Normand Charbonneau, Vice President, Programme, ICA, and members of the ICA PCOM team, meeting at the United Nations Mechanism for International Criminal Tribunals, Arusha, Tanzania, May 16, 2017

Contents

Welcome from the Chair

A short message from me this time, as we have quite a full newsletter, following a great response to our call for contributions. Thanks to Robert Hillman to pulling together another interesting issue with news and ideas from colleagues around the Commonwealth archival community.

In the last issue of the newsletter, Alicia Chilcott reported on the establishment of the ACARM Textbook Programme, which aims to distribute record-keeping textbooks to universities across the Commonwealth. Our crowdfunding campaign is now live at https://www.generosity.com/education-fundraising/acarm-textbooks-programme.

Please help us to publicise this important initiative by sharing the link on social media, and by contributing financially if you can.

Thanks to everyone who commented on the draft position paper on the Migrated Archives, circulated with our last newsletter. Mandy Banton has revised the position paper to take into account the valuable feedback received, and the final version will be presented to the members for a vote at our AGM in Mexico in late November.

Details of the AGM will be circulated once the ICA conference programme is confirmed.

We're pleased to announce that, following the success of the 2015 ACARM symposium in London, we will be holding another symposium in Malta this October. Coinciding with World Day for Audiovisual Heritage on 27th October 2017, the one-day symposium will take the theme 'Imaging Imperialism'.

Participants will explore the preservation and use of audiovisual archives across the Commonwealth, with a focus on what these types of documentary sources can tell us about the nature and vestiges of imperialism. We're grateful to the National Archives of Malta for hosting the symposium and to the programme committee that is organising the sessions: Abiola Abioye, Mozibor Rahman Al-Mamun, Charles Farrugia, Dominic Makwa, Gillian Oliver, Anthea Seles and Claudette Thomas. The committee is currently reviewing the responses to our call for papers and will announce the programme in the near future. We hope you can join us at this exciting event.

Our next priority for 2017 is redevelopment of the website. Thanks for your ongoing patience as we work through all the "renovations" to association communications and information tools this year! In the meantime, for up-to-date news from ACARM, please see our Facebook page and follow ACARM on Twitter at @ACARMhq.

Finally, I'd like to draw members' attention to a new collection of essays, *Research in the Archival Multiverse,* which includes chapters by a number of ACARM members. The book, which is an invaluable compendium of current archival research, is now available as a free PDF at http://www.oapen.org/search?identifier=628143.

Best wishes,

James Lowry
Chair, ACARM

Media Visibility and the Right to Information

A perspective on access to information, records and archives from Bangladesh

Introduction

The Right to Information (RTI) is the key to all other human rights. The main object of RTI is to improve democratic values in society by increasing the accountability of public offices, ensuring greater participation by people in their governance and preserving information in order to help eradicate corruption. The most accurate way to measure the level of good governance in a society is to assess the extent to which information is accessible to its members. Government officials are much more likely to discharge their duties more diligently and honestly in environments where people can exercise their right to information and can express their dissatisfaction when officials do not carry out their work satisfactorily.

History of RTI in Bangladesh

On 29 March 2009, in keeping with Bangladesh's constitution, the Parliament passed the RTI Act 2009, giving citizens the right to seek information from both government and non-government offices. Though the Act was passed in 2009, the journey from the initial public demands for access to information to the enactment of the law was a long one.

The demand for access to information as a fundamental right was made by citizens, human rights based organizations and the media for quite a few years. In 1983, the Press Council demanded RTI in order to fulfil their professional requirements as journalists, since the government was then a military regime and the media faced threats in terms of their ability to publish news freely. The calls for RTI from the Press Council brought the concept to the attention of the general public for the first time.

In 1999, a three-day seminar was held by a group of non-governmental organisations (NGOs) at Dhaka to discuss the situation of access to information in South Asian countries. This seminar was the turning point for the RTI movement, as it inspired civil society, other NGOs, members of the media and lawyers to promote RTI. In 2002, the government formed a Law Commission to prepare a working paper on the development of RTI legislation, but this initiative did not proceed very far. Still, more seminars, conferences and workshops were organized by different groups to promote the development of an RTI act. The media also played a

positive role by publishing a series of articles, features and news on RTI.

