

## **Email Correspondence**

**Email dated 20/11/2012**

Dear Bill,

This is indeed disappointing to hear that mismanagement and inefficiency has deprived all candidates of this important opportunity. I have not heard anything from GRM since I submitted my full application in August. I would not be surprised if other candidates are still waiting to hear something from them.

I hope to hear something soon regarding my Endeavour application before the end of this month.

Please feel free to raise it in your presentation before the Parliamentary Committee. I think there are important lessons to be learnt for future programs.

Best regards,

Niamat

### **Note for file**

On 11 July 2012, Mr Peter Mulligan of GRM International telephoned me from Kabul in Afghanistan. In response to my e-mailed query about the application by Mr Niamatullah Ibrahim for an Australian Leadership Award (ALA), he stated that the information provided to Mr Ibrahim that he had not received an ALA interview because he had not met the required threshold of leadership achievement was incorrect. Four applicants had had similar names, and Mr Ibrahim had inadvertently been given information relating to another of the applicants. Mr Mulligan stated: "I have made a mistake". He wished to make it plain that this was not a result of corruption.

Mr Mulligan went on to say that the reason why Mr Ibrahim's application had been rejected was that his degree certificate and academic record had not been attested by the Ministry of Higher Education and the Ministry of Foreign Affairs in Kabul.

I pointed out to Mr Mulligan that in March I had spoken to him about this very point, to enquire whether such attestation was necessary, and that he had responded that it was not. Mr Mulligan then responded: "I acknowledge that I did give you that advice".

My recollection, which I shared with Mr Mulligan during the conversation, was that I had sent him an e-mail in March setting out the advice that I had forwarded to Mr Ibrahim after Mr Mulligan and I had spoken. After completing my conversation with Mr Mulligan on 11 July, I retrieved the earlier e-mail dated 21 March 2012 that I had sent him, and re-dispatched it to him. That email is attached to this note. Further emails from 11-12 July 2012 are also attached.

13 July 2012

Dear Mr Mulligan,

Just after I rang off, I found the following email which I had sent to you on 21 March. I have noted your comments in our conversation today that 'I acknowledge that I did give you that advice',

Sincerely,

William Maley

Professor William Maley, AM FASSA  
Director, Asia-Pacific College of Diplomacy  
School of Regulation, Justice and Diplomacy

----- Original Message -----

**Subject:**Re: Application

**Date:**Wed, 21 Mar 2012 10:33:51 +1100

**From:**William Maley

**To:**Peter Mulligan

Dear Mr Mulligan,

Following our discussion, I passed on to Mr Niamatullah Ibrahimi, currently a short-term Visiting Fellow at the Free University of Berlin, that he was not required to have his University of London degree certificate and transcript certified by the Ministries of Higher Education and Foreign Affairs in Kabul in order to be able to lodge his application for an Australian Leadership Award to support his PhD studies at the ANU.

The ANU should be despatching its letter of offer of a place to Mr Ibrahimi by tomorrow. He is a very strong applicant indeed. As background, I'm attaching a reference for him which we received from former Foreign Minister Gareth Evans,

Sincerely,

William Maley

Professor William Maley, AM FASSA  
Director, Asia-Pacific College of Diplomacy  
School of Regulation, Justice and Diplomacy

### Further emails

On 07/11/12, **Peter Mulligan**

Dear Professor Maley

Thank you for the email and I remember to conversation.

As we discussed I am working on a way forward to try to assist in this matter and can give no promises about the outcome of any action that may be taken and no undertaking that the decision will change

I am presenting the proposed course of action to AusAID in the morning.

I will let you know the outcome.

Once again I need time and would ask for you not the contact the applicant nor AusAID.

I will call in the afternoon your time and follow it up with an email.

Thank you for your patience in this matter.

Kind regards

*Peter*

**Peter Mulligan**  
Scholarships and Awards Manager

Development Assistance Facility for Afghanistan (DAFA) an AusAID Initiative  
GRM International  
Kabul | AFGHANISTAN

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**Email sent 11/07/2012:**

Dear Mr Mulligan,

Thank you for your email. Tomorrow is Graduation Day, and I will therefore not be in my office in the afternoon, but I would be grateful if you brief me by email as to the developments. In the meantime I will not communicate with the applicant or with AusAID - although if I am dissatisfied at the end of the process, I would feel honour bound as one of Mr Ibrahim's referees to share my concerns with AusAID, and perhaps raise them also with the Senate Foreign Affairs, Defence and Trade References Committee, which has asked me to make a submission to their inquiry into Australia's overseas development programs in Afghanistan,

Sincerely,

William Maley

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Dear Professor Maley

I am working to ensure the best possible outcomes for the Australia Awards Program, for those who apply and those who become scholars.



