility studies, project preparation, initiation of projects, surveys, training of trainers, etc. The identification and costing of specific requirements are still at a rather early stage. The 30 projects that have been formulated and costed are shown in Table VI-2 and are described in Part II along with a listing of requirements for training and expertise not included in particular projects. These preliminary and partial statements show needs for well over 1 000 domestic scholarships plus some 220 fellowships and study tours abroad, 150 short-term foreign consultants and 270 longer-term expatriate staff, excluding secondary school teachers: the need for these has not been precisely determined. A notional total cost figure of \$100 million for project and non-project technical assistance combined is assumed for the present. Major sectors for which requirements are indicated include education, roads, mines and energy, water development and natural resources. It is anticipated that a more complete and more refined listing will be available at the time of the conference.

Summary

21. Table VI-1 shows the capital costs of domestic training programmes and Table VI-2 the costs of technical assistance projects. In Part II are found details of the projects listed here.

Table VI-1
CAPITAL COSTS OF TRAINING PROGRAMMES
(in thousands of dollars)

	1981/82	1982/83	1983/84	Total
Formal Education	53 474	47 952	33 047	134 473
Urban Secondary Schools	8 747	11 360	10 500	30 607
Urban Primary Schools	18 040	13 895	9 160	41 095
Other Education	200	800	—	1 000
University of Zimbabwe	15 844	10 844	5 002	31 690
Teachers' Colleges	10 643	11 053	8 385	30 081
Technical Training (General)	6 323	11 765	10 969	29 057
National Vocational Training System	2 046	7 488	6 692	16 226
Expansion of Technical Colleges	4 277	4 277	4 277	12 831*
Training by Ministries	21 900	16 902	7 680	46 482
Public Service Staff College	—	897	529	1 426
Institute of Development Studies	850	850	1 500	3 200
Training for Reconstruction	1 200	1 400	—	2 600
Expansion of Agricultural Colleges	1 070	865	200	2 135
Training of Village Extension Workers	2 386	—	—	2 386
Extension Staff and Farmer Training	6 233	5 605	1 695	13 533
Irrigation Training Centre	27	—	—	27
Cotton Training Centre	655	—	—	655
Smallholder Training	265	216	37	518
Agricultural Machinery Training	218	140	20	378
Co-operative Development	—	700	200	900†
Forestry and Wildlife Training	976	399	331	1 706
Roads Training Equipment	242	243	244	729*
Telecommunications Training	1 375	1 100	965	3 440
Training for Air Zimbabwe	1 240	30	—	1 270
Health Personnel Training	4 100	3 257	667	8 024
Small Business Development	48	48	30	126
School of Mines	500	172	—	672
Police Staff College	381	500	—	881
Institute of Mass Communication	134	330	1 112	1 576
Hotel and Restaurant Training	—	150	150	300†

Non-Formal Training	12 016	6 107	6 294	24 417
Community Development Training	5 955	1 371	1 707	9 033
Women's Educational Centre	150	—	—	150
Youth Programmes	1 002	682	682	2 366*
Rehabilitation Programmes	1 169	272	184	1 625
Former Combatants	583	583	334	1 500†
Library Service	807	849	1 037	2 693
Fine Arts	2 350	2 350	2 350	7 050*
TOTAL	93 713	82 726	57 990	234 429

* Phasing arbitrary.

† Notional figure.

Table VI—2

COSTS OF TECHNICAL ASSISTANCE PROJECTS
(in thousands of dollars)

	1981/82	1982/83	1983/84	Total
Land Settlement and Rural/Agricultural Development	805	638	500	1 943
National Physical Planning	76	—	—	76
Institute of Agricultural Engineering	77	89	—	166
Conservation Awareness	152	49	—	201
Primary Health Care Development	500	500	500	1 500†
Training Programmes	4 130	1 396	934	6 460
National Manpower Survey	922	88	—	1 010
Employment Advisory Mission	85	—	—	85
Needs Assessment for Rural Women	50	—	—	50
Integrated Teacher Education	1 822	62	31	1 915
Development Administration	24	—	—	24
Veterinary Assistants Training	124	104	—	228
Co-operative Development	88	163	239	490
Telecommunications Training	305	399	44	748
Health Training Centres	81	—	—	81
Training of Former Combatants as Health Workers	261	214	169	644
Foreign Affairs Training	12	—	—	12
Adult Literacy Programme	30	30	30	90†
Population Activities	40	40	40	120
Women's Programmes	286	296	381	963
National Infrastructure and Modern Sector Development	2 419	609	642	3 670
Trade Promotion	28	—	—	28
Geological Services	261	161	86	508
Airborne Geophysical Surveys	21	15	11	47
Department of Metallurgy	484	103	72	659
Institute of Mining Research	287	157	367	811
Co-ordination of Mining Development	53	62	40	155
Survey of Energy Resources	100	—	—	100
Synthetic Fuels from Coal	190	—	—	190
Wood Wastes	75	—	—	75
Biogas	500	—	—	500
Development Planning	390	111	66	567
External Sector Planning	30	—	—	30
Institute of Development Studies	15	—	—	15
TOTAL	7 354	2 643	2 076	12 073

† Notional figure.