In December 2005, a two-day conference was organised at Dhaka, titled 'Right to Information: National and Regional Perspective.' Many senior government officials attended the conference, and they promised their support for the framing and enactment of an RTI Act. In 2006, a leading NGO in the RTI sector prepared a draft RTI act. A series of meeting and orientation programmes were then undertaken with different political parties and parliamentarians to apprise them of the proposed legislation.

In March 2007, a draft act was submitted to the government for consideration. On 11 March 2008, the government organized a dialogue with citizens, NGOs, academics and the media to finalise the draft act. On 20 September 2008, the government's Council of Advisers approved the RTI Ordnance, which was then signed by the President of Bangladesh.

When a new government took power in January 2009, the RTI Act 2009 was passed by members of parliament in their first session on 29 March 2009. It received the President's assent on 5 April and was announced in the Bangladesh Gazette on 6 April 2009, coming into effect from 1 July 2009.

Role of the Media in Implementing RTI

The media, which is often referred to as the fourth pillar of society, along with legislative, executive and judiciary branches of government, is seen as being responsible for helping to make the state accountable and transparent. But it turns out that almost eight years after the RTI Act was implemented, most people in Bangladesh are not aware that they can exercise their RTI in a direct and personal way. Thus the media must play an even greater role in educating and empowering the public to understand the legal advantages of RTI as an anti-corruption tool.

The RTI Act has given a greater and wider space for the media to play in good governance and transparency and thus consolidating and strengthening democracy in society. By using the act, the media can investigate and expose issues of greater public interest. The media can use RTI to open up 'closed doors' to transparency and accountability by disseminating information about RTI,

thus helping to secure people's fundamental right to know. Such kind of vibrant media activism, which involves publishing and broadcasting nationwide disclosures on RTI, eventually narrows down the 'transparency and accountability deficit' in the country. There are many stories of corruption and misuse of the taxpayer's money concealed in government documents and reports. With the help of RTI Act, the media can have access to these facts as well.

One of the bottlenecks until now with the implementation of RTI has been the lack of sensitisation and awareness raising among the people. As well, public bodies still tend to consider information as their own prerogative, not something the public has a right to see, which is also a barrier to RTI implementation. Thus, creating awareness and building the capacity of various public authorities to make information publicly available can change perceptions, resulting in more effective implementation. The media can perform a crucial job not only by raising the people's awareness but also by keeping a close watch on RTI implementation. This inalienable relationship between media and RTI provides reciprocal advantages.

Media Visibility of RTI
The media has played a significant role in exposing big corruption and scams since democracy was restored in 1991. In subsequent years the media has become a powerful watchdog of government activities and state affairs. But when it comes to promoting and using RTI Act as tools to expose corruption and malpractice in the public sector, the media seems to have done much less than one might have expected.

One of the reasons the media has not been able to perform an effective role in using RTI as a tool for investigative journalism is because there is a lack of understanding about the real strength of the law. Except in a few exceptional cases, the media has rarely used the legislation as a tool for addressing corruption. As well, the media has been obsessed with political affairs and little attention has been paid to stories related to governance, corruption and other public interest issues, even though some in the media have actually lobbied for the enactment of and greater use of the RTI Act.

Case Study on Visibility of RTI
By all standards, the visibility of RTI in the media in Bangladesh is not encouraging. If we compare the visibility of RTI in Bangladesh with that in neighbouring countries and other third world countries we can quite safely say that media visibility of RTI in our country is poor. To study this situation, I conducted a case study on media visibility of RTI, by examining the total number of news stories, particularly news features, published in media related to RTI, to determine the number and nature of news features on the topic.

Research Scope
To conduct this study, I selected the daily news publication *Prothom Alo* as my research base. The reason for selecting *Prothom Alo* is that among all the dailies published in the country, *Prothom Alo* has the highest circulation figure: currently more than 5,000,000 copies are circulated each day. According to National Media Survey 2012, every day 5.1 million people read the print edition of *Prothom Alo*. And in one week, the printed edition of this newspaper is read by 9.6 million people across Bangladesh. Further, the online portal of *Prothom Alo* is the number one Bangladeshi web site in the world. *Prothom Alo*'s portal is accessed by 1.6 million visitors from 200 different countries and territories across the globe, with 60 million page views per month. Below is an analysis of the findings of my study.

Case Study Research
In 2014, a total 26 news features were published in *Prothom Alo* on the subject of RTI, on the RTI Act or on the work of the Information Commission (IC). Some of the news stories were not exactly related to the focus of the case study but were related more generally to the issue of RTI. In previous years, an average of 10-20 news features were published in each year. The research showed that the number of news features in 2014 has increased by almost 30%.