I have shared this with you in confidence with you and whilst I am well aware that you have every right raise issues with AusAID and the Senate Foreign Affairs, Defence and Trade References Committee and I would encourage you to do so; I work in an environment where there is corruption and threats all the time and it makes my job difficult

Officials here ask that consideration be given for this person or that person.

I gave no promise other than I would endeavour to assist in this matter which I am doing

I have corporate approval from my proposed course of action and I am waiting approval from AusAID.

If my propose course if action is accepted I undertake to ensure that your colleague is assess against the same criteria as other applicants

If the committee finds him suitable that he will enter the process but that does not mean he will be successful there are a number of other steps that he would need to complete successfully.

In relation at Senate Foreign Affairs, Defence and Trade References Committee I have also provided evidence and if you raise this matter with them so be it but there are much bigger issues for the committee to consider I would suggest.

Professor Maley I guess what I am saying is I will do what I can to assist within the confine of the requirement for the program and I will seek to do what is right.

I would encourage you to raise any issue with the Senate Foreign Affairs, Defence and Trade References Committee that you believe will improve Australia's development program particularly in relation to education because I have keen professional and personal interest in education and its relationship to Australian Public Diplomacy.

As soon as I have answer I will let you know and I would like discuss this matter with.

I think we are on the same side I just need to work this through

Kind regards

*Peter*

**Peter Mulligan**  
Scholarships and Awards Manager

Development Assistance Facility for Afghanistan (DAFA) an AusAID Initiative  
GRM International  
Kabul | AFGHANISTAN

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**Email sent 12/07/2012:**

Dear My Mulligan,

Thank you for your email. Rest assured that I would not expect you to do anything other than what is proper in the circumstances. Mr Ibrahim's ALA application should succeed or fail on its merits. My concern is purely with defects in process that could result in its *not* being considered on its merits,

Sincerely,  
William Maley

**Subject:** FW: Australian Leadership Award Application~ Mr Niamatullah Ibrahim  
**From:** Niamatullah Ibrahim  
**Date:** 10/07/12 5:08 AM  
**To:** 'William Maley'

Dear Bill,

Below are some emails I exchanged with Peter Mulligan, DAFA Scholarships Manager in Kabul. It looks like they did not find me competitive with respect to experience and leadership. Next week, I will try to see him personally just to get to know him but will probably not discuss my application.

Best regards,

Niamat

**From:** Peter Mulligan  
**Sent:** Sunday, July 08, 2012 3:54 PM  
**To:** Niamatullah Ibrahim  
**Subject:** RE: Australian Leadership Award Application~ Mr Niamatullah Ibrahim

Dear Mr Ibrahim

Thanks you for your email and I am happy to meet with you.

I am in all day meetings for the few days and I would be happy to make a time to meet.

Are you able to call me on Saturday to arrange a time please?

Kind regards

*Peter*

**Peter Mulligan**

Scholarships and Awards Manager

Development Assistance Facility for Afghanistan (DAFA) an AusAID Initiative

GRM International

Kabul | AFGHANISTAN

**From:** Niamatullah Ibrahim

**Sent:** Sunday, 8 July 2012 3:47 PM

**To:** Peter Mulligan

**Subject:** Re: Australian Leadership Award Application~ Mr Niamatullah Ibrahim

Dear Mr. Mulligan,

Thank you very much for responding to my email. I understand the number of applications were very high and of course respect your decision.

I am back in Kabul now and would be happy to meet up if you are interested (of course I will not bring up the issue of scholarship again).

Best regards,

Niamat

On 7 July 2012 09:10, Peter Mulligan ·

Dear Mr Ibrahim

Thank you for your email and inquiry.

As you know the Australian Government offers only a limited number of Awards each year and the Awards are very competitive.

This year DAFA received some 860 applications for Australian Leadership Awards and 60 for 5 Awards

Today I have reviewed your original application form and found that compared to other applicants you were not competitive with respect to the experience required and leadership.

I would encourage you to reapply for an Award in 2013 and wish you the best of luck in such an endeavour.