NATIONAL INFRASTRUCTURE AND MODERN SECTOR DEVELOPMENT

Chapter Seven

NATIONAL INFRASTRUCTURE AND MODERN SECTOR DEVELOPMENT

NATIONAL INFRASTRUCTURE AND MODERN SECTOR DEVELOPMENT

1. While items specific to the ZIMCORD agenda are dealt with in the preceding chapters Four to Six and Part II, this chapter is included in order to provide a more complete perspective of the public sector developmental needs, during the period of the interim plan, 1981/82-1983/84 and to describe the essential role of these activities in supporting rural development and in generating national production, income, exports and employment. While the projects set forth here will not be on the conference agenda, it will be necessary to seek external financing for them before, during and after the conference. In view of the nature of the investments concerned, it may be possible to cover some of them through foreign public and private loans on commercial terms as contrasted with the grants and soft loans required for items on the ZIMCORD agenda. Donors are nevertheless asked to consider the critical nature of Zimbabwe's short-term financial problem when determining funding terms even in this area where, in normal times, arrangements of a commercial nature would be appropriate.

2. The requirements shown here have not been completely vetted and given priorities, nor have the implications regarding implementation capacity been thoroughly studied. The listing must be taken as provisional and indicative. Following careful review and priority rating, a revised list of projects will be available during the week of the conference.

Agriculture

3. The chief objectives in the agricultural sector are to reduce poverty and improve the quality of life for the rural population, to increase the productivity of land and labour, to increase employment, and to increase foreign exchange earnings and inputs to industry from agriculture. Zimbabwe intends to ensure national self-sufficiency in food and has undertaken to participate with neighbouring countries in a regional food security plan. To achieve the requisite improvements in production and distribution, Government intends to strengthen agricultural services for commercial and peasant farmers alike, particularly veterinary services, agricultural marketing, commercial and peasant credit facilities, and agricultural research.

4. To address the overwhelming problem of population pressure on agricultural land in the former TTLs, intensive resettlement of subsistence farmers on commercial land, already begun, will proceed at an accelerated pace. In future it is intended also to settle some master class farmers from these areas on units of commercial farm land large enough to yield a good income from cash cropping. Only one emergent farmer scheme will go forward in the interim plan period because of the greater need to resettle large numbers of subsistence farmers on intensive dryland schemes.

Natural Resources

5. Government is keenly aware that strategies to improve the quality of life for the poor must incorporate safeguards for the national base of renewable resources, and that an awareness of the need to conserve resources must be created among the people. Parks and other natural preserves, which are important to the tourist industry and a national heritage, will be maintained and further developed. Tourist facilities and study hostels will be provided in these areas.

6. Water, a valuable and limited resource, will be managed and exploited for the benefit of the nation. Although the most urgent requirement is for the provision of potable water to the rural population, urban supplies will also be expanded to keep pace with industrial development and population growth. Irrigation schemes, described in Chapter Five, will be the foundation of new agro-industries.

Commerce and Industry

7. Government will assist in every way possible to promote the development of commerce and industry. A high degree of local participation in the modern sector is desired, especially the involvement of black Zimbabweans at all levels of skill and responsibility. Particular emphasis will be placed on enterprises which generate maximum employment and make the greatest possible use of local materials. Industrial development in rural areas will be encouraged, as will industries that provide essential inputs for other sectors of the economy.

8. Government welcomes foreign investment, particularly where the investment brings appropriate technology to local industry, fostering more efficient production, reduced costs, and a competitive edge in export markets. Joint ventures with foreign companies or governments will be undertaken where they are to the mutual benefit of both parties. Supplementary agreements such as the leasing of plants, co-production and co-marketing are also possible. Government will seek to participate in strategic industries.

9. The company tax structure is to be reviewed to ensure that incentives are consistent with the objectives of industrial policy. Government is willing to facilitate the repatriation of profits and capital subject to the limitation of the balance of payments situation and the desirability of re-investment of profits.