The following specific findings emerged from an analysis of the news features published in 2014:

1   Out of 26 stories, 21 were news items and 5 were features or reports on RTI.
2   Most of the stories contained 200-300 words, and some were as short as 100 words or fewer. Very few contained more than 300 words. Only one feature contained more than 500 words.
3   Out of 26 stories, only 2 were feature stories that addressed awareness raising about RTI.
4   A total of 6 news stories or features mentioned weaknesses or limitations in the legislation or in the role of the IC or suggested the need for amendments to the act.
5   On 2 August 2014, a detailed report on the annual activities of the IC was published.
6   A total of 4 news stories or features were published on 28 September, which was International RTI Day. No supplement was published by the IC on that day, as had been published in 2013.
7   A total of 9 news stories were published relating to IC work, including 6 on tribunal activities.
8   A total of 6 news stories covered district activities other than in Dhaka.
9   A total of 2 news stories related to parliamentary debates on RTI.
10 A total of 2 news stories addressed training or workshop issues.

Case Study Analysis

Below is an analysis of some of the news stories, in order to help understand the pattern of the media visibility and the present situation of RTI in Bangladesh. The first news story in *Prothom Alo* on RTI in 2014 was an explanation of RTI Act from the IC, published on 22 January. This story outlined how the Rajshahi Branch of the First Security Bank denied access to an information seeker, and a complaint was submitted to the IC. The IC explained that under the authority of the Law Ministry all private Banks are also subject to the RTI Act.

The next news story was published on 29 January, which outlined an incident from 5 August 2013, when a reporter from *Prothom Alo* asked for information from the Bangladesh Livestock Research Institute (BLRI). With much reluctance BLRI accepted the application, but no information was served within the prescribed time. As per the procedures in the RTI Act, the applicant contacted the appellate authority but the application was not entertained, which led the applicant to launch a complaint with the IC. The IC called both parties on 28 January and asked BLRI to provide the information requested by the applicant by 12 February. From this news story, the following facts are revealed:

- Even 5 years after the RTI Act was implemented, government offices are denying access under the legislation, whether knowingly or unknowingly, and remain reluctant to provide information.
- An applicant has to wait for almost 200 days to get the information requested.
- The IC was found to be neither assertive nor strict towards the defaulter.

On 1 February, a news story was published explaining that a Round Table had been arranged by an English daily on 'Access to Information Central to the Post 2015 Development Agenda'. Though the conference was not purely on RTI, speakers did emphasise the role of RTI for the development of the country. One senior government official said that the implementation of the RTI Act is still not sufficient and the government needed to do more to ensure 'to get the real fruit of the RTI Act.'

On 5 February, a news feature was published explaining the procedure of seeking information from any authority and the process for appealing to a higher authority, or to the IC, if information is not forthcoming. This news feature included all the details of the procedure for applying under the act, including the address and website of the IC at Agargaon, a borough in the Bangladeshi city of Dhaka. This news feature could be defined as an awareness building article.

On 27 June, *Prothom Alo* published a news story on a debate held in parliament on the RTI Act. On replying to a question from one Member of Parliament, the Information Minister informed the house that complaints against 596 Information Officers (IO) were received by the IC for not providing information as per the RTI Act. The Information Minister further said that government offices are still influenced by the Official Secrets Act and are reluctant to provide information to applicants. The Minister also confirmed that people are not only facing non-cooperation from IOs but are also sometimes harassed by IOs, to the point where people get discouraged about exercising their rights. The reporter mentioned that the Information Minister did not say anything about the action taken against the defaulters for not complying the Act, which the reporter felt was essential.

On 2 August, a feature was published on the IC Report of 2013. The news story tried to cover the activities of the IC and the general situation of RTI. The report said that the number of information seeker had been reduced by 33% from the last year and 55% from 2010. But the number of cases at the IC had increased by all most 100% since the office started functioning. The feature also mentioned that the IC was reluctant to award punishments in most of cases, even when offices were found to make gross violations of the RTI Act.

Most of the news published in this year were related to specific RTI events, but the news story published on 9 August was a piece of investigative Journalism. Arup Roy, a reporter from *Prothom Alo,* applied for information to different government offices. In this news feature, he recounted his experience with the process and the difficulty of obtaining information. There were few other follow up news items after his piece was published.