Kind regards

*Peter*

**Peter Mulligan**

Scholarships and Awards Manager

Development Assistance Facility for Afghanistan (DAFA) an AusAID Initiative

GRM International

Kabul | AFGHANISTAN



**To:** Peter Mulligan  
**Subject:** Australian Leadership Award Application

Dear Mr. Mulligan,

I hope this email finds you well. I am writing this email to inquire about the status of my application for an Australian Leadership Award for a post-graduate study at the Australian National University. I am concluding a six-month research fellowship with the Free University in Berlin and will be back in Kabul in three days. My application, submitted in Kabul in March this year, was supported by Mr. Gareth Evans, Chancellor and Professor William Maley, Director of the Asia-Pacific College of Diplomacy of the Australian National University.

I understand it might be difficult for you and your team to respond to individual queries but I was wondering if you could let me know, 1) whether you received my application and 2) I would appreciate to know the reason for its rejection.

Niamatullah Ibrahim  
Visiting Fellow, Centre for Development Studies  
Institute of Geographical Sciences  
Free University Berlin  
Germany

### **Note for file**

At 10.45 pm (Australian Eastern Summer Time) on 3 December 2012, I telephoned Mr Niamatullah Ibrahimi in Kabul. As of that time, he had received no indication in writing from any official Australian body as to the outcome of his Australian Leadership Award Scholarship application.

3 December 2012

## Email Correspondence

On 07/12/12, **Niamatullah Ibrahim**

Dear Bill,

I just received a call from Peter Mulligan. It looks like I am going to have a formal interview on Saturday. I will let you know how it goes.

Best regards,  
Niamat

-----Original Message-----

From: William Maley  
Sent: Wednesday, July 11, 2012 6:41 AM  
To: Niamatullah Ibrahim  
Subject: In confidence: ALA

Dear Niamat,

I've just received the following from a senior AusAID official:

"I have requested GRM to provide detailed feedback to Mr Ibrahim. GRM has arranged a meeting with Mr Ibrahim on Saturday. Following the meeting and provision of detailed feedback, if we or Mr Ibrahim have any doubts about the selection process we will take appropriate steps to review it."

So please feel free after you see Peter Mulligan to convey any doubts that you might have to me, and I will forward them to AusAID here with a request that it review the selection process,

Best wishes,

Bill

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**Email dated 23/07/2012:**

Dear Bill,

This morning, I was finally interviewed by the ALA selection panel (two Australians and three Afghans). Overall, I think it went well. They asked me general and sometimes very basic questions. For example, an Afghan member of the panel asked if I would approach members of my team in friendly or unfriendly manner. The other question was whether I would be interested to work for the Afghan government.

They me told I am the eleventh to be interviewed, which I assume is the total number of candidates shortlisted for 5 ALA positions. The result will be announced in September but soon they will send a list of candidates they recommend for the scholarship to Canberra.

Best regards,

Niamat

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**From:** Maryam Sayed  
**Sent:** Tuesday, July 31, 2012 9:36 AM  
**Cc:** Peter Mulligan; Freshta Nehan; Mustafa Najib  
**Subject:** ALA- Scholarship Application Form

Dear ALA Candidate,

Based on our phone conversation, I would like you to fill up the attached application form accordingly and send me back ASAP by 8:00 AM 1st August, 2012.

Kindly note the following points and send us all information which are required:

- Copies of your educational documents certified by MOFA/ Afghan consulate abroad
- Soft version of your up to date Resume
- All columns in application form are mandatory to be filled with accurate information
- The answers should not exceed more than 1000 word per question
- Initial all the pages of application
- Provide both soft and hard copies of the application

With Best Regards,

Maryam Sayed

**Maryam Sayed**  
Australia Awards Officer  
Development Assistance Facility for Afghanistan (DAFA) an AusAID Initiative  
GRM International

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**From:** William Maley  
**Sent:** Thursday, 15 November 2012 12:43 AM  
**To:** Murray O'Hanlon  
**Cc:** Craig Russell Hanks  
**Subject:** RE: ALA Application [SEC=UNCLASSIFIED]

Dear Mr O'Hanlon,

I was wondering if you can let me know when the results of the 2012 ALA Scholarship application round for Afghanistan are to be announced. As you will recall, I was a referee for an applicant, and it would be useful to know when we should plan to begin preparing for his possible arrival in the event that his application is successful,