10. Government will continue to give priority to export oriented and import substitution industries and will encourage new development in and expansion of these industries. Priority in the allocation of foreign exchange is accorded to replacement of machinery and modernization of plant. Government will assist exporters to establish profitable markets for their products and will try to obtain the most favourable conditions for trade with other countries. Means to rationalize imports and diversify sources will be explored.

11. Government will seek measures to identify appropriate technologies and to develop management capability for small-scale and rural-based industries. The provision of loan capital and advisory services will stimulate industrial and commercial development and generate employment in rural areas.

12. An Industrial Research Council is proposed which will conduct applied research related to the chemical, mechanical and electrical engineering industries, food processing, timber utilization and construction. It is also proposed to create a Science and Technology Council to be responsible for policy in these fields. The Standards Association will be supported to enable it to expand its services appropriately. Transnational corporations and their domestic counterparts will be encouraged to undertake research in Zimbabwe and adapt imported technologies to Zimbabwe's environments and particular needs.

Mining

13. Government policy aims at developing to the full the economic potential of the nation's mineral resources through encouraging exploration, expanding the output of existing mines, and opening new mining ventures. Decisions on the rate of exploitation are made with awareness that minerals are a non-renewable resources and part of the heritage of future generations. Beneficiation of minerals through to fabrication and manufacturing will be promoted along with an effective system of marketing for minerals.

14. The mining industry employs more than 60 000 people, the great majority of whom are semi-skilled or unskilled. In order to achieve equity and maintain efficiency in the operation of the industry it is necessary to provide adequate training in technical and management skills and to support the development of the industry. Accordingly measures are planned to expand and diversify courses at the School of Mines and to strengthen the Institute of Mining Research and the Departments of Geological Survey and Metallurgy.

15. At present the mining industry is largely owned and controlled by private enterprise. Large mines are operated by transnational corporations. Local enter-

preneurs working as individuals or in groups own and work the smaller mines and are especially important in gold mining. Mining is one of the most important foreign exchange earners.

16. Mining companies and prospectors are stepping up exploration activities and other foreign interests have recently shown interest in applying for prospecting rights. Much of the area of the country has been mapped geologically and the entire area has been covered by aerial photography, but only very small areas have been subjected to airborne geophysical surveys. Extension of this coverage to additional areas is planned along with ground gravity and seismic surveys to add to the existing data base.

Energy

17. Government will encourage the development of domestic renewable energy resources and measures to conserve energy so as to reduce dependence on oil imports, thereby saving foreign exchange. Ethanol is already being produced from sugar cane and possible expansion of this industry is being studied. Biogas production and other possibilities for alternative sources of energy are also under investigation.

18. Among measures planned to conserve energy are electrification of the railways and the promotion of energy-saving technologies. Energy pricing will be influenced in part by the policy to encourage self-reliance in this sector.

19. Decisions on ways to meet the projected demands for electricity will be governed by the results of studies now under way on alternative power sources, which include hydropower schemes in partnership with neighbouring states and domestic thermal power generation.

Transport and Communications

20. A well-developed infrastructure is a necessary foundation for future economic development. Transport and communications are areas in which Zimbabwe can profitably co-operate with neighbouring countries with mutual social and economic benefit. In order to improve and extend services throughout the country there is a need to replace worn out equipment and expand existing capacity. The foreign exchange component of the cost of meeting this need will be kept down as far as possible by encouraging local manufacture and assembly of parts.

21. In this sector there is an acute shortage of skilled manpower, to be overcome by vigorous training programmes. See Chapter Six.

22. The main road network serving the modern economy is virtually complete and only in need of improvement in some areas. The road construction schedule takes into account the development programmes in all sectors.

23. Telephone, telex, and postal services will be expanded in line with projected demand. Telephone services will be provided to high-density urban areas.

24. In the interests of national development and tourism it will be necessary to improve the nation's major airfields to meet international standards and provide passenger amenities. Air Zimbabwe intends to acquire a wide-bodied jet aircraft by 1985, when Boeing 707s, now operated by the national airline, will be banned from European and North American airspace because of noise and pollution. Expanded meteorological services will support the expected increase in civil aviation activity.

25. The railways will require additional rolling stock, plant and equipment to cope with the expected increase in traffic. Increased economic activity is also foreseen on and around Lake Kariba, where harbour improvements and navigational aids will support tourism and other industry.

Health

26. Although national health strategy emphasises promotive and preventive health services, central administration and the specialist and general hospitals in

the urban centres are the apex of the health services pyramid. A key element in the success of the service is the effective co-ordination of all organizations, public and private, that provide health facilities. Co-operation with agencies that contribute to basic needs, such as water supplies, transport, power and communications is also essential.