On 28 October, a case study on RTI was published, written by Dr. Badiul Alam Majumdar, a renowned RTI and human rights activist. The feature provided an account of his personal experience of asking for information from a government agency and the denial of his request by that particular agency and also by the IC, without any logical reason. He mentioned that the RTI Act is acknowledged as one of the best pieces of access legislation in the world, but that the weakness of the IC is one reason the public does not have a strong and established right to information in Bangladesh.

Case Study Summary

After my study, I determined that RTI is less visible in the media in Bangladesh for the following reasons:

Journalists are not very aware of the power of the RTI Act.

- The media has many other priorities, which they deem more important than RTI, such as politics, commerce, culture, sports etc., which means that RTI gets less space in news publications.

- The time taken to access information through RTI is extremely long, and a journalist has to cross many barriers to reach his destination, thus he gets exhausted and finally frustrated.
- The activities of the IC throughout the year and the yearly report of the IC demonstrate that this agency does not use the media as a tool for awareness towards RTI.
- The IC's actions do not seem to be friendly towards the implementation of RTI or towards the needs of information seekers; indeed, some of the actions of the IC may discourage the information seekers.
- The RTI Act has a huge potential to expose corruption and enhance public transparency, but government bodies do not appear to be proactive in implementing the Act. Whether this is a cause-effect situation is an important question.

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Conclusion

In all societies, the media exists to gather information and communicate it to the public. The development of the media and its ability to perform its role are based on access to information and the ability of the media to share that information widely. Governments and other authorities hold information as trustees on behalf of the people, but these official agencies cannot hoard this information, keeping it away from the public unnecessarily. The media, by its very nature, can help to unravel this myth by using the RTI Act in a planned and methodical manner: obtaining government information, analyzing it and making its findings available to the public.

Muhammad Luftul Haq

Advisor at Prothom Alo, Bangladesh

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International Council on Archives: Meetings in Arusha, Tanzania

From June 15-18, 2017, ACARM Chair James Lowry and Communications Coordinator Laura Millar attended business meetings for the International Council on Archives in Arusha, Tanzania: James in his capacity as a member of the Steering Committee for the ICA's Africa Programme and Laura as a member of the ICA's Programme Commission. James also participated in meetings with ACARM members from the National Archives of Kenya, Uganda and Tanzania and representatives of the East African Community, to explore regional collaboration on archival capacity building.

At the Arusha meetings, the ICA announced that the 2018 Conference will be held in Yaoundé, the capital of Cameroon. The 2019 Conference is scheduled for Edinburgh, Scotland, in conjunction with the Archives and Records Association (UK & Ireland). James and Laura look forward to a large contingent of Commonwealth archivists at both events. In addition to the work programme, James and Laura were lucky to be able to join a group of archivists for a day safari in Tarangire National Park, north of Arusha. It was a wonderful mix of work and adventure!

Laura Millar
Communications Coordinator, ACARM

Laura Millar, ACARM Communications Coordinator, and Lara Wilson, NAANICA Chair, enjoying the wilderness of Tanzania

Review of *Displaced Archives*
edited by James Lowry

For archivists working within well-established traditions, in countries with, historically, relatively stable political structures, the term 'displaced archives' may, typically, refer to documents which have been returned to the wrong box after consultation, to a container which has been mis-shelved, to exhibition loans which have temporarily left the repository, perhaps in doing so leaving the custody of the creating institution and its successors for first time. Potentially more problematic examples of 'displacement' may be encountered when considering complicated fonds: perhaps of corporations which, over the centuries have taken over, or merged with, similar businesses from a wide geographical area, growing to become national, or international, entities. Account books which originated, say, in a small eighteenth-century bank in Somerset (a rural county in South West England) may now be located physically in the archival strong rooms of a global bank with its headquarters hundreds or perhaps thousands of miles away. Land conveyancing records or court records, perhaps along with records relating to the individuals who farmed the land in question, were carefully kept by successive new owners over centuries of land sales and transfers, as families built up great estates over multiple locations. When, in the twentieth century, social and financial upheaval, and legal changes, saw many estates broken up, the family archives might be deposited with a single repository which thus acquired records relating to land, or to the administration of justice, well outside the geographical borders which formally defined the scope of its collecting. These examples are, self-evidently, drawn from the UK experience, but may provide a framework for thinking about the mechanisms by which archives created in one context are subsequently found and managed far from their point of origin. Such mechanisms are well understood within the archival community and best practice has developed to facilitate usability: concepts of provenance and of original order underpin arrangement; descriptive standards ensure that administrative histories and scope and contents information are recorded; and digital networks enable remote access. More recently, particularly through the development of 'community archives,' much work has been done with groups who may be stakeholders in particular fonds to ensure that these groups are not disenfranchised – geographically, economically or through digital exclusion – from using archives to meet their educational, legal or cultural needs.