Sincerely

William Maley

Professor William Maley, AM FASSA  
Director, Asia-Pacific College of Diplomacy

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**Email dated 20/11/2012:**

Dear Mr Maley,

First of all my apologies that someone from AusAID has not responded to you sooner regarding your query relating to the 2013 ALA scholarship application round. I have taken the time to confirm with our scholarships area, who run the ALA selection process, that the process has concluded and for this intake, no Afghan fellows were selected. I can also advise that Afghan candidates were notified of their unsuccessful applications in September by GRM (then managers of our Development Assistance Facility for Afghanistan), who managed applications by Afghans on our behalf. As you are aware, the ALAs are, and are intended to be, a highly competitive process for an elite cohort. This, of course, does not preclude individuals from applying again in future.

...

regards

**Paul Daniell**

**Director | Afghanistan Section | AusAID**

**From:** William Maley  
**Sent:** Tuesday, 20 November 2012 11:02 PM  
**To:** Paul Daniell  
**Subject:** Re: ALA Application [SEC=UNCLASSIFIED]

Dear Mr Daniell,

Further to my earlier email, I received the following just now from Mr Niamatullah Ibrahim:

"I have not heard anything from GRM since I submitted my full application in August. I would not be surprised if other candidates are still waiting to hear something from them."

In the light of this, it might be useful for you to check whether GRM in fact made the notifications claimed. I would like to know when, and by what means, they claim to have notified Mr Ibrahim. Clearly Mr Ibrahim's time has been wasted by this scholarship round. So has mine,

Yours sincerely,



William Maley

Professor William Maley, AM FASSA  
Director, Asia-Pacific College of Diplomacy  
School of Regulation, Justice and Diplomacy

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Email dated 23/11/2012:

Dear Prof. Maley,

We spent the last two days seeking additional details regarding the ALA process run by our scholarships area, as well as seeking advice overnight from our staff and the managing contractor in Kabul regarding the advice that was provided to candidates regarding their applications.

As you may know, while AusAID officers at Post shortlist the best candidates to put forward for ALAs, the selection of those shortlisted in each country are considered on a global basis by an independent selection panel in Canberra. In this case, our senior executive officer in Afghanistan personally reviewed the Afghan applications. This review followed a first cull of applications by our managing contractor, based on fixed and objective criteria (eg meeting the specified English language proficiency). You may recall that Mr Niamatullah Ibrahim had not originally been shortlisted by the contractor for our officers' review, due to a technical reason relating to his application. When you queried with us that Mr Ibrahim had not passed through the first stage, we reviewed the circumstances and then included him as one of those our officer reviewed. He was one of the candidates we put forward to the independent panel for consideration.

This independent panel was chaired by a senior executive from our scholarships policy area, and included representatives from other government agencies. All candidates considered by the independent panel for ALAs had already been endorsed by senior AusAID staff from the various posts as well as having very strong applications, so the field is highly competitive. Notwithstanding this rigorous process, ALAs are well oversubscribed, with many more candidates than available places. Candidates are selected on merit, with no allocation to any particular theme or country. The independent selection panel determined that Mr Ibrahim was not among the select few to be offered a place for 2013.

We also followed-up overnight with our Development Assistance Facility for Afghanistan regarding advice to Mr Ibrahim about the status of his application. Our managing contractor has confirmed the names of those who were advised by letter in September that their applications had been unsuccessful. Although Mr Ibrahim should have been advised, he was not. We will rectify this ourselves immediately by contacting Mr Ibrahim directly to explain the situation. DAFA, managed by International Relief and Development (IRD) since 1 October, is responsible for administration and support to our Australia Awards program. Notwithstanding that we will contact Mr Ibrahim directly, we would encourage him to keep in touch with IRD about future scholarship opportunities.

Yours sincerely,

**Paul Daniell**

**Director | Afghanistan Section | AusAID**

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Email sent 23/11/12

Dear Mr Daniell,

Thank you for your email. I would be interested in knowing who serve on the independent selection panel, both in terms of specific organisational affiliations and individual experience.

I hope that Mr Ibrahim will apply again, but I'd hesitate to press him - he has been comprehensively mucked around this time,

Sincerely,

William Maley

[No direct response received]

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**From:** William Maley  
**Sent:** Monday, 26 November 2012 6:55 PM  
**To:** Paul Daniell  
**Subject:** RE: ALA Application [SEC=UNCLASSIFIED]

Dear Mr Daniell,

A further brief query in response to your email below. I note that the advice you had received from your scholarships area was that 'The independent selection panel determined that Mr Ibrahim was not among the select few to be offered a place for 2013'. The import of this is plainly that Mr Ibrahim's application received direct consideration by the panel.