27. Medical care is now provided free of charge to persons earning less than \$150 per month. It is intended to expand the provision of free treatment for those making use of the national health service and integrate further the existing health services with municipalities.

28. Availability of educated and trained nationals is vital to the nation's development. This has been dealt with in Chapter Six.

Education

29. Availability of educated and trained nationals is vital to the nation's development. This has been dealt with earlier.

Information

29. Involvement of the people in national development requires effective communication between central Government and the rural communities, for which radio, television, newspapers, films, and other media will be employed. Information services will be expanded, staffed, and oriented for this purpose.

Housing Development

30. In order to overcome the acute housing shortage Government intends to implement a programme to build 167 000 low-cost houses in rural and urban areas over the next five years and to make loans available for self-help-home construction. Housing development will be in the context of long-term physical planning to ensure that future needs for transport, services, and amenities can be met. In view of the expected growth of the urban population at 11 per cent per annum, infrastructural development is planned in the form of water supplies, electrification, sewerage, roads, and rail sidings to serve industrial and residential areas.

Government Services

31. Changes in the administrative structure of the Government have been made necessary by the reorientation of the nation's objectives towards a redistribution of income and ownership of resources, the development of the rural areas, and the development of a truly egalitarian society. Elected District Councils are being formed to replace the 241 African Councils in rural areas. They will ultimately assume responsibility for the functions now directed from the centre such as the provision of infrastructure. District Commissioners will serve the councils in an advisory capacity. In the towns the newly designated Local Government areas, formerly African townships, have elected representation on urban councils.

32. The system of customary courts is to be restructured to enable customary law to develop along with the common law of Zimbabwe. The new structure will place magistrate courts at district level. Court buildings are to be constructed for them.

33. The extension of Government services results in a sharp increase in the requirements for housing, office accommodation, stores, workshops, transport and equipment, for which provision is made in the public investment programme for the interim plan period.

Summary

34. Below is a provisional summary of the capital costs of activities discussed in this chapter. Details of projects and programmes are found in Part II. For programmes ongoing at the beginning of the interim plan period or continuing thereafter, the costs during the three-year period alone are shown. Technical assistance and training costs are shown in Chapter Six.

TABLE VII-1
CAPITAL COSTS OF NATIONAL INFRASTRUCTURE AND
MODERN SECTOR DEVELOPMENT PROGRAMMES
(in thousands of dollars)

	1981/82	1982/83	1983/84	Total
Commercial Agriculture	35 281	38 876	52 742	126 899
Veterinary Services	263	777	395	1 435
Marketing	15 099	17 485	30 158	62 742
Commercial Agricultural Credit	17 165	19 190	20 798	57 153
Agricultural Research	620	962	975	2 557
Emergent Farmer Scheme	900	—	—	900
Miscellaneous Capital Items	1 234	462	416	2 112
Water Development	19 529	25 047	10 361	54 937
Urban and Industrial Water Supplies	19 529	25 047	10 361	54 937
Tourism	392	392	374	1 158
Parks and Wildlife	392	392	374	1 158
Energy	300 080	400 000	400 000	1 100 080
Equipment for Energy Resources Development	80	—	—	80
Electricity Generation and Transmission	300 000	400 000	400 000	1 100 000
Transport and Communications	138 333	149 378	148 784	436 495
Roads and Road Traffic	14 264	15 620	15 811	45 695
Urban Posts and Telecommunications	39 452	46 699	40 702	126 853
Airport Improvements	3 159	2 931	2 524	8 614
Air Zimbabwe	3 623	6 117	5 660	15 400
Meteorology	820	809	1 073	2 702
Railways	76 893	76 960	82 462	236 315
Lake Services	122	242	552	916
Health	10 753	6 037	12 097	28 887
Health Services Development	10 753	6 037	12 097	28 887
Information	8 002	6 908	3 651	18 561
Zimbabwe Broadcasting Corporation	7 852	6 458	3 369	17 679
Production Services	150	450	282	882
Urban Development	160 241	210 671	230 578	601 490
Housing	81 731	120 150	149 240	351 121
Urban Infrastructure	78 510	90 521	81 338	250 369
Government Services	36 576	36 407	36 181	109 164
Police Posts and Stations	22 980	19 250	17 550	59 780
Justice	675	1 050	735	2 460
Government Housing and Offices	9 350	12 700	13 550	35 600
Other Government Services	3 571	3 407	4 346	11 324
TOTAL	709 187	873 716	894 768	2 477 671