Displaced Archives considers many of these same issues at a global level. Certainly, the application of archival principles and professional practice to the problems of displaced archives at an international level, would appear, at first glance, to be helpful and relevant. But, as many archivists whose holdings span centuries of political change and upheaval are well aware, 'provenance' is a slippery concept at the best of times. As this book makes clear, the interplay of international and national law, and of contemporary and historical geopolitics, exacerbates the challenges of identifying or even defining 'displaced archives.' *Displaced Archives* has been edited by James Lowry, whose former role with the International Records Management Trust and his current work as Secretary to the ICA Africa Programme has enabled him to bring together contributions from an impressive line-up of key figures in the field. *Displaced Archives* provides a measured introduction to its eponymous topic and will act as a reference volume for understanding the multifaceted nature of the problems. These are problems which raise the passions of archivists, politicians and, occasionally, the general public, sometimes in a very visceral way. Lowry's Introduction reflects some of that passion, intertwining the intellectual concept of archives as living organisms with the physical reality of the human suffering which archives may evidence.

It is certainly the case that a measured and realistic perspective is needed in practice. Douglas Cox's chapter, 'Revisiting the law and politics of compromise' is a reminder that pragmatism should not be a dirty word in what is an imperfect world; his assessment of the 2011 agreement between France and Korea over the loan (not restitution) of the Korean royal archives to Seoul – they had been seized by French forces in 1866 – is a timely reminder of the value of compromise, and this in a context where provenance could not be clearer. From a UK and Commonwealth perspective, the most significant case of recent years has been that of the 'migrated archives,' records removed from British colonies at independence, typically in the 1950s and 1960s, but also, in the case of Hong Kong, in the 1990s. In this regard, Vincent Hiribarren's survey comparing the archival policies of European colonial powers post-independence is instructive. If referring to 'provenance' fails to clarify queries over ownership, we ought to be able to rely on legal definitions, but such definitions are, of course, historically contingent and open to interpretation, as noted by Mandy Banton, discussing the 'migrated archives' specifically, and Leonard Auer, discussing the historical development of the treatment of seized archives. Charles Kecskeméti, who, as first Secretary General of the ICA, was responsible for developing the ICA's focus on archival restitution (particularly in Europe) provides a useful historical account of 'The evolution of international law.' in this respect. Patricia Kennedy Grimsted, who has written extensively on Soviet seizures of records following World War II, brings the topic up to date (to 2015) with a sobering and well-documented

account of the records still held in what is now the Russian Federation. Hers is an account which offers little optimism about likely restitution, tied up as the issue is with both government rhetoric and restrictions on archival access. A more optimistic view of the possibilities for access to shared heritage is that taken by Anne J. Gilliland, though she notes that the realisation of such sharing is unlikely to become a global phenomenon, based as it is around the concept of 'postnationalism.'

In the limited context of Anglophone Africa, Lowry and Nathan Mnjama suggest ways in which problems of the 'archival diaspora' might be addressed. But again, these are not radical or new suggestions; many actions – location surveys, lobbying, and digitisation projects – have already been employed as ways of dealing with the 'archival diaspora' (and specific examples are discussed in other contexts).