However, I have just seen on the AusAID website the following: 'AusAID has commenced a procedural review into the Australia Awards program for Afghanistan. As a result, AusAID is temporarily suspending the mobilisation of further awardees to allow time for the review to be completed. Any updates will be posted on this website'.

I therefore seek clarification as to whether Mr Ibrahim's application came directly to the attention of the selection panel, or whether it fell victim to the blanket suspension. I need to know this so that I can give him useful feedback should he seek it. I would appreciate a response by the end of this week, since it may affect the content of my testimony on Tuesday 4 December to the Senate Foreign Affairs, Defence and Trade References Committee,

Sincerely,

William Maley

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Dear Prof. Maley,

As advised, Mr Ibrahim was one of the Afghan candidates considered by the independent selection committee.

Sincerely,

**Paul Daniell**

**Director | Afghanistan Section | AusAID**



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[AusAID](#) > [Publications](#) > [Afghanistan—Information for intake commencing 2013](#)

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[Annual Reports](#)

[Budgets](#)

## Afghanistan—Information for intake commencing 2013

AusAID has commenced a procedural review into the Australia Awards program for Afghanistan. As a result, AusAID is temporarily suspending the mobilisation of further awardees to allow time for the review to be completed. Any updates will be posted on this website.

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[Aid policy](#)  
[Aid transparency](#)  
[Annual reports](#)  
[Brief history of AusAID](#)  
[Budgets](#)  
[Organisation structure](#)  
[Where we work](#)  
[Who we work with](#)  
[Minister](#)  
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[Middle East & North Africa](#)  
[Pacific](#)  
[Papua New Guinea](#)  
[South and West Asia](#)  
[Sub-Saharan Africa](#)

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[Climate change](#)  
[Development Through Sport](#)  
[Disability-inclusive development](#)  
[Disaster risk reduction](#)  
[Displacement and resettlement](#)  
[Economic growth](#)  
[Education](#)  
[Environment](#)  
[Food security](#)  
[Gender equality](#)  
[Governance](#)  
[Health](#)  
[Humanitarian aid](#)  
[Human rights](#)  
[Infrastructure](#)  
[Millennium Development Goals](#)  
[Mine action](#)  
[Mining](#)  
[Regional stability](#)  
[Water and sanitation](#)

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[Careers](#)  
[Scholarships](#)  
[Tenders and grants](#)  
[Volunteers](#)  
[Australian Civilian Corps](#)  
[AusAID Staff Alumni Program](#)

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[Research](#)  
[Information Publication Scheme](#)  
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**Subject:** Hazaras  
**From:** Michael Dwyer  
**Date:** 3/12/12 11:24 PM  
**To:** William Maley

Dear Professor Maley,

Re your enquiry about Dr Niamatullah Ibrahim, I confirm that he and Hurst have signed a contract for his forthcoming book on the Hazaras of Afghanistan, due for delivery in September 2013, of which I have already seen an early draft. Our intention is to publish in early 2014, in conjunction with OUP, New York, our co-publishing partner in the States, subject of course to peer review and Delegate approval.

Please don't hesitate to contact me further about this matter.

Attached is a copy of our agreement with Dr Ibrahim.

regards,  
Michael

Michael Dwyer  
(Managing Director)  
C. Hurst & Co. (Publishers) Ltd.

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MEMORANDUM OF AGREEMENT made this 15 June 2012 between  
**Dr Niamatullah Ibrahim**,

hereafter called "the Author" which expression shall, where appropriate, include the Author's executors, administrators and assigns) of the one part and C. Hurst & Co. (Publishers) Ltd., 41 Great Russell Street, London WC1B 3PL (hereafter called "the Publishers" which expression shall, where appropriate, include the Publishers' successors in business) of the other part:

WHEREAS the Author has agreed to complete an as yet untitled manuscript entitled

**"The Hazaras of Afghanistan"**

consisting of c. 80,000 words (hereinafter called "the Work") it is mutually agreed between the parties hereto as follows:

**1. DELIVERY OF COMPLETED WORK AND DATE OF PUBLICATION**

The Author undertakes to deliver the Work to the Publisher as an email attachment by **30 September 2013**. The Publishers agree within eighteen months of the delivery of the completed typescript, unless otherwise mutually agreed, at their own risk and expense to produce and publish the Work, unless prevented by war, strikes or other circumstances beyond their control.

