

Egypt and its culture. As one advisor, who rated his performance as average, put it: "Egyptian management is like a revolving door with the constant disruptions only serving to distract and keep everyone off course".

As discussed previously, a widespread feeling among Canadians was that Egyptian management was really not open to the need for Canadian technical experts and that this presented an enormous barrier in trying to teach and train Egyptians. When Egyptian managers were interviewed, many did indeed make the point that their Egyptian personnel were already very qualified, often more qualified than the Canadian experts. For this reason, they wanted to accept fewer Canadian technical experts and to redirect the use of aid money for the purchase of equipment and the employment of Egyptians. There is also a feeling on the Egyptian side that they do not get "the best Canadian experts" and that too many

Canadians come to Egypt motivated for their own personal gain with little commitment to improving conditions.

It is important to emphasize that there was an enormous variety of opinion among Egyptians on the impact of Canadian technical assistance. For example, although many did acknowledge the overall success of ISAWIP, they did not feel positive about the overall working relationships between themselves and Canadians. They often felt controlled, looked down upon, or ignored by Canadians who adopted a superior attitude to them. Over 50 percent of Egyptians interviewed felt that Canadians needed to be better selected to work in Egypt. This group also acknowledged a need for Egyptian management to select more carefully the counterpart who will work with the Canadian and to prepare them both to work more effectively together.