If *Displaced Archives* does not, in the end, offer specific guidance for cutting this particular Gordian Knot, it nevertheless amply demonstrates the global geopolitical significance of archives in the 21st century: the archive, as ever, is not neutral.
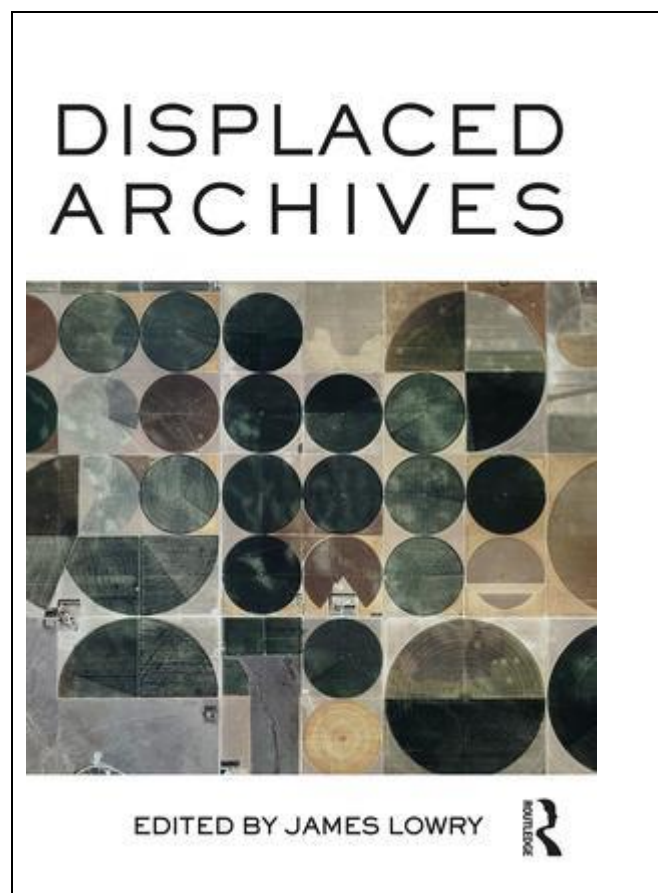
Margaret Procter
University of Liverpool Centre for Archive Studies

Displaced Archives, edited by James Lowry, Routledge, 2017

Training and education of archivists in Africa

An Analysis of Current Conditions and Issues by Dr. Mpho Ngoepe of the University of South Africa

There is at present little clarity or consistency about the professional qualifications required to take up employment in records and archives positions in public- and private-sector organisations in Africa. This is confirmed through studies conducted in the continent since the early 2000s that identified gaps in addressing lack of capacity (Department of Arts and Culture [South Africa], 2010; Katuu, 2015; Katuu & Ngoepe, 2015; Wato, 2006). For example, a brief survey in South Africa shows that while a Bachelor of Arts (BA) degree or an equivalent three-year diploma is generally listed as a requirement for entry-level archival posts, the fields of study acceptable for that BA degree vary across institutions, and few organisations expect applicants to have any form of archival training.

The situation is the same with other African countries such as Botswana, Kenya, Namibia, Tanzania, Uganda, and Swaziland (Nengomasha, 2013). There seems to be a lack of clarity about who should be employed in the field of archives and records management. For example, in Namibia some organisations advertise for librarians when the job's key responsibilities are better suited to an archives and records management professional (Nengomasha, 2006, p. 206). Based on surveys from 2002 and 2004, the records environment in Namibia is suffering mostly due to "a glaring absence of the use of classification schemes, retention schedules, and the systematic disposal of records resulting in heavy congestion of offices and poor retrieval of information" (Nengomasha, 2006, p. 207). There seems to be a poor understanding of the difference between information and evidence, and many employees across governments seem to be unaware that a records official even exists as a source of guidance on records management (Nengomasha, 2006, p. 207).

One of the root causes of the problem is lack of archives and records management training programmes at most institutions of higher learning in Africa. For example, as of 2017, the education and training available for archivists in South Africa consists of only a few programmes offered by three institutions of high learning out of 26 universities: the University of South Africa, the University of Fort Hare and the University of KwaZulu-Natal (Omwoyo Bosire Onyancha, Ngoepe, & Maluleka, 2015). The numbers of students who receive formal qualifications from these programmes are very small and in the long run it may be very difficult for the Higher Eduction Iinstitutions (HEI) to sustain these programmes. Another important observation by Garaba (2015) is the fact that practical training and work experience are both very important in the training of archivists and records managers, not only in South Africa but also in Botswana, Swaziland Namibia, Zimbabwe and other countries in southern Africa.

Several factors are working against a thriving archives and records management field in Africa. For example, graduate level education – which many experts argue is the preferred form of archives and records management education – is difficult to execute in Africa given the "low numbers of qualified staff, virtually non-existent research, poor quality of educational materials and out-dated programmes, educational methodologies based on the model of rote memorization that does not encourage critical thinking, problem solving and creativity" (Katuu, 2015, p. 107). The absence of this type of education environment makes it extremely difficult to prepare graduates for the challenges they will encounter in the field.