**The Work will be co-published simultaneously in North America by Oxford University Press, New York, under its imprint, subject to successful peer review and approval by the Delegates of OUP, and will be published in e-book format by OUP New York within six months of its appearance as a printed book.**

**2. LIBEL AND BREACH OF COPYRIGHT**

The Author hereby warrants to the Publishers that the Work is original, has not been published in volume form, is in no way whatever a violation of existing copyright, and contains nothing obscene or libellous, that all statements contained therein purporting to be facts are true, and that s/he has full power to make this Agreement and undertakes to indemnify the Publishers against any loss, injury or damage (including legal costs and expenses and any compensation, costs and other disbursements paid by the Publishers on the advice of their legal advisers to compromise or settle any claim) occasioned to the Publishers in consequence of any breach of this warranty, or arising from any claim for damages for libel, defamation or infringement of copyright, or consequential damage.

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The copyright in the Work shall remain the property of the Author, but the sole and exclusive right to publish the Work in volume form in all languages for the legal term of copyright, together with the rights enumerated in Clause 2 hereof, is hereby vested in the Publishers throughout the world. The copyright notice to be printed on every copy of the Work shall unless otherwise agreed be in the name of **Niamatullah Ibrahim** with the year of first publication. The right of **Niamatullah Ibrahim** to be identified as the Author of this publication is asserted by him in accordance with the Copyright, Designs and Patents Act, 1988.

**Agreement between C. Hurst & Co. (Publishers) Ltd. and Niamatullah Ibrahim**

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The Author shall on delivery of the typescript supply to the Publishers without additional remuneration the necessary photographs, pictures, diagrams, maps and other material from which to illustrate the Work, which the Publishers shall prepare for publication.

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(a) The Author undertakes to read and correct the proofs of the Work with all due care and attention and to return them to the Publishers within 14 days of their receipt. In the event of the Author failing to return the proofs to the Publishers within the above period, other than by mutual agreement, the Publishers shall be entitled to consider the Author as having passed the proofs for press.

(b) An index shall be prepared by the Author.

(c) The Author shall obtain written permission for the inclusion of any copyright material in the work, whether text, illustrations or otherwise, and be responsible for payment of any fees charged for its use.

(d) The Author has the right to approve the final copy-edited version of the Work before it is typeset.

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**Agreement between C. Hurst & Co. (Publishers) Ltd. and Niamatullah Ibrahim**

(b) Eight per cent (8%) of the net (actual) receipts from the sale of the first 2,500 copies of any **paperback** edition produced and published by the Publishers for sale in the United Kingdom and elsewhere, excluding the United States and Canada, rising to 12.5 per cent of net (actual) receipts on 2,500 copies and above and 15% per cent of net (actual) receipts on 5,000 copies and above.

(c) Ten per cent (10%) of the net (actual) receipts from the sale of hardcover and paperback copies of the Work co-published in the United States and Canada by Oxford University Press, New York rising to 12.5 per cent of net (actual) receipts on 2,500 copies and above and 15% per cent of net (actual) receipts on 5,000 copies and above.

(d) Fifty per cent (50%) of all royalties and of all fees (other than those paid for the right to reproduce the Publishers' typography) received on account of the sale of rights for an edition or editions of the Work to be published in the United States of America, India and other export markets, wherever it is printed.

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In consideration of the payment by the Publishers to the Author of the following percentages of all moneys received by them in respect of the undermentioned rights the Author hereby assigns the said rights to the Publishers during the term of this Agreement:

(a) Reprint rights licensed to a paperback publisher or to a book club: sixty per cent (60%).

b) Translation rights: sixty per cent (60%).

(c) Serial rights (whether such rights are sold before or after publication): sixty per cent (60%).

(d) Digest rights, book condensation rights, single issue rights (i.e. the right to publish the complete work or any extract from it in a single issue of a periodical or newspaper), the right to reproduce extracts from the Work in books, periodicals and elsewhere including any maps or other illustrations provided by the Author, the right to produce or reproduce the Work or any part thereof by film micrography, xerography or sound recording: sixty per cent (60%).

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