The problem of lack of education and training is compounded by the fact that "among the LIS schools in sub-Saharan Africa, few have laid emphasis on teaching Archives and Records Management (AMR), and more particularly at the undergraduate level" (O. B. Onyancha & Minishi-Majanja, 2009). This is true except perhaps some universities in Kenya and the University of Makerere in Uganda where ARM boasts of its own department within the School of Information Science. In the past, the education and training challenges of the continent were addressed through regional initiatives such as the two centres established in Ghana and Senegal in the early 1970s (Thurston, 1985, p. 119). However, these initiatives did not last more than a decade, suffering from limited finances and inadequate logistics, giving way to national programmes that continue to provide support for current professionals (Katuu, 2015).

In 2002, it was acknowledged that there were many different types of archival education programmes in Africa, including pre-appointment education, on-the-job introductory education and training, as well as post-appointment continuing

education and training. As a result, there is a noticeable lack of standardization across the profession (Katuu, 2015, p. 101).

Another effort in capacity building geared towards professionals in developing countries was by the International Records Management Trust, which developed a range of educational material focused mainly at the eastern and southern Africa region, including:

1. Route maps for moving from a paper-based to an electronic information environment including:
    * Designing a Records Management Improvement Programme (International Records Management Trust, 2009a)
    * Implementing Electronic Records Management (International Records Management Trust, 2009b)
    * Integrating Records Management in the Systems Development Life Cycle (International Records Management Trust, 2009d)
2. Good practice indicators to measure records management integration in ICT control systems (International Records Management Trust, 2009c).
3. Five training modules on the management of records in electronic form:
    * Module 1 - Understanding the Context of Electronic Records Management (Keakopa, Millar, O'Shea, Nordland, & Suderman, 2009)
    * Module 2 - Planning and Managing an Electronic Records Management Programme (Ardern, Miller, O'Shea, Nordland, & Smith, 2009)
    * Module 3 - Managing the Creation, Use and Disposal of Electronic Records (Goh, Katuu, Miller, Nordland, & Sebina, 2009)
    * Module 4 - Preserving Electronic Records (Brown, Katuu, Sebina, & Seles, 2009)
    * Module 5 - Managing Personnel Records in an Electronic Environment (Griffin & Hoyle, 2009)

According to Lowry (2013) most of "these training resources were developed in conjunction with African scholars with the aim of addressing local realities". However, there is a need for systematic assessment of the extent of the positive contribution that such resources have made to research and professional development capacity in the African continent. Merely preparing and making training resources available, even freely, does not automatically translate into quality improvements in education and training (Katuu, 2015). Such resources have to be developed with full cognisance of local needs and based on local or national initiatives in order for them to be relevant to the intended audience. Lowry (2013) views one desirable initiative as "a centre of excellence for digital records management that has been mooted for a number of years for the east African region". This initiative has not yet been achieved.

As Lowry (2013) argues, international efforts to support archival education in Africa have increasingly tended to take a 'hands-off' approach, with the majority of funding and projects aimed at providing resources to aid African institutions to provide training, rather than at developing and delivering large-scale educational initiatives directly to students and trainees. In keeping with this 'hands-off' approach, the International Council on Archives (2015, p. 3) has developed its Africa strategy, which addresses issues of advocacy, training and education. This strategy resulted from a recognition of the need for support in redeveloping university curricula so that they reflect international good practice and recent developments in the field.

The terrain in Africa has changed drastically with the advent of mobile telephony and the possibilities of many citizens in different countries being connected to the Internet. This transformation in access to digital technologies has had an impact on the continuing dialogue within the continent on better governance, particularly relating to government accountability to its citizens. The citizenry's expectations of their governments within this environment suggesting that records professionals graduating from educational institutions require an enhanced set of skills to serve modern record-keeping needs. . Africa's archives and records professionals are expected to be adept at managing digital records, but existing educational offerings do not provide the necessary knowledge or skills.

A key component in addressing this capacity deficit would be through enhanced and improved education and training programmes across the African continent. The need for education and training in archives and records management cannot be over-emphasised, particularly in this era of technological developments. Education, training and research can help to empower archivists and records managers to tackle the challenges of governance in electronic environment, as well as to help formulating research agendas to address grand societal challenges such as lack of accountability, high levels of litigation, bad audit results, and lack of or poor service delivery emanating from breakdowns in records systems. Records management systems in the public sector in most African counties are in a state of disarray. Most of the time,

African countries rely on strategies from the global hub and these strategies are difficult to implement in the global periphery.

Two intertwined issues emerge from the foregoing. First, there has not been an in-depth analysis of the curriculum offered in the national programmes, with the exception of a few countries particularly in southern Africa (Department of Arts and Culture [South Africa], 2010; Nengomasha, 2006). Second, there has been a call to increase the visibility of African scholars within global professional research initiatives. While an argument may be made that African professionals have been exposed to international developments, it may be that their own informed contributions have been hampered by the lack of constant and continued exposure, which is ideally achieved through participation in global research activities. The question of whether African scholars should contribute to the overall research agenda within the profession around the world has been asked at different points in the past (Katuu, 2009; Kemoni, 2009). Fundamentally, this input from African scholars should emanate from a determination by individual academic institutions within the continent to identify appropriate avenues for global collaboration.

For instance, since 2013 the Department of Information Science at the University of South Africa has been coordinating the contributions of Team Africa to the InterPARES Trust research project (InterPARES Trust - Team Africa, 2016). The InterPARES Trust project is exploring issues concerning digital records and data entrusted to the Internet, with the goal of developing theoretical and methodological frameworks and to generate a variety of instruments that ensure "public trust grounded on evidence of good governance, a strong digital economy, and a persistent digital memory." (InterPARES Trust - Team Africa, 2016).

One of the case studies undertaken by Team Africa is entitled 'Curriculum Alignments at Institutions of Higher Learning in Africa: Preparing Professionals to Manage Records Created in Networked Environments.' This case study is a systematic analysis of the records and archives curricula in different educational institutions in Africa and the extent to which they address the changing environment in the digital era. The study has been carried out in four phases.

1. The first phase reviewed literature sources with a view to learning about what has taken place both within individual countries and at regional or continent-wide levels. This phase has been completed.

2. The second phase was the design of an inventory of institutions of higher learning offering archives and records management studies in Africa. So far only 34 countries have been inventoried.

3. The third phase, which can commence once the inventory is complete, will be a survey of identified institutions within the continent in order to identify all possible programmes that offer formal opportunities for archives and records professionals. This survey will also include the assessment of curricula of select institutions representing different regional or programmatic flavours. The assessment will look at the extent to which the curricula address modern challenges.

4. The fourth phase will be a tracer study of selected graduates from programmes in order to assess the extent to which their working environment reflects their educational and training background.

The objective of this Team Africa project is to identify gaps in archives and records training and education in African institutions and to suggest ways of filling those gaps. The team is aware, of course, of the fact that different nations require specific interventions: the usual one-size-fits-all approach is not appropriate to designing effective education and training programmes.

This study is important for various reasons including the following:
- providing a benchmark resource for the profession in Africa and the rest of the world
- serving as the basis on which educational institutions assess the content of their courses and provide an impetus for curriculum review
- bridging the gap between theory and practice
- involving other disciplines
- empowering students
- addressing real problems
- helping to generate knowledge production.

Through the project, we have learned that there are several different information studies programs in Africa, and that the courses and topics offered in those programs vary significantly across countries. Programmes range from certificates and diplomas to bachelors- and masters- level degrees. Some programmes operate independently while others exist in history departments or library schools. As a result, there is very little standardization between programs, which seemed to cause difficulties for both students and employers.

In conclusion, I believe that there is a role for the ICA to play in supporting the development of young archival educators in the African continent. Amongst the activities that should be considered includes identifying and supporting Centres of Excellence in different regions on the continent where workshops and seminars are held on a systematic and consistent basis. For instance there could be one on audio-visual preservation held in Arusha, Tanzania considering the UN Mechanism for International Criminal Tribunals (UN-MICT) has a very strong audio-visual programme there. Recently the ICA's Programme Commission conducted a workshop hosted at the UN-MICT for 70 Tanzanian civil servants (United Nations Mechanism for International Criminal Tribunals, 2017). However, such a workshop should go beyond being an ad-hoc arrangement to being both regular and part of a larger set of similar activities conducted all over the continent. In addition, there is a role for the ICA and other professional associations to support experiential learning opportunities. While many educational institutions would like to support their students to take up internships during the course of the professional programme, there is usually no funding to cover a basic stipend for the students. Students could competitively be chosen and offered grants that are administered by host institutions such as UN-MICT that has boldly stated its support for ICA's Africa Programme (United Nations Mechanism for International Criminal Tribunals, 2017). There are likely other international and regional organisations within the continent that could follow UN-MICT's example. Materials that have been developed for the African continent should be updated and new ones produced. Curriculum development falls outside of the scope of InterPARES project.

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